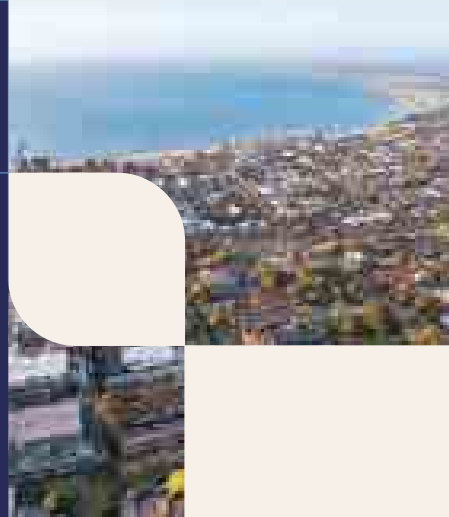


# REPORT OF OPERATIONS 2024–25

Hobsons Bay City Council  
Annual Report





A photograph of a person's hand, wearing a dark sleeve, holding a plant stem over a body of water. The background is a blurred natural setting. A white grid with rounded corners is overlaid on the image. A large white rounded rectangle is in the bottom left corner, containing text.

### *Acknowledgement of Country*

Council acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners of these municipal lands and waterways, and pay our respects to Elders past and present.



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# Welcome

This Hobsons Bay City Council Annual Report aims to provide a balanced review of the achievements and challenges of delivering services and infrastructure that our community requires.

The *Local Government Act 2020* requires every council in Victoria prepare an annual report each year.

This Annual Report details our progress in delivering on our Council Plan 2021–25 and the Hobsons Bay 2030 Community Vision. This annual report consists of:

- the Report of Operations, including a progress update on the delivery of our Council Plan and the major initiatives set out in our 2024–25 Annual Budget, and results of our Council Plan strategic indicators
- an Annual Financial Report detailing our financial performance against our budget
- an Annual Performance Statement, including prescribed performance indicator results.



# THE YEAR IN REVIEW





## A message from the Mayor



There were plenty of achievements made and services provided to continue to enhance our great community over the past year.

It gives me pride to present the 2024-25 Hobsons Bay annual report. It highlights the amazing things we have accomplished to further enrich our community as a great place to live, work and play.

Change has been a constant over the past 12 months across all of Council.

Our 2020 –2024 Council group finished their terms, with elections taking place in October. We moved to a single-ward structure, with one representative elected from seven wards across our municipality.

We welcomed five new Councillors, joining myself and Cr Diana Grima as returning representatives.

I was privileged to have been elected as Mayor for the first time, an honour I will cherish.

There was also change throughout the organisation, with several administrative changes this year, including at the executive level.

The CEO resigned earlier this year and we appointed an interim CEO while we undertake the process to appoint a permanent CEO.

While change is often difficult to manage, Councillors and the executive team have been united in its priorities for the community and the organisation.

We have taken measures to put pieces of work and people in place to drive change for the better, for our staff and our community.

A key focus of my mayoral term was to voice the views and concerns of the community on a range of issues.

Council has continued to advocate strongly on behalf of the community in Newport with the removal of the level crossing at Champion Road; we also voiced concerns around the lack of filtration on the West Gate Tunnel

Project vent stacks and the detrimental impact it will have on nearby residents; we also advocated to state and shadow ministers on the cessation of funding for the group-based component of the Sleep and Settling program; and we stood with councils across Victoria to voice concerns about the impact on communities of the state government's emergency services and volunteers fund levy, an unfair increased cost for ratepayers.

While advocating on current issues, this financial year there was also a focus on the future, with development of the 2025– 29 Council Plan beginning.

This plan will outline our priorities for the next four years, giving us a roadmap of what we want to achieve for our community.

In the final year of our current plan, we were able to achieve some great things for our community.

We have planned and completed key projects, and we continue to deliver more than 100 crucial services for residents of all ages.

Our capital works program delivered plenty for community members across our city to enjoy, including:

- completing Altona Hockey Club's new pavilion, providing four change rooms, umpire facilities, social room, kitchen, storage areas and public toilets
- Altona beach entry and Esplanade stage one works
- opening the new Brooklyn Community Garden
- upgrading the Altona North library into the Games Discovery Centre as the newest centre of excellence
- redeveloping the box lacrosse court at Fearon Reserve, Williamstown
- upgrading the Laverton Magpies Football Club's pavilion and digital scoreboard



- building a new play space, half court, walking paths and seating at Pipeline Reserve, Seabrook
- upgrading Leo Hoffman Reserve, Newport, including a unique ninja course, as well as a new play space, seating, paths, drinking fountains, and shelter.

We welcomed the opening of the new Altona Road bridge, with the ford upgrade project coming to life. The brand-new culvert bridge and shared path across Kororoit Creek are designed to reduce road closures due to flooding.

And after years of community advocacy, the redeveloped Laverton Swim and Fitness Centre re-opened. With improvements such as a new gym setup, revitalised pool deck and modernised changing rooms and toilets, the facility will be a great place for the next generation to learn to swim and will help keep others in the community fit and active.

We also continued to provide opportunities for people of all abilities to enjoy our amazing beaches, with the delivery of the accessible beaches program.

With support from the Williamstown Swimming and Life Saving Club and Altona Life Saving Club, made-for-beach-wheelchair mats were available over summer to provide access to the beach for those who might not previously have been able to.

Beach matting as part of the program was replaced in June to ensure greater accessibility for longer to our beaches.

There was plenty on our arts and events calendar once again, allowing residents to celebrate our wonderful city while encouraging people from across Melbourne to enjoy all we have to offer.

Movies by the Bay was a hit at Altona, Seabrook and Williamstown, while our Christmas events proved popular.

A series of three Christmas picnics featured throughout December, building the festive atmosphere across the city.

The Christmas cheer continued throughout December, with initiatives such as Santa photos and community decorations creating a great feeling in the community, while also supporting local businesses during the holiday period.

We were also able to support a range of community events through the Make it Happen grants program, with diverse events and festivals such as Holi and Diwali at Seabrook, the Williamstown Literary Festival, and the Newport Jazz and Folk Festivals all brought to life.

The Pathways to Work Careers Expo in July was a great success. Hosted at Grazeland in Spotswood, the event broke down barriers to employment for young people, with more than 800 attendees getting involved.

There were a further 19 networking events and business workshops for local businesses to engage with, growing their networks and learning new ways to improve ways of doing business.

The Love Local, Dine Local rebate in winter 2025 drove traffic to businesses in quieter periods over the colder months, with a \$50 rebate to residents and visitors who spent \$100 or more at local restaurants or cafés.

The economic impact was significant, with more than \$160,000 estimated to have gone back into the local economy, with Council's investment returned at more than \$5 for every \$1 invested.

It was also important to continue ongoing maintenance of Council-managed roads throughout our city.

We patched 446 square metres of potholes, while completing nearly 9,000 square metres of asphalt road repairs and replacing more than 10,145 square metres of concrete footpaths.

I'd finally like to recognise our Citizen of the Year, Lara Week, and Young Citizen of the Year, Albee Damnics, two incredible community champions recognised for their contributions to Hobsons Bay.

So much has happened over the past year. While plenty has changed, the dedication to making Hobsons Bay the best it can be remains the same. .

**Cr Daria Kellander**

Mayor

Hobsons Bay City Council



## A message from the Interim Chief Executive Officer



The past year has seen plenty of achievements for our community. We kept core services strong, delivered significant projects, and laid the groundwork for a more accountable, community-focused future.

It was my pleasure to join Hobsons Bay City Council in an interim capacity in the most recent financial year. I was thoroughly impressed by the staff and their levels of commitment to the community.

As a Hobsons Bay resident myself, I love where I live and our community, and I have gained a new perspective of our wonderful city.

There was significant change at Hobsons Bay over 2024–25. The second half of 2024 saw Council enter caretaker mode ahead of elections, followed by the election of a significantly different Council.

Former CEO Aaron van Egmond resigned in March 2025 and I was appointed interim CEO in early March this year.

I acknowledge the challenges experienced across the past year; my focus since commencing has been to stabilise the organisation, strengthen governance and maintain reliable service delivery.

One of my first priorities was to support the reviews undertaken by state government regulatory bodies focused on improving the governance and culture of council.

The state government also appointed monitor John Tanner AM until the end of 2025.

We have acted on recommendations, increased transparency in our reporting to Council, and refreshed key governance settings, including audit and risk oversight and related policies and rules.

Council released the Listening and Support Process Report and undertook to develop an Integrated Action Plan to improve governance and culture and to respond to the recommendations within the report.

This work is underway and will continue through 2025–26, alongside actions requested by regulatory bodies such as WorkSafe and Local Government Inspectorate.

The plan puts into place a framework to support employees and Councillors to undertake their roles in an environment that is safe, transparent and enabling. A safe, respectful workplace is fundamental to great community outcomes. We have begun strengthening OHS policies and practices, continuing culture improvement initiatives, and communicating clearly with staff and unions as we progress industrial settings, including the pathway to a new enterprise bargaining agreement.

The plan also identifies the importance of an aligned organisation to deliver outcomes to support the community. This document, in line with our next Council Plan, will shape the way our organisation looks for years to come.

While there has been significant organisational change we have continued to deliver on our commitment to the community.

Our \$55.6 million capital works program once again delivered some key projects and continued the development of other long-term projects.

Development of the Wetlands Centre is steadily coming along, with the first stage of landscaping works now complete, and the second stage of early works set to begin soon. We continue to advocate for further government funding to continue to develop this site.

We look forward to seeing projects such as The Zone, a purpose-built youth space in Altona North designed to support youth engagement and activation, as well as stage two of the McCormack Park upgrade in Laverton come to life.



A community garden in Brooklyn was opened, and planning is underway for two more in Newport and Williamstown.

Our Council sites across the municipality continued to service residents with a range of different needs.

More than 770,000 people visited Council sites in the past year, with more than 600,000 of those visiting libraries.

The reopening of the Altona North Community Library as the Games Discovery Centre was highlighted by the successful Festival of Games, attracting more than 230 people.

More than 450,000 library loans were made last year, while more and more people are engaging with our libraries, with more than 6,000 new library borrowers.

Nearly 35,000 people engaged with more than 1,100 programs at our libraries, while internet usage at library sites saw a 35 per cent increase year on year.

We also took library services out and about via our Council+ Mobile Library to increase accessibility to library services, with more than 10,700 visitors enjoying the roaming service.

The mobile library also ventured to Altona Gate Shopping Centre in January and February, with the pop-up featuring activities such as story times, LEGO challenges and VR experiences.

Our customer service team continued to work hard to support the community when they call, visit a Council+ site or chat with us online, with more than 150,000 enquiries received.

The Make it Happen grants program continued to prove a great way to financially support community organisations with key projects and events, with 86 applicants receiving more than \$500,000 in grant funding.

Council once again hosted or supported key event dates on the calendar to recognise our diverse community.

Flag-raising ceremonies for IDAHOBIT and NAIDOC Week helped highlight Council's support for LGBTQIA+ and First Nations communities.

Collectives such as the Hobsons Bay Pride Community Liaison Group (CLG) and Hobsons Bay Women's Advisory Group continued to do great work with their respective remits.

With its term concluding in June, the pride CLG will live on through its inclusive Facebook group and the women's advisory group's legacy will last through production of a document of priorities and suggested future actions.

Community health was once again at the fore with the return of the Sons and Daughters of the West programs.

Working with the Western Bulldogs, more than 100 people attended the programs to learn more about health and wellbeing.

We continued to support and nurture our city's biodiversity and environment throughout the year, with more than 26,000 tube stock plants planted, and more than 12,000 trees planted across the municipality.

Education around the environment was also a key, with officers regularly offering fun activities focused on our local environment at sites such as Altona Gate Shopping Centre, often handing out free plants to drive passion for biodiversity.

The Boollam Boollam Willum Festival was once again another great success. Celebrating First Nations culture with a focus on local biodiversity, more than 400 people attended this year's event.

Throughout February and March, more than 20,000 households had their bin lids upgraded, with older green-lidded rubbish bins retrofitted with red lids, following the standardisation of colours across Victoria.

More than 34,511 tonnes of rubbish, recycling, glass, food and garden waste were collected over the past 12 months, with nearly 50 per cent from mixed recycling, glass and food and garden bins.

While 20 per cent of recycling bin contents were contaminated with non-recyclable items, it was a step in the right direction, improving on previous years.

Improvements continued around the planning application process to streamline the process for users, with the permit management system Greenlight rolling out Smart Fees, automatically generated fees to shorten the process.

I am proud of all the amazing work and achievements from the past year. Looking ahead, the Council Plan and Municipal Public Health and Wellbeing Plan will set our direction, and the Long-Term Financial Plan and Asset Plan will resource delivery.

In 2025–26 our focus remains on excellent core service delivery, strengthening culture and safety, maintaining financial discipline, and partnering with our community to realise a healthy, inclusive and sustainable Hobsons Bay.

### **Kerry Thompson**

Interim Chief Executive Officer  
Hobsons Bay City Council







# HIGHLIGHTS OF THE YEAR





# Sustainable Communities

## Arts, Culture and Community

### Community Development

#### **Community Centres, Neighbourhood Houses**

Council continued to provide support to a range of local community services, neighbourhood houses and community centres through service agreements and access to facilities. These services provide essential social connections, education and direct support to residents, as well as providing information and referrals to other local services. In 2024–25, Williamstown Community Education Centre celebrated its 50th Anniversary, South Kingsville Community Centre celebrated its 30th anniversary and Louis Joel Arts and Community Centre celebrated its 20th anniversary.

#### **Cultural Diversity Week**

In March 2025, Hobsons Bay celebrated Cultural Diversity Week with a Cultures of the World program coordinated by the Community Development team and supported by Council teams, including Family Engagement, Lifelong Learning, Youth Services, Arts Culture Heritage, and external partners, including local community centres and the Hobsons Bay Men's Shed. Twenty-five free events across ten suburbs were attended by over 1,000 community members highlighting African, Arabic, Asian, Celtic, Italian, Pacific Islander, South American, Turkish and First Nations traditions.

#### **Flag raising ceremonies**

Flag raising ceremonies were held in Altona, to acknowledge NAIDOC Week in July 2024 and International Day Against Homophobia, Biphobia, Interphobia, and Transphobia (IDAHOBIT) in May 2025. During the NAIDOC Week flag raising, the community came together to celebrate the cultural and community contributions of First Nations, Aboriginal and Torres Strait Islander people. The importance of Council's partnership with Bunurong Land Council Aboriginal Corporation and work undertaken with Parks Victoria was highlighted. For the IDAHOBIT flag raising, representatives of the Hobsons Bay Pride Community Liaison group and Councillor Lisa Bentley spoke with over 80 community members in attendance.



*IDAHOBIT Day Flag Raising 2025, Altona*

### **Gender Equality programs and Preventing Violence Together**

Council hosted a World Café and community afternoon tea in celebration of International Women's Day in March 2025. The event was co-designed by members of the Hobsons Bay Women's Advisory Group with the theme of #AccelerateAction for gender equality.

Council participated in the GenWest Preventing Violence Together framework along with representatives from other Councils and agencies committed to preventing gender-based violence.

The 16 Days of Activism Against Gender-based Violence is a global campaign to raise awareness about violence against women. Council has a long history of championing the movement and supported the 2024 campaign with three key initiatives, including uplighting the front of the Altona Theatre in orange – the colour used around the world during 16 Days campaigns, as a symbol of hope for a world free from gender-based violence. A community morning tea with keynote speakers detailing their lived experience was held in Laverton. A robust awareness campaign that was visible around Hobsons Bay was a feature of the campaign.

#### **Hobsons Bay Food for Hampers Appeal**

Council delivered the Hobsons Bay Food for Hampers Appeal, an annual food drive to enable our community to donate non-perishable food items to make hampers for those in need at Christmas. Sixty hampers were distributed by Laverton Community Integrated Services to families and people in need.



*Food for Hampers Appeal*



### ***Hobsons Bay Pride Community Liaison Group and the Hobsons Bay Women's Advisory Group***

The Hobsons Bay Pride Community Liaison Group continued, having formed in 2023, with its term concluding in June 2025. Between 8 to 20 members met monthly over the two terms. The group continues to grow the Hobsons Bay Pride social media channels and delivered the Hobsons Bay Pride Picnic at Paine Reserve in Newport in March 2025, co-designed with Council.

Council convened the Hobsons Bay Women's Advisory Group with 34 members, who met five times, and produced a document of priorities and suggested future actions for Council.

Members of both the Hobsons Bay Women's Advisory Group and the Hobsons Bay Pride Community Liaison Group greatly assisted in proposing plans and initiatives for Council to consider. Council appreciated the contribution of the community members who volunteered their time and expertise to these groups.



*Women's Advisory Group, Altona*

### ***Make it Happen grants program***

The Make it Happen grants program had another successful year with 86 successful applications and a total of \$506,907 awarded to community groups, event producers and other organisations. For a complete list of Council Make it Happen grants refer to page 120.

### ***Rough sleeping and homelessness***

Council continued to strengthen support for individuals experiencing hardship. Homelessness remains a complex and deeply concerning social issue, driven by a range of interrelated factors. Working with local support organisations, including Latitude: Directions for Young People, Laverton Community Integrated Services, and the Salvation Army, and in collaboration with Victoria Police, ensures that the most vulnerable members of our community have the opportunity to receive the support they need. To support a collaborative approach

to providing assistance, a new online reporting tool was tested with local service partners and launched as an effective way to enable people to alert Council to someone sleeping rough.

During September 2024, Latitude: Directions for Young People hosted the 'In It Together Cup'. Both Council officers and the WynBay Tigers, Latitude's own team, participated in a community AFL game in Altona. It was a great opportunity for people to work together to break down barriers and raise awareness around homelessness.

### ***Creative City, Arts and Culture***

#### ***Creative programming, Heritage Hobsons Bay***

Council once again hosted Heritage Hobsons Bay (part of the National Trust Australian Heritage Festival), featuring more than 30 curated events and community-led programs and providing opportunities to work with local historians and groups, including the Altona Laverton Historical Society and the Williamstown Historical Society. Program highlights included Letters from the Front – the Sons of Williamstown, hosted on the Eve of Anzac Day. Drawing on the refurbished Great War honour board located at the Williamstown Town Hall, the project told the stories of Williamstown, Newport and Spotswood soldiers who did not return from the war, through a special spoken word event honouring these men with a presentation of some of the letters sent home to family and loved ones.



*Letters from the Front, Williamstown Town Hall*

#### ***Creative programming, leveraging major festivals***

To further strengthen Hobsons Bay's cultural reputation and economic vitality through the arts, Council participated in five major cultural festival partnerships, bringing the Australian National Trust Australian Heritage Festival, Open House Melbourne, Melbourne Fringe Festival, Photo Australia and the Midsumma Festival to Hobsons Bay.



### **Outdoor arts exhibition sites**

Council has several outdoor public art sites that are programmed as outdoor galleries, providing opportunities for people to experience the arts in daily life, contributing to a sense of place and an opportunity for artists to have their work exhibited. These sites enabled 12 outdoor exhibitions to be held, including Laneway Gallery at Woods Street, Laverton, Airtime Flags at Altona Meadows Skate Park, and the Outside Gallery lightboxes at Paine Reserve in Newport.



*Laneway Gallery at Woods Street Arts Space, Laverton*

### **Supporting arts organisations**

The Substation continued to deliver positive outcomes for the city in line with its funding agreement, from the Inner West Art Fair to delivering local programming as part of the major arts festivals, Rising and Yirramboi. Council also supported Hobsons Bay Arts Society to deliver four exhibitions at the Civic Centre Altona and worked with the Joel Gallery to seed a future exhibition with Yarrabah and to support the delivery of the Nature is a Home group exhibition.

### **Walks on Country, exploring the Kulin Nation Seasons**

Council continued to develop and support a series of Walks on Country – exploring the Kulin Nation seasons. These walks took place across different outdoor parklands in Hobsons Bay in partnership with Regen Earth Projects and First Nations knowledge holders, alongside Council's Conservation team – weaving together First Nations knowledge with local biodiversity values. The seasons and locations were:

- Pareip (early Spring), Jawbone Reserve, Williamstown
- Bullarto n'yoweenth (plenty sun), Lower Kororoit Creek, Brooklyn
- Wygabil-ny-ewin (old man sun), Sandy Point, Newport
- Manemit (early Winter), Laverton Creek, Altona Meadows.



*Walks on Country, Altona Meadows*

### **Woods Street Arts Space, Laverton**

Supporting opportunities for social connection, Woods Street Arts Space in Laverton enabled over 500 creative workshops, events, and exhibitions to be delivered. This included the Woods Street Youth Art Prize held in November 2024, a premier event that showcases the art of young people and is held every two years.



*Fluttering Figaments, Woods Street Arts Space, Laverton*

### **Cultural Venues**

Council operates cultural venues that provide space for community to come together to host events, watch and participate in performances, celebrate cultural communities, visit a market or contribute to civic activities. Over 500 events, workshops, meetings and private functions were facilitated across Council's three cultural venues.

### **Altona Theatre**

Altona Theatre was in demand this year, through the activity of theatre companies, as well as being a drawcard for producers in dance, calisthenics and performing arts. The Altona City Theatre Company produced Beautiful: The Carole King Musical, Hansel and Gretel, Elf the Musical and Hercules. The Williamstown Musical Theatre Company joined Altona City Theatre Company as resident users of the venue and produced performances of Pippin and Alice in Wonderland. The theatre groups work in support of the Altona Village Traders Association, drawing visitation and economic benefit to the local hospitality businesses for pre-show dining.



Twenty-three dance, calisthenics and performing arts schools booked the venue, making for a busy 'end of year' dance season. Many of the schools featured are based in Hobsons Bay, some in the broader Western suburbs and a smaller cohort from across the city. Independent and professional companies also staged works at the theatre.

### **Williamstown Town Hall**

More than 90 large events took place at the Williamstown Town Hall over the year. Several cultural groups came together in celebration of days of religious or cultural significance, including the Telugu Association of Australia and the Aussie Bangla Sisterhood, and events presented in the venue for the first time were by the Melbourne Konkani Community and the Kenyan Community of Victoria.

Council held five Citizenship ceremonies alongside 36 immunisation sessions. Lifeblood Blood Bank ran four sessions across the year providing a much-needed community service. Many schools from across Hobsons Bay held events, graduations and school concerts, including Bayside College, Mt St Joseph Girls' College, Newport Lakes Primary School, Williamstown High School, Williamstown North Primary School.



*Hall Stories, Williamstown Town Hall*

### **Old Laverton School in Altona Meadows**

The Old Laverton School was active with regular users through the year with training and workshops delivered by the Laverton Community Education Centre, IPC Health and Coastal Steps Dance Studio. Faith groups, including El-Shaddai Samoan Church held services and community-get-togethers fostering community and social connection in Altona Meadows. The Old Laverton School was also used as a photography location for Christmas photos and pet photos throughout the year in addition to a range of private events, including children's birthdays.

## **Cultural and Heritage Assets**

The annual Capital Works renewal program saw works commence on two cultural assets. The two sets of gates at the Williamstown Botanic Gardens – The Gates of Ceremony on Osborne Street and The Gates of Earthly Delights on Giffard Street – had rust removed and were painted. The gates were installed in 2011 after artists Anuradha Patel and Velislav Georgiev were commissioned to produce contemporary gates that celebrated aspects of the gardens. At the Maclean Lamp Monument, work commenced to commission the new lamp fitting at Dennis Reserve, Williamstown.

The Message Tree site interpretation was installed on the corner of Thompson Street and Nelson Place, Williamstown, recognising an important cultural story for Hobsons Bay. The former Message Tree was a significant meeting place for the Yalukit Willam, the First People of Hobsons Bay, alongside the early colonial settlers of Williamstown. The initial research was led by the community. Based on this project, Council delivered an interpretation of the story, that contains seating, storytelling, and a She Oak tree, honouring the former Message Tree, that was removed from this intersection in 1857. Further interpretative signage upgrades were delivered in Commonwealth Reserve and along the Bay Trail.

## **Events and Visitor Services**

### **Council and community events**

Events produced and delivered by Council included:

- Winter in Williamstown, a 17-day pop-up ice skating, light projection and live entertainment activation in Commonwealth Reserve and Nelson Place over the July school holidays.
- A series of three Christmas-themed picnics were produced in December in Brooklyn, Newport and Seabrook, funded by the Pitch Your Project program.
- Movies by the Bay screened family-friendly films in Altona, Seabrook and Williamstown.
- A Lunar New Year celebration and performance was held in Commonwealth Reserve.
- Fun At The Square was delivered in Harrington Square, Altona, to mark the completion of works, and was well attended.

Events supported by Council and delivered by community groups included: several Anzac and Remembrance Day commemorations and services; and the annual Irish Famine Orphan Commemoration.



A diverse calendar of events and festivals was enabled with funding support through Council's Make it Happen grants program. These included Holi and Diwali at Seabrook, the Williamstown Literary Festival, the Australian Chocolate Festival, Williamstown Italian Festa, the Jamaican Music and Food Festival, Out on the Weekend music festival at Williamstown, the Cherry Lake Market Cultural Series, the Custom Classic Car and Bike Show, Welcome to Wetlands Open Day in Altona, Monster Mayhem in the Meadows in Altona Meadows and the Newport Jazz Festival and Newport Folk Festival.



*Christmas Picnic, Newport*



*Ocean Photographer of the Year, Seaworks Williamstown*



*Newport Folk Festival, Newport*

### **Filming**

Hobsons Bay is in demand as a filming location, with its proximity to the city and the diversity of its built and natural environment providing drawcards for a range of productions. There have been applications for student films, advertising, tv series and feature films with a total of 77 filming permits issued. Two major international feature films set up locations in busy precincts in Pier Street, Altona and Nelson Place, Williamstown. Council works to balance the positive economic impacts of filming with local amenity, including where residents have filming taking place on private property as well as on Council-managed public facilities and spaces.

### **Visitor Information Centre**

Council operates the Hobsons Bay Visitor Information Centre (the VIC) at Commonwealth Reserve, Williamstown, resourced by a team of volunteers from across Hobsons Bay, opening 363 days of the year. In May 2025, the VIC celebrated 20 years of operations. An afternoon tea was held at the Williamstown Town Hall, attended by volunteers and Council officer's past and present, with lots of stories, photos and memories shared. Notably, eight of the original volunteers from the opening, are still actively volunteering at the VIC.

## **Community Life**

### **Community Support**

Community Support continued to provide aged and disability services to eligible residents with meals, social and home maintenance programs provided across the municipality. In late 2024, there was a successful transition to a new delivered meals provider to more efficiently support our meals recipients. The Hobsons Bay Seniors Festival was part of the wider Victorian Seniors Festival in October 2024 providing activities and events for our older residents.

### **Early Years**

Council secured a provider for the new kindergarten on the former Eastona Primary School site which welcomed 3- and 4-year-old children for term 1, 2025.

Council delivered 12 free 1-hour messy play workshops to the community in three venues across the municipality. Ninety-six children participated in the sessions and were given a free sensory play kit to continue the messy fun at home. Parents and caregivers actively participated in the sessions, building their knowledge of how to create sensory play experiences and the benefits for children's learning and development.



*Messy Play, South Kingsville Community Centre*



Two Culturally and Linguistically Diverse (CALD) playgroups were activated and successfully transitioned to the community-based playgroups. The playgroups, a Chinese families playgroup located in Altona Meadows, and an Arabic families playgroup located in Newport, have had approximately 5 to 8 families attending per session and run for two hours each week during the school term. These groups provide a safe and welcoming place for families to connect with others and celebrate their culture.

A total of 103 families accessed four parent education sessions, including Managing Screen Time, Managing Temper Tantrums, Calm and Connected – Practical Strategies to support your child and Connecting through Neurodiversity: Tools and techniques for parents.

### Youth Services

In November 2024, Hobsons Bay Youth Services delivered a grade 6 transitions program to seven local primary schools. The program focused on what to expect moving into grade 7, tips for wellbeing and looking after yourself and your friends, and ways to build new friendships. This pilot program was very successful and will now continue across term 3 and 4 with primary schools across Hobsons Bay.

Transition to adulthood has also been a focus this year. Several free and subsidized training certificates, such as white card, food handling, first aid, and responsible service of alcohol have been delivered for young people in Hobsons Bay. It isn't just serious though, as a new social club for 18 to 25's has been growing with successful events, such as trivia, art after dark, and detective for a night. This has been giving younger adults opportunities for fun and connection without the use of drugs and alcohol.

Council secured an additional two years of funding to deliver the Amplify (previously FReeZA) and Engage programs in 2025 and 2026 from the Office for Youth. A highlight of the Amplify funding is the new Westside Open Studios Sessions, which have been running on the first Thursday of the month since February. Held at Newport Community Hub, presented by the Westside Studios Amplify committee, the event aims to bring young people aged 15 to 25 together to learn recording studio skills, meet friends, form bands, and have an opportunity to perform.



*Young Leaders Parliament*

## Planning, Building and Health

### Building Control and Enforcement

Council's Municipal Building Surveyor issued 28 building permits, while 1,031 building permits were issued by Private Building Surveyors (PBS) within the municipality. The total cost of development work for the period was \$534,465,129. Council issued 259 reports and consents comprising 12 for places of public entertainment, 14 for flood prone land, 17 for public protection, 47 for build over easement, and 169 for siting of single dwellings. A total of 3,274 property information certificates were also issued.

The swimming pool register now contains records of 2,134 active swimming pools and spas within the municipality. This year, 171 new pools were registered and 481 outstanding compliance certificates are being followed up.

Council officers undertook 643 inspections during the year for mandatory building work inspections, complaints, compliance and enforcement.

Council's compliance and enforcement activities in building, pools and statutory planning was also subject to an independent internal audit in 2024–25, providing assurance of strong governance and continuous improvement in regulatory functions.

### Building Site Enforcement

Council funded a two-year program commencing in 2022–23 to undertake enforcement of Council's Community Local Law around building site compliance. Specifically, the program commenced educating and warning builders, contractors and tradespeople around the requirements of the Local Law and requirements to ensure building sites are safe and do not affect the amenity of the surrounding area. In the last year the program has undertaken 994 inspections, issued 50 fines, 62 education and enforcement letters and 274 formal warning letters. This program has significantly increased the quality of compliance on building sites and greatly increased the amenity for adjoining property owners, including addressing mud on roads from trucks entering properties. As a result, the program has been adopted as business as usual and Council will continue enforcing the Local Law requirements.



## Public Health

The Public Health team has continued to build on their success winning a national award for service excellence in their air quality advocacy. Some notable achievements across this period include working with the Victorian Department of Energy, Environment and Climate Action to introduce a new round of air quality grants, securing the installation of additional air quality monitoring stations as part of the opening of the West Gate Tunnel Project and writing to businesses in Altona North and the Brooklyn Industrial Precinct highlighting the ongoing air quality concerns of Hobsons Bay residents.

The Public Health team also completed a range of statutory functions, including 1,796 food premises inspections, 76 food premises complaint inspections, 51 food recalls, 14 infectious disease outbreak inspections, 169 new premises plans assessment inspections, 85 tobacco point of sale inspections, 33 tattooing/piercing premises inspections, 30 rooming house inspections and responding to 896 public health customer requests.

## Statutory Planning

Statutory Planning has made a number of changes and improvements in the last financial year with a focus on timely decisions. The team have continued to make improvements to Greenlight (Council's online permit management system) with the role out of Smart Fees. The project has streamlined online lodgements whereby the application fee is automatically generated based on what permit is being applied for.

Statutory Planning have issued 696 planning permit decisions, with over 72 per cent decided within the 60-day statutory timeframe. The number of planning applications decided within the required timeframes has significantly improved. The median timeframe has also significantly reduced compared to previous years, and this can be attributed to internal process improvements.

An estimated \$293 million worth of planning permits were approved for the municipality within the last financial year, supporting the potential economic benefits from approved applications. Council provided responses to over 550 general enquiries as well as over 560 pre-application requests. Council also considered 256 demolition consent requests under Section 29A of the *Building Act 1993*.

During the last 12 months, the Planning Investigations Team received 254 matters for investigation and 196 of these matters have been investigated and resolved. This is an excellent outcome for the team as they continue to streamline processes.

Statutory Planning has also seen a significant improvement in the number of decisions upheld at the Victorian Civil and Administrative Tribunal (VCAT) with 50 per cent of decisions upheld at the Tribunal. This result reflects the quality decision making within the team.

## Strategy, Economy and Sustainability

### Economic Development

The Pathways to Work Careers Expo was held in July 2024 at Grazeland. This inclusive event was designed to break down barriers to employment for young people in Melbourne's west, attracting 810 attendees and 76 exhibitors from across education, training and employment sectors. Developed in partnership with the Western Bulldogs Community Foundation and Workforce Australia, the Expo featured engaging panel discussions, a Calm Space for neurodiverse participants, and youth-led outreach, providing a welcoming environment to connect with real job and training opportunities.



*Pathways to Work at Grazeland, Spotswood*

The 2024 Business Breakfast at The Substation attracted 150 attendees, where guest speaker and demographer Simon Kuestenmacher delivered compelling insights into population trends and economic planning, to help businesses prepare for the future.



*Business Breakfast, Substation Newport*



## Environmental Sustainability and Waste Management

Council took steps to significantly reduce its greenhouse gas emissions from electricity through the expansion of the Virtual Energy Network (VEN) and commencement of two Greenpower purchasing arrangements for streetlights and buildings.

- Streetlights – since 1 September 2024, Council has purchased electricity through the Victorian Energy Collaboration (VECO) for streetlighting. This contract provides accredited Greenpower that is linked to Tasmanian Hydro-electricity and has already resulted in a reduction of 1,426 tonnes of greenhouse gas emissions.
- Buildings – since 1 January 2025, Council has also been transitioning its larger buildings to Greenpower through the VEN. So far, 1,510 tonnes of greenhouse gas emissions have been avoided through electricity purchasing. When this is combined with the 2,511 tonnes saved by operation of roof-top solar, Council has avoided more than 4,000 tonnes of emissions across its building portfolio.

### Kerbside collection of waste and recycling

Council successfully delivered a logistically challenging project to retrofit red lids on older style green lidded rubbish bins in February and March 2025. Over 20,000 households had their bin upgraded to align with standardised colours across Victoria. The project was partially funded by the Victorian Government so that everyone can understand that 'red means rubbish'.



*Recycling Made Easy cabinets, Civic Centre Altona*

## Social Planning and Policy

Implementation of Council's social policies continued in 2024–25, including the Gambling Harm Prevention Policy Statement, Affordable Housing Policy and A Fair Hobsons Bay for All (see page 108). Work also commenced on Council's next Municipal Public Health and Wellbeing Plan, including research to identify key trends and priorities, and a series of community, stakeholder and Council officer engagement activities.

The Accessible Beaches Program was also delivered with support from the Williamstown Swimming and Life Saving Club, Altona Life Saving Club and local traders. More than 15 bookings were made for beach wheelchairs during the 2024–25 summer season, and many people used the beach matting throughout the year. Additionally, the beach matting at Williamstown was replaced in June 2025, ensuring access and inclusion for many years to come.



*Accessible Beaches, Altona Beach, Altona*

## Challenges – Sustainable Communities

The following challenges were identified as impactful in 2024–25 and are under active management in 2025–26 to mitigate future impacts.

Challenges for Sustainable Communities include:

- Sustaining community participation and volunteering across sport, arts, culture and community organisations amidst demographic change and cost-of-living pressures.
- Responding to housing stress and increasing demand for Council facilities, programs and advocacy as local services close or relocate.
- Recruiting and retaining skilled staff in specialist areas such as social planning, environmental health and statutory compliance.
- Supporting young people facing pressures related to mental health, employment and safe public spaces.
- Addressing community safety concerns through integrated responses across youth, health and neighbourhood planning, and maintaining strong partnerships with police and community service providers.



- Balancing immediate service delivery pressures with longer-term transformation work, including adapting community facilities to new service models, modernising grants, and ensuring the financial sustainability of arts and cultural partnerships.
- Implementing recommendations of the recent Compliance and Enforcement Audit (Building, Pools and Statutory Planning) to strengthen regulatory processes, consistency and customer service.
- Navigating State and Commonwealth reforms to aged care and maternal and child health funding and service agreements, which create uncertainty for service continuity and require careful advocacy and transition planning.
- Addressing the impacts of climate change, including flooding, heat and coastal risks, and ensuring infrastructure and services are resilient to these environmental pressures.
- Meeting community expectations for improved energy efficiency and reduced emissions across Council operations and facilities, while adapting services and infrastructure for a changing climate.
- Managing waste and recycling reforms, including the transition to a circular economy, contamination challenges, and increasing community expectations for waste reduction and diversion from landfill.
- Responding to challenges in attracting and retaining local health, mental health and allied health services, and ensuring equitable access for all populations.
- Delivering effective strategic land use planning, including responding to the State Government's Victoria housing targets, ensuring new housing is balanced with infrastructure, transport, open space and character outcomes across the municipality.
- Leading the development of the Municipal Public Health and Wellbeing Plan 2025–29, integrated with the Council Plan, ensuring alignment with legislative obligations and strategic directions.
- Advancing neighbourhood-based engagement to ensure diverse voices and lived experience continue to inform planning and decision-making.
- Responding to State government reforms in health, housing and community safety, and supporting the community through the impacts of cost-of-living pressures.
- Preparing for and adapting to reforms in aged care and maternal and child health funding and service agreements, with a focus on safeguarding service quality, advocating for community needs, and building innovative partnerships to support vulnerable populations.
- Improving energy efficiency and reducing emissions across Council facilities and services, while implementing climate adaptation initiatives that strengthen community resilience to heat, flooding and coastal change.
- Continuing to progress waste and recycling reforms in line with the State's circular economy policy, including expanding community education on waste minimisation and investing in innovative approaches to reduce landfill and manage resource recovery costs.
- Enhancing local access to health, mental health and allied health services by collaborating with partners to attract and retain service providers and reduce service gaps.
- Leveraging strengths in arts, sport, volunteering and events to activate local centres, support local economic activity, and create safe, connected and inclusive places.
- Strengthening strategic land use planning through proactive planning scheme amendments, housing and industrial land strategies, and growth management frameworks. This will include responding to Victoria's housing targets, ensuring housing growth is supported by appropriate infrastructure, transport connections, and environmental sustainability.

## **Future Outlook – Sustainable Communities**

The outlook for Sustainable Communities includes:

- Delivering integrated models of service and support through community hubs and shared facilities, ensuring long-term, sustainable approaches aligned with community need.
- Strengthening partnerships with local service providers, community organisations and cultural groups to foster social connection, inclusion and economic participation.







# Infrastructure and City Services

## Active Communities and Assets

### Open Space and City Design

A range of open space projects have been completed, contributing to the continued enhancement of recreational and community spaces across the municipality. These include upgrades to Pipeline Reserve, Leo Hoffman Reserve, Alma Avenue Reserve, Brooklyn Community Garden, and Wood and Loshe Street Reserve. In addition, updated informational signage was installed at the Altona Boat Ramp, improving accessibility and user experience for both locals and visitors.

Several other projects have progressed through the design phase and are moving into the delivery stage. Some have already been awarded and are under construction, while others are in the final stages of procurement and expected to commence in 2025–26. Key upcoming projects include:

- The Zone, a purpose-built youth space in Altona North designed to support youth engagement and activation
- Stage 2 of the McCormack Park upgrade in Laverton
- Stage 2 of the Altona Beach Entry project, which will further enhance access and amenity along the popular foreshore.

Two additional community gardens, one in Newport and another in Williamstown, are also set to be delivered in coming financial years, providing valuable opportunities for local food production and community connection.

To support this growing portfolio of projects, a total of \$312,000 in external funding was secured from Sport and Recreation Victoria and Better Boating Victoria. These contributions have been instrumental in progressing initiatives across both the open space and foreshore areas, helping to maintain and deliver meaningful improvements for the community.



*McCormack Park masterplan, Laverton*



*Altona Hockey Pavilion, Altona*

### Sport and Recreation

Completed facility upgrades, including the Altona Hockey Pavilion, AW Langshaws Reserve floodlights, Fearon Reserve box lacrosse court and the Laverton Magpies Football Club pavilion and scoreboard projects. Several club-funded facility improvements were completed, including spectator seating at W&M Couch pavilion, electronic scoreboards at HC Kim Reserve, Altona Hockey and JK Grant Reserve, behind goal netting at AW Langshaws Reserve and a storage shed at the Altona Yacht Club.

T Fair Access Action Plan 2024–27 which seeks to address known barriers experienced by women, girls and gender diverse people in accessing and using community sports infrastructure was also prepared. A total of nineteen actions will be delivered across the three-year lifespan of the Plan, with several already underway or completed, including club development education workshops and amendments to the design of future infrastructure projects.

The refurbished Laverton Swim and Fitness Centre reopened to the public in May 2025 following a \$2.5 million upgrade to improve the facility for the community. Improvements include a new gymnasium, refurbished toilets and change rooms, repainted lane lines and pool, updated pool plant equipment and a modernised café and reception.

### Strategic Asset Management

Council completed two asset condition audits in 2024–25. A bridge condition audit was completed on 61 bridge structures, including road bridges, foot bridges, jetties and boardwalks. A condition audit was also completed on Council's 781 km of footpaths and shared trails. The Road Asset Management Plan 2025 was completed and Council's State of Assets Dashboard was reported on Council's website, including information and data for the past four years.

Compliance inspections on road and footpath assets, as required under Council's Road Management Plan, were completed. Council received Australian Government Road to Recovery funding of \$620,319 for the road rehabilitation of Hannan Street, Williamstown from Esplanade to Collins Street.



## Capital Works

### Capital Works

Capital works projects have been delivered across the municipality, including new sporting facilities, foreshore enhancement works, upgrades to theatre heating and cooling systems, transformation of library spaces, roof replacements, community gardens and new playgrounds and open spaces.

Significant capital works projects included:

- The new Altona Hockey Pavilion, built using a modular construction method, to replace the old building and provide four change rooms, an umpire's change room, a social room, a kitchen, storage areas and public toilets.
- Stage 1 of Altona Beach Entry and Esplanade was completed in time for the summer peak and provided a new entry plaza, seating and landscaping. Stage 2 of the works which commenced in the autumn will see the closure of the Esplanade and the creation of further spaces for relaxation and passive recreation.
- The Centre for Excellence at Altona North Library provides a learn-through-play experience with a focus on the development of video games, learning coding skills, or creative expression through animation.
- Fearon Reserve box lacrosse court, Williamstown, included the construction of new fencing, lighting, upgrade of storm water drainage and a new synthetic surface to play this fast-paced sport.
- Pipeline Reserve between Seabrook and Altona Meadows has been constructed with a new play space, a half-court, walking paths and seating.
- Leo Hoffman Reserve, Newport contains a unique feature, a Ninja course, as well as more traditional components of a new play space, including seating, paths, drinking fountains and shelter.
- A project at the Williamstown Visitor Information Centre included the replacement of the shade sail roof which had reached the end of its life and required additional insulation.



Altona Beach Entry Works, Altona

### Civil Design and Delivery

Civil Design and Delivery completed a series of kerb renewals to improve surface drainage to protect road pavements from water damage. Road resurfacing was also completed to increase road service life and to reduce the probability of premature road rehabilitation works.

The Altona Road (ford upgrade) project delivered a brand-new culvert bridge and shared path across Kororoit Creek, designed to withstand 1 in 2-year flood level. Working across the waterway was a major challenge due to the risk of flooding, tidal waters, limited work envelope and a pedestrian/cyclist detour. Due to the improvement works, road closures due to flooding will significantly reduce, providing a better commute for all road and path users.

Approximately 25 engineering designs were completed in-house reducing the need for engaging external consultants, and producing cost effective and time efficient engineering designs.

## City Works and Amenity

### City Amenity

A total of 3,600 tonnes of waste was collected from litter bins from commercial areas, foreshore and reserves within the municipality. Also collected, was 3,580 cubic metres of dumped rubbish along with 540 mattresses and 1,080 tyres that had been dumped throughout the municipality. As part of cleansing activities, over 1,800 tonnes of seaweed was removed from our foreshore area. Throughout the financial year, the City Amenity team closed over 90 per cent of customer requests before the allotted time.

### Facilities Maintenance and Mechanics Workshop

A total of 4,513 individual reactive works requests were completed in 2024–25. In addition, there were 147 requests for building keys and swipes processed, and 1,197 separate graffiti removal jobs actioned throughout the municipality. There were 154 reactive cleaning requests, 220 alarms were responded to, and 4,295 routine lock ups of facilities were completed.



The Facility Maintenance Unit also managed the procurement of a new Facility Maintenance contractor to deliver these services. At the 27 May 2025 Council Meeting, Platinum FM was appointed to deliver programmed and reactive maintenance tasks on Council's 267 facilities for an initial four-year term (that includes two x one-year options). The contract commenced on 1 July 2025.

The mechanics workshop based within the Hobsons Bay Operations Centre completed 853 plant maintenance requests last financial year, and actioned over 600 reactive repairs and maintenance tasks.

### **Roads and Drainage Maintenance**

A total of 446 square metres of pothole patching was undertaken in 2024–25. There was also 8,998 square metres of asphalt road repairs, 10,145 square metres of concrete footpaths were replaced and 697 lineal metres of concrete grinding was undertaken to remove trip hazards. There was 611 square metres of asphalt footpath repairs, 1.2 km of concrete kerb and channel replaced and 380 stormwater pit repairs were completed.

Reactive maintenance included 217 drainage works, with 168 tonnes of material removed from the drainage network, while 88 tonnes of debris were removed from Gross Pollutant Traps throughout the municipality.

There were 404 Customer Relationship Management (CRM) enquiries relating to road damage, 548 regarding footpaths, 110 on kerb and channel, 206 relating to overgrown weeds and 611 for damaged signs, bollards and street furniture. There were 604 enquiries about road sweeping and 187 footpath sweeping requests. There were also 367 vehicle crossing inspections and 85 road opening permits issued.

## **Parks**

### **Biodiversity and Habitat Gardens**

Now in its second year of implementation, the Biodiversity Strategy 2024–2034 continues to guide long-term action to protect and enhance biodiversity across Hobsons Bay. The Strategy sets a clear vision and practical steps to ensure our natural environment remains healthy, resilient, and valued by the community.

One of the key initiatives supporting this vision was the Peri-Urban Weed Management Partnership 2023–2025 that concluded in June 2025. This successful program saw collaboration between Council, the Bunurong Balirt Biik (Strong Country) Ranger Team, and Parks Victoria, focusing on strategic weed removal across more than 350 hectares of coastal reserve.

Building on the success of the previous year, the Boollam Boollam Willum Festival returned – an immersive celebration of First Nations culture with a strong focus on local biodiversity. The event continues to grow as a meaningful and engaging way for residents to connect with Country and community. Over 400 people attended this year's event in April 2025.



*Boollam Boollam Willum Festival, Altona Meadows*

Biodiversity Officers also hosted a highly popular Native Plant Giveaway, with around 200 residents taking part. Each participant received a box of indigenous plants, totalling an impressive 6,000 plants distributed, supporting local habitat restoration in backyards and community spaces.

A standout grassroots project this year was the transformation of Doreen's Grassland at the end of Grieve Parade in Altona. Named after local artist and community advocate Doreen, the site underwent a significant ecological restoration. Over 0.45 hectares of weed-dominated land was mechanically 'scalped' and sown with seeds of native grasses and forbs that once flourished in the area. This inspiring project was made possible through Council's Pitch Your Project initiative, driven by local residents.

Council continues to champion Zoos Victoria's Safe Cat, Safe Wildlife campaign, helping protect urban wildlife from predation. As part of this initiative, three secure outdoor cat enclosures were provided to local residents, supporting safer outcomes for both pets and native fauna.

The team was a regular presence at the Council+ pop-up at Altona Gate Shopping Centre during the summer school holidays, offering fun and educational activities for children focused on local flora and fauna. Families were invited to take part in hands-on projects, with kids creating nature-inspired crafts and taking home free indigenous plants, and helping to spark curiosity and a love for local biodiversity.



Hobsons Bay proudly contributed to regional citizen science through events, such as the Great Aussie Bird Count, City Nature Challenge, and the Great Southern Bioblitz, empowering residents to actively observe and record local biodiversity on the global iNaturalist app.

### **Conservation**

A total of 26,040 tube stock plants were planted across all conservation reserves, while a continued focus of the restoration of coastal salt marsh and alkaline scrub vegetation communities were undertaken at the Altona Coastal Park through conservation projects. Four successful ecological burns were undertaken at the Maidstone Street Grassland, Horsburgh Drive Grassland, Emufoot Grassland and Explosives Reserve.

The implementation of Stage 1 of the Hobsons Bay Wetlands Centre saw the development and creation of four wetland mounds and surrounding ephemeral ponds, also known as Gilgai. Over 13,000 plants were then planted throughout these areas, recreating the Plains Grasslands, Coastal Salt Marsh and Coastal Alkaline Scrub vegetation communities.

Two new paths were constructed at the Emufoot Grassland and Explosives Reserve and incorporated the imprints of significant native and invasive wildlife species that once impacted, or currently impact, these sites. Along with interpretive signage, the paths allow the community to better understand the importance of these conservation sites, and impacts that they have on native flora and fauna communities.

### **Conservation Rangers**

In January 2025, the Conservation Rangers once again hosted several free events for the public as part of our Biodiversity by the Bay program. This year's program included guided tours of Cheetham Wetlands, interactive wildlife displays, bird watching walks, kid's educational sessions, a coastal bike ride and kayak tour of Kororoit Creek. Approximately 1,300 community members attended in total across these different events.



*Conservation kayaking, Kororoit Creek*

National Tree Day 2024 was hosted on Sunday July 28th at Altona Coastal Park. This is our biggest annual community planting event with planting of 1,500 plants contributing to the rehabilitation of the area, with the support of 150 volunteers.



*National Tree Day 2025*

Our team hosted 36 activity days with our Friends groups across multiple reserves, and facilitated 53 educational sessions with Early years centres, schools and universities. A total of 50 events were held over the course of the year including large scale significant days to celebrate World Migratory Bird Day, World Environment Day, National Tree Day and World Wetlands Day.

### **Williamstown Botanic Gardens**

Extensive planting continues consistent with the 2018 Williamstown Botanic Garden Masterplan, with 500 new plants added to the Pinetum. This initiative aims to expand the plant collection and enhance seasonal interest. The plantings are diverse, reflecting a broad range of species to enrich the garden's botanical value.



*Planting in Pinetum, Williamstown Botanic Gardens*

One notable addition has been the planting of 15 rare and endangered species native to the Hobsons Bay region into the habitat beds, which are dedicated to showcasing locally indigenous, rare, and threatened plants.



Several community engagement events and guided garden tours were held throughout the year, including participation in the Australian Heritage Festival, which highlighted the 165-year history of the Williamstown Botanic Gardens. The gardens also welcomed visiting Friends groups from other botanic gardens, including the Royal Botanic Gardens Melbourne, and hosted a successful outdoor performance of Shakespeare's *A Midsummer Night's Dream* in January 2025.



*Heritage Festival Secrets of Pinetum, Williamstown Botanic Gardens*

In collaboration with the Friends of Williamstown Botanic Gardens, three propagation sessions produced around 600 plants across 45 species. Many were sold during a successful plant sale held during Botanic Gardens Australia and New Zealand Week, which celebrates the vital role of plants and botanic gardens in our lives, while others have been planted throughout the garden beds enriching the horticultural displays.

### **Irrigation**

The team engaged in seasonal programming, managing 74 irrigated sites on the Rain Bird central control system. Irrigation audits, repairs and maintenance of drinking fountains were conducted. Irrigation upgrades were also completed at Newport Athletics Track and the Williamstown Cenotaph.



*Newport Athletics Track*

### **Parks Assets**

All playgrounds were monitored to ensure they were safe and operational. A total of 1,400 cubic meters of soft fall mulch was topped up to ensure fall zone areas were maintained. All playgrounds were visually inspected monthly. Minor repairs and component replacements were carried out to keep playgrounds safe and functional.



*Curlew Community Park, Laverton*

### **Parks Maintenance**

Council maintained 360 hectares of open space across 531 sites, including Council-owned facilities, parks, reserves, roadsides, and medians. Maintenance activities included mowing, edging, hedging, weed control, mulching, and ensuring nature strips were safe.

### **Sports Maintenance**

Council maintained 92 sports grounds across the municipality. Turf was maintained and presented in a safe and suitable condition for the intended weekly sporting use. Grass surrounds were cut at appropriate frequency to maintain grass height in a tidy condition. All sports grounds were visually inspected consistent with Council's insurance requirements every month. Turf renovation practices included verti-draining, pro-coring, harvesting, scarifying, slicing and topdressing using 890 cubic metres of sand and soil. Additionally, 22 turf wickets were renovated in readiness for the cricket season. Seasonal removal and installation of sports field goals and synthetic cricket wicket covers was also completed. Turf health care ensured it was not affected by weeds, pests, diseases or nutrient deficiencies.



*Fearon Reserve, Williamstown*



### Strategic Projects

Council continues to advocate strongly on behalf of the Hobsons Bay community to shape Victorian Government Big Build projects, including the West Gate Tunnel Project (WGTP) and Level Crossing Removals (LXRP) to achieve better local outcomes for benefit of the community.

Works on the West Gate Tunnel Project through Hobsons Bay by CPBJH Joint Venture continued throughout 2024–25, including works on widening the West Gate Freeway, freeway interchange areas, gantry installation, the Hyde Street ramps and the various paths and landscaping and the inbound and outbound tunnel portal works. While works in the west are coming to completion by the end of 2025, Council staff continue to ensure that Council's position and objectives are properly represented, and that technical and other assistance is provided to the Project as required. This includes ensuring satisfactory return of assets and land returned to Council following completion and that community concerns and impacts are adequately addressed. Council is also completing two partnership funded projects in the West Gate Neighbourhood Grants program – Greening Brooklyn and Upgrading the Bluestone Bridge over Kororoit Creek.

Council has been actively responding to interface issues on current level crossing removal projects at Maddox Road and Champion Road, Newport and Maidstone Street, Altona, where construction is now underway by LXRP and their alliance partners. To help inform Council's position and response to these projects, Council has established a Community Interest Group for the Newport projects. A major advocacy effort was undertaken to keep Champion Road open in response to LXRP's proposed closure of Champion Road. Council has also advocated for shared path and footpath extensions and better connections, additional open space and landscaping, minimal construction impacts and other improvements in the surrounding areas.

In addition, Council has now resolved with LXRP the final completion and handover of land and assets around the Kororoit Creek Road, Ferguson Street and Aviation Road level crossing.

### Challenges – Infrastructure and City Services

Challenges for Infrastructure and City Services include:

- Managing an increasing volume of illegally dumped rubbish in the municipality, especially dumped tyres, mattresses and cannisters.
- Collection of seaweed at Altona Beach is an ongoing cost for Council and new avenues for its disposal are being market tested.
- Finding enough new places to plant trees particularly in built-up areas where space is limited, and in reserves where most suitable spots are already planted, is an ongoing challenge.
- Tree vandalism remains an ongoing issue, affecting the success of some tree planting efforts.
- The majority of public open space throughout the municipality has significant land contamination issues, either through legacy landfills or from neighbouring industrial land uses. Council must manage these issues in accordance with EPA regulations, which comes at a considerable cost. This issue will remain ongoing for Council to manage.
- Adapting to new systems with switching from the internal Customer Help and Resolution Management system to a new CRM Tool and PPM (Project Portfolio Management Application) that was rolled out earlier in 2024–25.

### Future Outlook – Infrastructure and City Services

The outlook for Infrastructure and City Services includes:

- Investigating the use of technology to better detect road defects.
- Reviewing sport and recreation policies and strategies to inform the future direction of sport and recreation in Hobsons Bay.
- Continuing key programs, such as Cooler Greener West, Green Streets, Green Industries and Trees for Schools to make positive progress towards the 20-year goal of planting 114,500 trees by 2040.
- Further training to enhance understanding of new Council systems and capabilities to fully utilise the new systems for better outcomes.







# Corporate Services

## Community Learning and Service Centres

### Delivering Inclusive Services

This year our Libraries team launched a new dementia-friendly program at a nursing home in Altona North. The program used specially designed games and activities to encourage social connection and engagement among residents living with dementia. Residents and their families had the opportunity to connect with each other and learn more about library services available to them, helping to make Council resources more accessible and inclusive. The session also highlighted the importance of cultural diversity within our community. Some language barriers were identified, particularly for residents who speak Italian, and the team is working on ways to improve communication and support for all cultural backgrounds in future sessions. This initiative reflects Council's commitment to creating welcoming, inclusive services that meet the diverse needs of our community and bring new life and connection to residents in aged care.



*Dementia Program, Altona North*

### Centres of Excellence:

#### Games Discovery Centre Launch

Since reopening, Altona North Community Library has experienced steady growth in visitor numbers, with a significant increase following the opening of the Games Discovery Centre on 22 April 2025. Weekly visitation rose from an average of 804 to 1,138, reflecting strong community engagement with the Centre's games-focused resources. The Centre forms a key component of Council's Centres of Excellence, supported by ongoing collaboration across library teams to enhance technology, collections, and programming.



*Games Discovery Centre,  
Altona North Community Library*

The Festival of Games is a series of events and programs that take place at the Centre, offering activities for all ages during the winter school holidays. The Festival of Games commenced with an end of term event attended by over 230 people and welcomed 3,397 visitors to the library across the two-week launch. Our games collection has rapidly become the most borrowed, surpassing traditional book loans, while the Library of Things has expanded to include retro gaming consoles, such as an Atari Arcade Cabinet and a digital tabletop game, providing distinctive interactive experiences for the community.

The Centre features more than 110 board games alongside high-performance gaming PCs, PlayStation 5 Pros, and Nintendo Switch consoles, offering access to the latest in digital gaming technology. Council's Youth Services team is actively delivering programs in the space and developing new initiatives to further engage young people.



### **Simultaneous Storytime with The Truck Cat at Altona Theatre**

On 21 May 2025, Hobsons Bay Libraries took part in the ALIA National Simultaneous Storytime (NSS), a much-loved annual event that celebrates Australian literature and promotes the value of reading among children and families. Now in its 25th year, NSS invites communities across the country to read the same Australian picture book at the same time in libraries, schools, homes and community spaces.

This year's featured book for the NSS was *The Truck Cat* by Deborah Frenkel, a local author from Newport. Hobsons Bay Libraries teams delivered a lively and engaging performance at the Altona Theatre, creatively blending literacy, theatre, music, and the arts to bring the story to life. The event welcomed 400 attendees, including 330 children and 70 adults. The performance captivated young audiences and was praised by educators for its creativity and educational value. By offering a fun and immersive storytelling experience, the event reinforced key literacy messages while celebrating local talent and community collaboration.



*The Truck Cat, Altona Theatre*

## **Corporate Integrity**

### **Community Safety and Compliance**

Community Safety and Compliance efforts have been enhanced through collaboration between Parking Officers and Victoria Police, particularly during VicPol Safety Operations at the start of each school term. The initiative aims to educate drivers and improve safety for children, with Parking Officers continuing to monitor schools throughout the year to ensure compliance.

CRM integration has proven successful, allowing officers to update the progress of investigations, making it easier for the community to track complaints in real-time. This system has also expedited parking-related requests, ensuring quicker response times, including weekends.

Local Laws have seen a rise in complaints, however, officers are focusing on education rather than enforcement when visiting properties, and this approach has been well-received. Animal Management Officers have participated in training on animal anatomy and identification, with further training is planned for the upcoming months.

## **Digital Services**

### **Project Unify (Phase 2)**

Council's Digital Transformation Program, Project Unify, is advancing into Phase 2 with the rollout of a new suite of applications, including Finance, Asset Management, Field Services, and Property and Rating Systems. Following the successful completion of the solution design phase, which integrates these systems into Council's digital platform, this next stage will be delivered over the coming two to three years under a robust governance and project management framework. The initiative will replace fragmented legacy systems with modern, Microsoft Dynamics-based solutions, aiming to boost operational efficiency, strengthen data security, and enhance public service delivery.

### **Project and Portfolio Management System**

The implementation of the PPM system – part of the broader Project Unify initiative – is a strategic effort to strengthen Council's project management capabilities, particularly within capital works for Community Infrastructure. This project involved the deployment of a Microsoft Dynamics-based solution, 'Altus' by Sensei Ltd, which is natively integrated within Council's Digital Platform. Designed to enhance project tracking, resource allocation, and overall delivery performance, the solution was successfully rolled out to the organisation in early August 2024.

### **Altona North Library Technology Uplift**

The Altona North Redevelopment has delivered a future-ready community hub through cutting-edge technology upgrades. The new Games Discovery Centre and IT training space feature high-performance PCs, interactive displays, and console stations, creating an engaging environment for digital learning and entertainment. Advanced audiovisual systems include wireless presentation capabilities and a publicly accessible video conferencing pod. Network and internet enhancements support dedicated gaming WiFi, video-over-IP, and Twitch streaming for live gameplay.



Smart environmental controls and people-counting sensors help optimise space usage and accessibility. This redevelopment fosters digital inclusion, creative learning, and community engagement through immersive and accessible technology.

### **Customer Relationship Management (CRM)**

As part of Council's ongoing CRM improvement program, Council IT delivered a series of enhancements and bug fixes and refined the My Hobsons Bay Hub to better enable residents to submit service requests, apply for permits, and track progress. Behind the scenes activities include improvements to integration with Council's Asset Management System and 'Snap Send Solve' have streamlined workflows and improved data accuracy. Security was a major focus this year, with a number of cybersecurity fortifications introduced to better protect customer information and privacy. The CRM program continues to evolve, guided by customer and Council officer feedback and a commitment to a positive user experience.

### **Cyber Security**

Council IT continues to advance cyber security through a series of strategic enhancements designed to safeguard the Council's network and IT infrastructure. Key initiatives include the deployment of a sophisticated, round-the-clock threat monitoring and response system that spans the entire Council network, upgrades to the integrated firewall architecture to bolster real-time threat detection and prevention, and the implementation of AI-powered website protection measures to secure online forms and public-facing portals against malicious activity. These efforts reflect Council IT's ongoing commitment to maintaining a resilient and secure digital environment.

## **Finance**

### **Annual Budget 2025–26**

Council adopted its Annual Budget 2025–26 on 23 June 2025. The development of the Annual Budget takes over six months and commenced in late 2024. The process has been refined over the past few years and extra briefings were provided to the new Council. A total of 13 briefings were held with Councillors, including detailed discussions on the Capital Works Program, long term Financial Plan, fees and charges, valuation and rate modelling, community consultation and the operational budget.

The Proposed Annual Budget was endorsed on 29 April 2025 and Council received 121 community submissions during the consultation period. Several inclusions and refinements were made in the final version of the Annual Budget as a result of the community submissions.

### **Revenue and Rating Plan 2025–26 to 2028–29**

Council adopted its Revenue and Rating Plan 2025–26 to 2028–29 on 23 June 2025. This plan requires adoption every four years after Council elections. The Revenue and Rating Plan was developed within the Annual Budget development process. The Proposed Revenue and Rating Plan was based on Stage 3 valuations, while the final version of the Revenue and Rating Plan was based on Stage 4 valuations. The average rate increase was three per cent, consistent with the rate cap determined by the Victorian Government.

## **People and Culture**

### **Organisational Development**

Council participated in the 2025 People Matter Survey, providing employees with an opportunity to share their views on workplace culture and engagement. Results will be used to inform future improvement initiatives once released. The purpose of the Victorian Public Sector Commission survey is to give public sector employees an opportunity to share their views about their workplace in a confidential way.

The positive relationship with Williamstown Toastmasters group has continued with Speechcraft training that covered the basics of public speaking, which included topics on: how to write and deliver prepared speeches; improving your impromptu speaking; giving and receiving feedback on public speaking; and managing anxiety.

The commitment to leadership development continued with the upskilling and development of Coordinators, Team Leader, and Supervisors via the successful REACH leadership programs. Following its launch last year, the corporate training calendar proved highly successful, with strong employee uptake across a diverse range of courses.



### **Work Experience Program**

Council's Work Experience Program, developed in collaboration with the Local Learning and Employment Network, offers tailored opportunities for secondary students in Years 9 to 12. For students in Years 9 and 10, the program is delivered as 'Work Experience', providing early exposure to workplace environments and helping them explore potential career interests. For students in Years 11 and 12, it evolves into 'Structured Workplace Learning', with a focus on developing practical skills that complement their vocational studies. The program was carefully designed, trialled, and refined to ensure it meets the needs of young people and effectively supports their transition from school to further education or employment.

### **Occupational Health, Safety and Wellbeing**

This financial year marked the commencement of a holistic review of our Health and Wellbeing Program to ensure it continues to meet employee needs. Eleven wellbeing presentations were delivered, averaging 37 attendees per session. Men's and Women's groups were held twice, and three Vision Super seminars were delivered with a total of 69 attendees.

The 2024 Health and Wellbeing Survey received 98 responses, and 76 employees participated in the biannual health checks conducted in November 2024. Use of Headspace, supporting mindfulness and mental health, saw 46 subscriptions (35 employees and 11 family members).

## **Challenges – Corporate Services**

Challenges for Corporate Services include:

- As community expectations shift and evolve, our Customer Service and Libraries service needs to balance traditional roles with evolving needs, including digital access, lifelong learning and fostering social connections in community spaces.
- Enhancing service access with the rollout of the new Altona North service model and the development of Centres of Excellence has raised complex questions around equity, service reach, and identity. Libraries and customer service points are increasingly seen as vital hubs for information, support, and inclusion, particularly in areas with limited access to other services.
- Integrating internal systems, such as the CRM and Council+ model, remains a complex and ongoing process, with continued work required to improve functionality, usability, and alignment across service areas.

- As the cost-of-living crisis continues to impact ratepayers, the Rates Team saw more ratepayers making contact with Council to look at alternate payment options or to apply for Financial Assistance. The 2023 amendment to legislation that prevented Council from taking legal action for two years continued to have an impact on revenue collection. The Rates Team continue to explore new ways of engaging with ratepayers to encourage payment or setting up of a flexible payment plan.

## **Future Outlook – Corporate Services**

The outlook for Corporate Services includes:

- Focusing on delivering services that are inclusive, adaptable, and shaped by the needs and experiences of the community. The continued development of the Centres of Excellence model will play a key role in this work, supporting the creation of welcoming, multi-purpose spaces that bring together learning, connection, and support in ways that are meaningful at a local level.
- Expanding outreach efforts, particularly to support older residents and those experiencing vulnerability remains a central goal, ensuring services reach people where they are and reflect the diverse ways in which the community engages.
- Service design will increasingly be guided by both data and lived experience, drawing on customer insight and feedback to build programs and resources that truly resonate. Enhancing Council+, alongside ongoing improvements to internal systems, will support more streamlined, accessible, and consistent service delivery across all channels.
- Council's rates team will continue to explore ways of positively engaging with ratepayers who are facing financial difficulties in making their payments on time. As the year progresses, they will be heavily involved in moving to a new rating software system.
- For People and Culture, the outlook is positive for 2025–26, with the release of the Listening and Support report with its focus on culture. The People and Culture team are working alongside organisational stakeholders to fill vacancies, build capability and support a safe working environment.







# FINANCIAL SUMMARY

Council's financial performance in 2024–25 was strong, while Council's financial position on 30 June 2025 is sound.

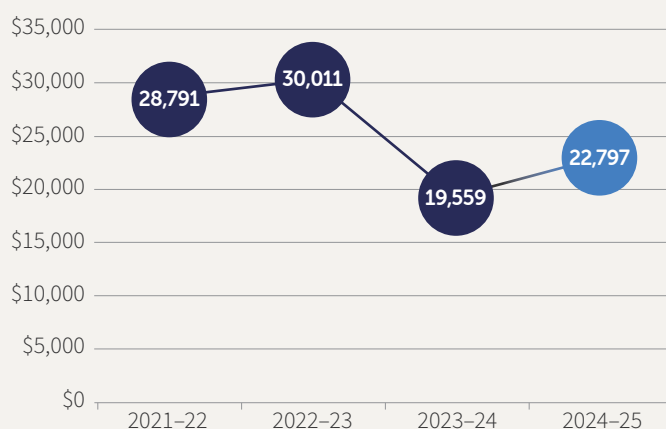
A summary of our financial performance and position is outlined below. Further detailed information relating to Council's finances is included within the Annual Financial Report.

## Operating performance and position

In 2024–25, Council achieved an operating surplus of \$22.798 million, an increase of \$3.240 million when compared to the prior year's surplus of \$19.558 million. The surplus is an increase when compared to the original budget in 2024–25 of \$20.700 million largely due to additional income received in relation to non-monetary contributions, which is a non-cash item that has minimal impact on funding in 2024–25.

While a strong operational surplus has been achieved, it should be noted that surpluses are required to fund Council's significant investment in capital expenditure.

Operating surplus (\$,000)



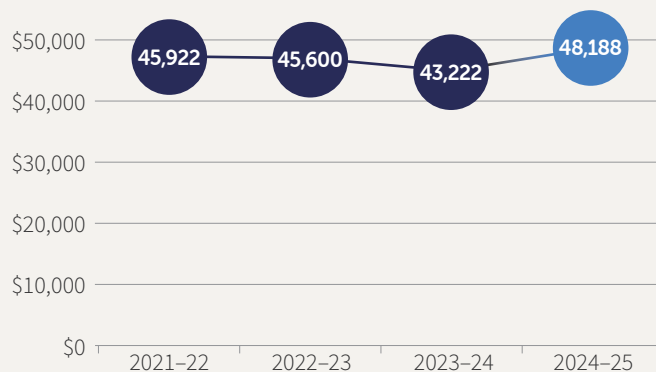
## Cash and liquidity

Cash and investments increased by \$4.966 million from the prior year. The cash and investment balance of \$48.188 million on 30 June 2025, is higher than the original budget of \$35.827 million. The increase in cash and investments, compared to budget is largely a result of:

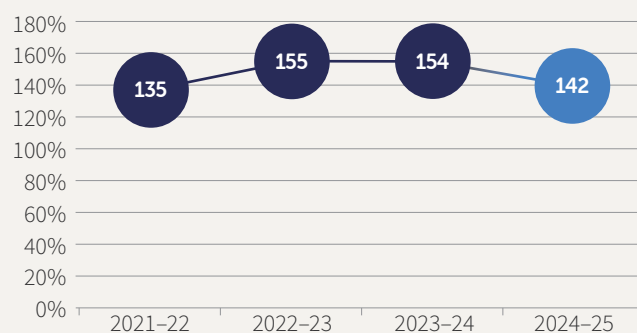
- Capital works expenditure that will be completed next financial year (\$21.853 million)
- Not drawing down the new loan in 2024–25 (\$7 million)
- Capital income budgeted to be received in 2024–25 that is now expected to be received in 2025–26 (\$7.547 million)
- Changes in year-end payables and receivables, including rates debtors.

The liquidity (working capital) ratio assesses Council's ability to meet current commitments. It is calculated by measuring Council's current assets as a percentage of current liabilities. Council's result of 142 per cent on 30 June 2025 indicates a reasonable short term financial position, which is relatively consistent with the prior years.

Cash and investments (\$,000)



Liquidity

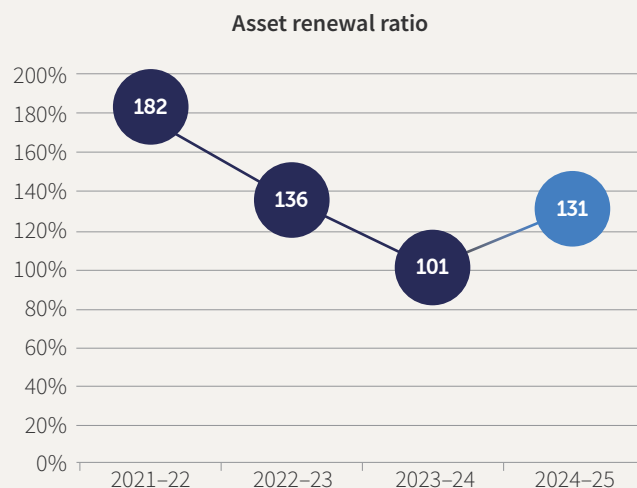




## Obligations

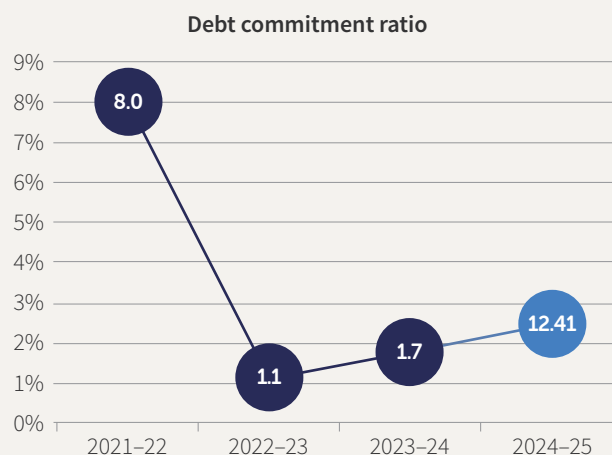
Council aims to maintain its infrastructure assets at expected levels while continuing to deliver the services needed by the community. Council invested \$51.209 million in capital works, including \$19.533 million in renewal works and \$28.379 million in upgrade works during 2024–25 to bridge the infrastructure gap.

Council's asset renewal and upgrade ratio is measured by comparing asset renewal and upgrade expenditure to depreciation and was 131 per cent during 2024–25. It will be a significant challenge for Council in upcoming years to ensure that the renewal and upgrade ratio remains over 100 per cent. Less funding is expected to be available to be spent on capital works, while the cost to renew and upgrade our assets continues to increase.



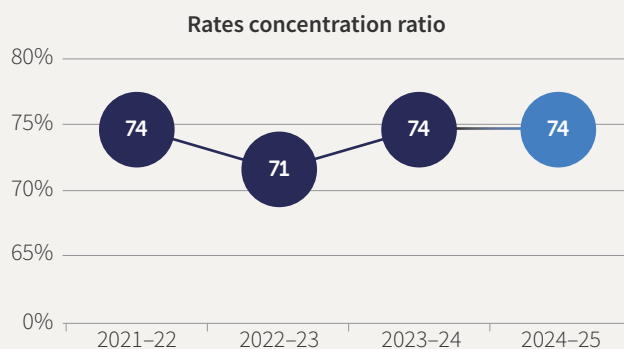
At the end of June 2025, Council owed \$22.344 million in loan borrowings. Council decided to not draw down the \$7 million during the year that was included in the original budget. Council's debt commitment ratio is measured by comparing interest costs and principal repayments to rate revenue. The ratio of 2.4 per cent during 2024–25 reflects Council's low loan borrowing totals and loan repayments made during the financial year.

It should be remembered that borrowing money does not increase the amount of money available to spend. It may allow a higher level of expenditure in a given year, but as the borrowed money must be repaid with interest it requires reductions in expenditure in future years.



## Stability and efficiency

Council raises a wide range of revenues including rates, user fees, fines, grants and contributions. Despite this, Council's rates concentration, which compares rate revenue to total revenue, was 74 per cent during 2024–25. Council is considering options to broaden its revenue base and reduce its reliance on rates as a source of income.



## Economic factors

Council has continued to be impacted by inflationary pressures with increased costs for construction and various operating expenses. Additionally, the State Government's rate cap remains below inflation, further compounding the financial challenges faced by Council. As costs rise, Council's ability to respond effectively while adhering to the rate cap becomes more constrained.

Council is well aware of the increasing cost-of-living pressures on ratepayers. Council has sought to minimise the impact of increases on ratepayers, and will continue to offer rate relief through the Financial Hardship Policy.

Council will continue to advocate to other levels of government for the funding needed to help deliver an ongoing high standard of services and infrastructure. Council will also continue to seek support for major projects that will bring economic, environmental, and social benefits to our city.



# OUR COUNCIL





## Our place

The Yalukit Willam clan of the Bunurong People were the first people who lived in the area now known as Hobsons Bay and had strong connections to land and sea. A number of sites of significance to the Aboriginal community are located throughout the municipality, particularly along the coastal trail.

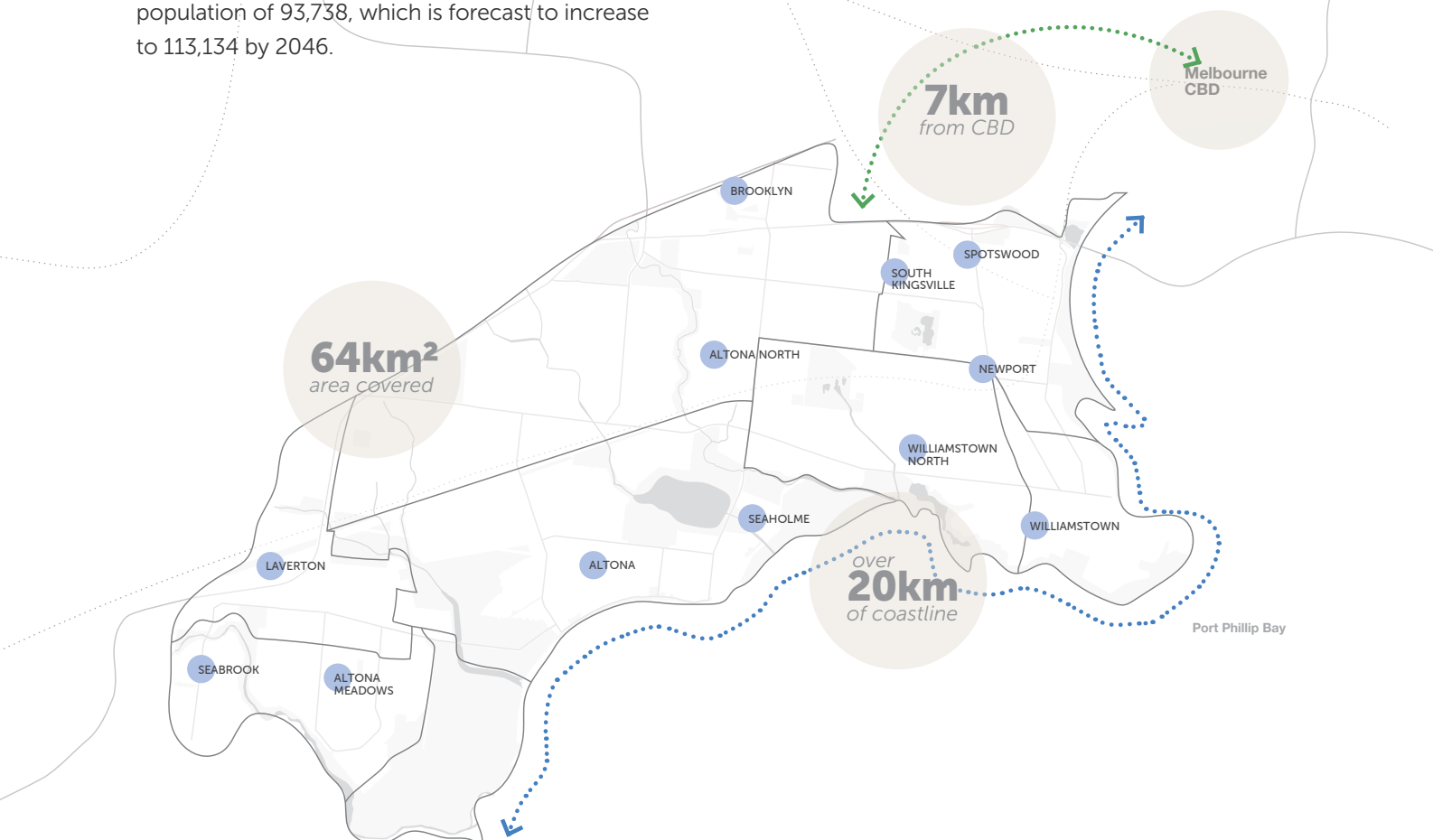
Hobsons Bay is situated at the northern end of Port Phillip Bay, about 10 km west of central Melbourne and includes the suburbs of Altona, Altona Meadows, Altona North, Brooklyn, Laverton, Newport, Seabrook, Seaholme, South Kingsville, Spotswood, Williamstown and Williamstown North. Each suburb has its own unique character, from the historic seaport of Williamstown with its range of heritage buildings, to the more recently developed residential areas of Altona Meadows and Seabrook.

In 2023, Hobsons Bay had an estimated resident population of 93,738, which is forecast to increase to 113,134 by 2046.

Hobsons Bay covers an area of about 66 km<sup>2</sup> and has more than 20 km of coastline. It is also home to significant coastal wetlands, five creek systems, remnant native grasslands, and important flora and fauna habitats, which make up 24 per cent of the city's total land area.

Hobsons Bay has a range of major industrial complexes, which contribute significantly to the economy of Victoria. It has good access to regional transport facilities such as the West Gate Freeway, the Western Ring Road, CityLink, the National Rail Line, and the ports and airports of Melbourne and Avalon.

These features contribute to the city's culture, which is strongly linked to its maritime heritage, rich natural environment, industry and lifestyle.





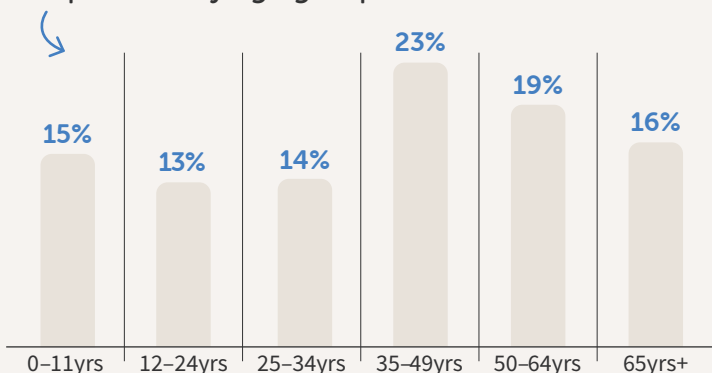
## Our people

# 95,633

estimated residential population in 2023–24

**51%** Female **49%** Male

### Population by age group



## We are a diverse community

**628**

people identify as Aboriginal and/or Torres Strait Islander

**30%**

born overseas

**150+**

number of countries of birth

**55%**

have a religious affiliation

**13%**

identify as LGBTIQ+

**19%**

have a disability

**5,812**

no. who need assistance with day-to-day activities

**120+**

number of languages spoken

**27%**

speak a language other than English at home

Top three languages spoken:

*Arabic, Greek, Vietnamese*

## Economic participation

**2,785** of people aged 15–64 received Job Seeker or Youth Allowance

**12%** of residents spent time doing voluntary work through an organisation or group

**81%** of people who did 30 or more hours of unpaid domestic work were female



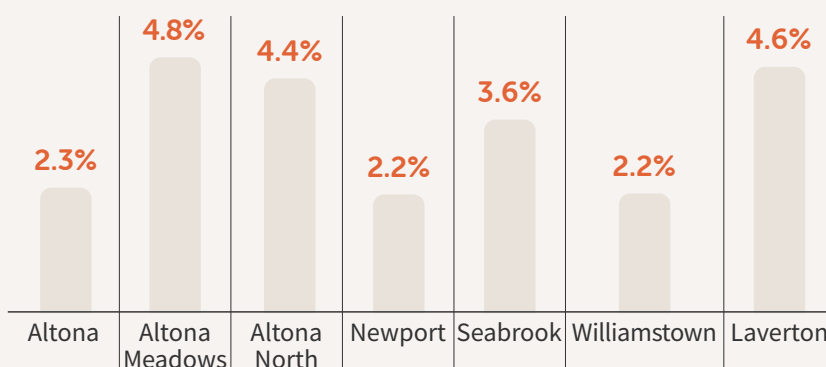
**8,616**

Businesses in Hobsons Bay

**45,199**

Local jobs in Hobsons Bay

### Unemployment rate





## Housing

### How we live

- 32%** Couples with children
- 25%** Lone person households
- 24%** Couples without children
- 11%** One parent families



- 33%** fully owned
- 33%** mortgage
- 26%** renting private housing
- 3%** renting social housing



**1,671**  
Households in need of affordable housing

**297**  
Estimated number of people experiencing homelessness

## Health and Wellbeing

### Long-term health conditions

**31%**

of the Hobsons Bay population has at least one long-term health condition

### Top long-term health condition by age group:

*asthma*

0–14 years

*mental health*

15–54 years

*arthritis*

55+ years

### Gambling harm

**\$48.8M**

lost in 2024 on Electronic Gaming Machines in Hobsons Bay



### Mental health and wellbeing

**18%**

have high levels of psychological distress

**15%**

never or do not often feel valued by society

### Family violence

**1,028**

incidents of family violence 2023–24 (change of 3.7% from the previous year)

**76%**

of affected family members are female

### Food security

**6%**

ran out of money to buy food in last 12 months

### Trees

**6%**

canopy cover overall in Hobsons Bay

### Physical health

**52%**

overweight or obese (Body Mass Index greater or equal to 25)

**3%**

of residents who meet the fruit and vegetable consumption guidelines

### Smoking

**18%**

are current smokers

### Ways we travelled to work on Census Day

**46%**

car as driver or passenger

**34%**

worked at home

**5%**

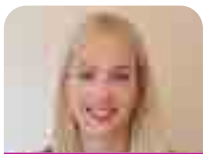
public transport

**2%**

bicycle or walking



# Our Councillors



## Altona Ward

**Cr Daria Kellander** (*Mayor*)

P: 9932 1044

M: 0499 600 438

E: dkellander@hobsonsabay.vic.gov.au



## Altona North Ward

**Cr Rayane Hawli** (*Deputy Mayor*)

P: 9932 1044

M: 0477 440 281

E: rhawli@hobsonsabay.vic.gov.au



## Altona Meadows Ward

**Cr Diana Grima**

P: 9932 1044

M: 0499 600 476

E: dgrima@hobsonsabay.vic.gov.au



## Laverton Ward

**Cr Paddy Keys-Macpherson**

P: 9932 1044

M: 0456 659 646

E: paddykm@hobsonsabay.vic.gov.au



## Spotswood Ward

**Cr Kristin Bishop**

P: 9932 1044

M: 0438 325 671

E: kbishop@hobsonsabay.vic.gov.au



## Williamstown Ward

**Cr Lisa Bentley**

P: 9932 1044

M: 0418 796 486

E: lbentley@hobsonsabay.vic.gov.au



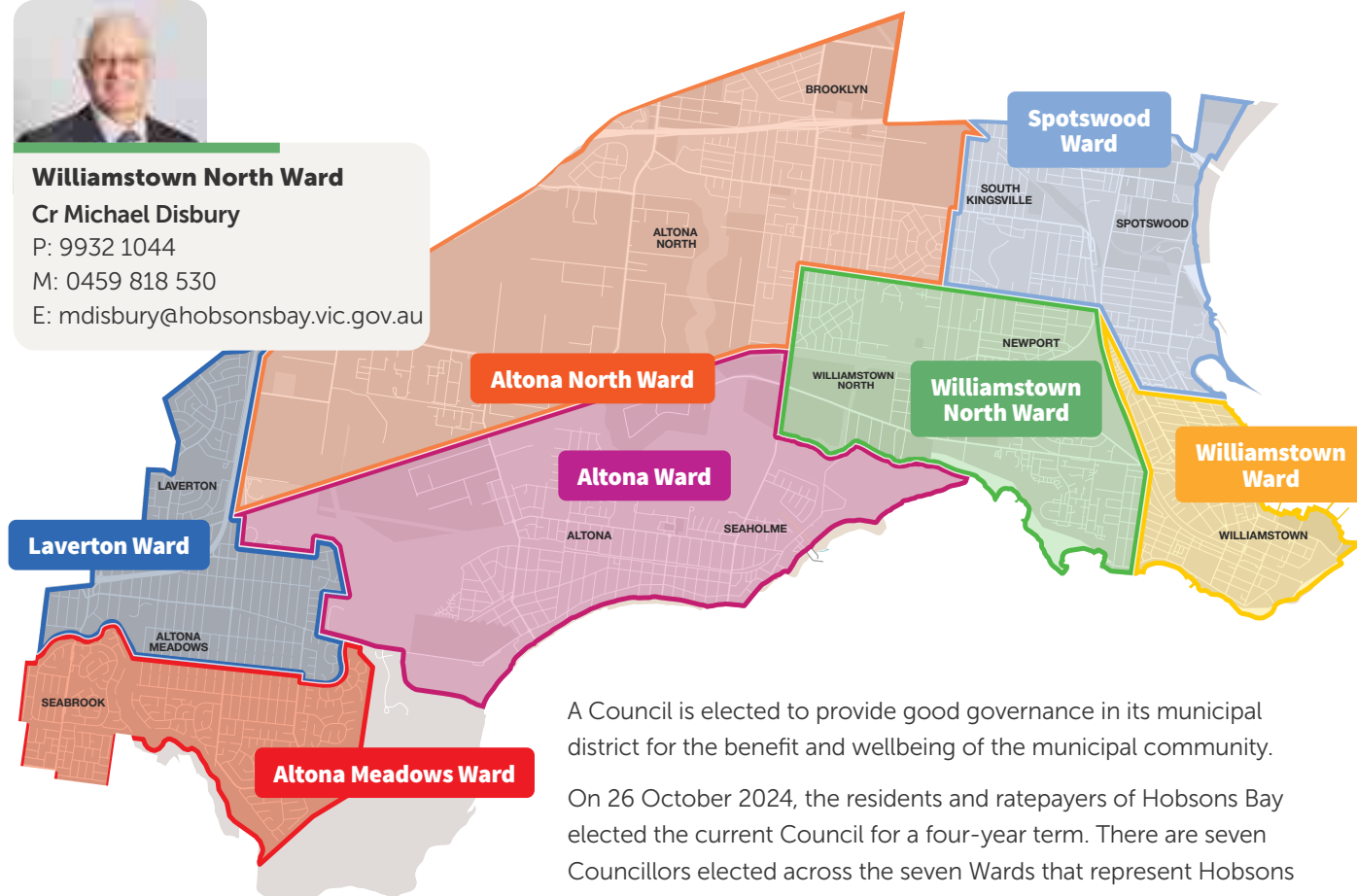
## Williamstown North Ward

**Cr Michael Disbury**

P: 9932 1044

M: 0459 818 530

E: mdisbury@hobsonsabay.vic.gov.au



A Council is elected to provide good governance in its municipal district for the benefit and wellbeing of the municipal community.

On 26 October 2024, the residents and ratepayers of Hobsons Bay elected the current Council for a four-year term. There are seven Councillors elected across the seven Wards that represent Hobsons Bay. The three ward system of the previous term was replaced, with each Councillor now overseeing their own individual wards. Councillors have the responsibility for setting the strategic direction for the municipality, policy development, identifying service standards and monitoring performance across the organisation.



## Council and Community Committees

In addition to Council meetings and the Delegated Planning Committee, Councillors are also appointed to a range of committees as shown in the table below.

Committee	Delegate 2025	Proxy Delegate 2025
Hobsons Bay Community Fund	Cr Keys-Macpherson	Cr Grima
Audit and Risk Committee	Cr Kellander Cr Bishop	Cr Grima
Melbourne 9 (M9)	Cr Kellander	Cr Hawli
Association of Bayside Municipalities	Cr Keys-Macpherson	Cr Hawli
Brooklyn Community Representative Group	Cr Hawli	n/a
Lead West Joint Delegated Committee	Cr Grima	n/a
Metropolitan Transport Forum	Cr Hawli	Cr Keys-Macpherson
Municipal Association of Victoria	Cr Kellander	Cr Disbury
Substation Board	Cr Disbury	n/a
Western Melbourne Tourism Board	Cr Bentley	Cr Keys-Macpherson
Victorian Local Governance Association (VLGA) Women's Charter Champion including Hobsons Bay Women's Advisory Group (until 30 June 2025)	Cr Hawli	Cr Bentley



# OUR STAFF





# Organisational structure

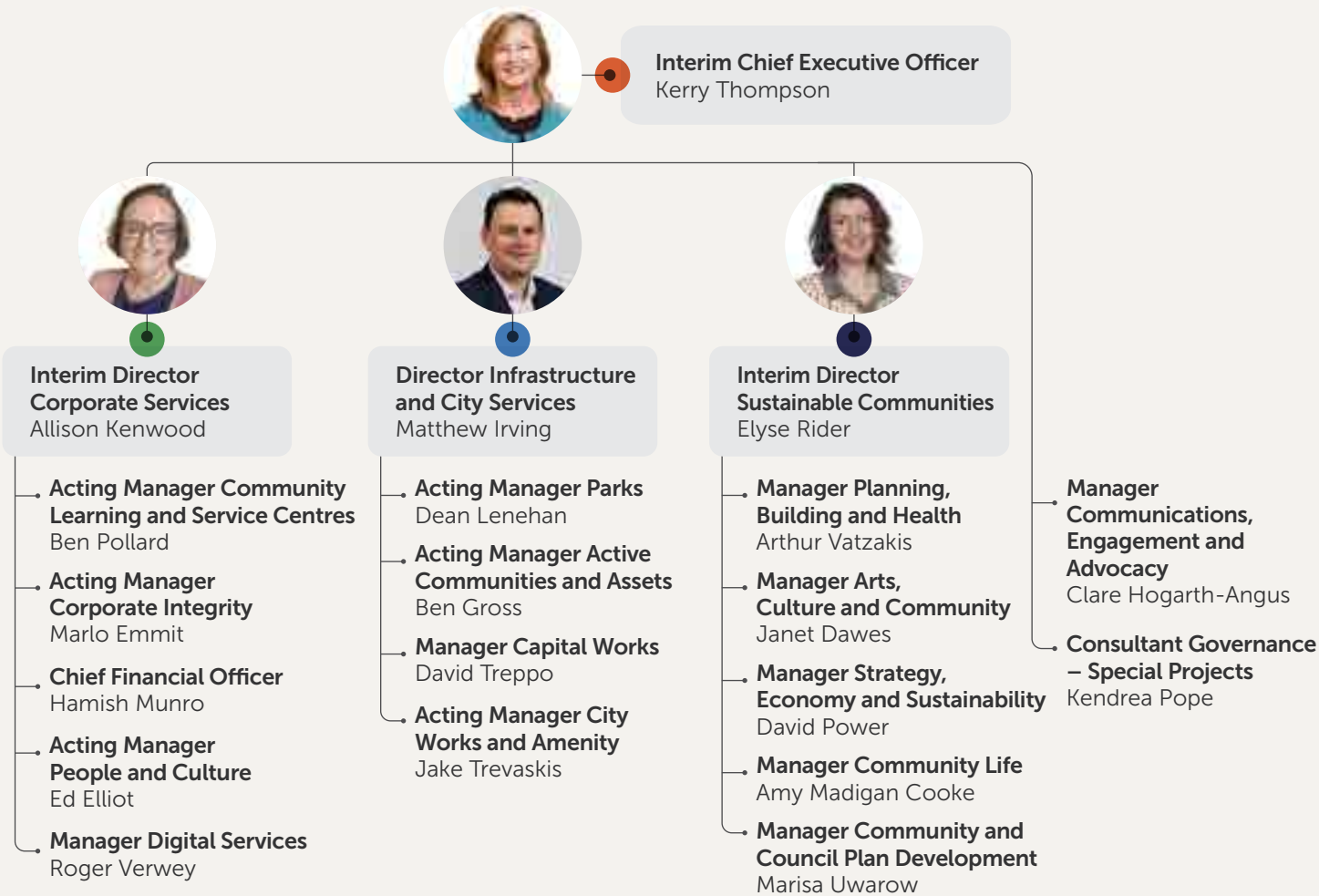
The current organisational structure includes 3 directorates with a total of 729 staff members. The administration of Council is headed up by the Chief Executive Officer.

Council is the governing body that appoints the Chief Executive Officer. The Chief Executive Officer has responsibility for the day-to-day management of operations in accordance with the strategic directions of the Council Plan. The Three Directors and the Chief Executive Officer form the Executive Leadership Team and lead the organisation.

## Major Changes

In early 2025, the then Chief Executive Officer, Director of Corporate Services and Director Sustainable Communities resigned which led to interim arrangements being put in place for these positions during this transitional period.

Council also commissioned a “Listening and Support” process during a period of organisational instability to support participants during this challenging time and allow for organisational learning. This report was presented to the organisation in July 2025 and is the basis for future organisational change.

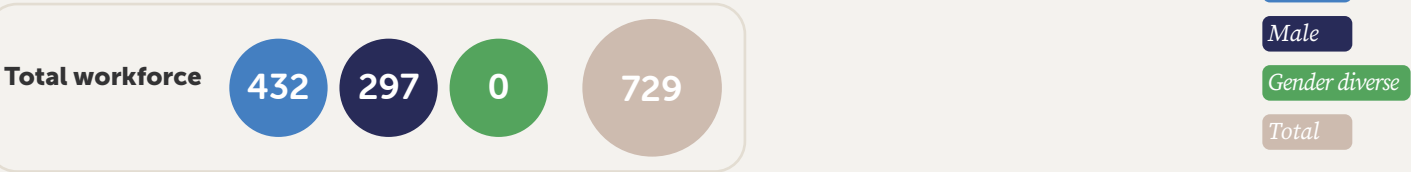




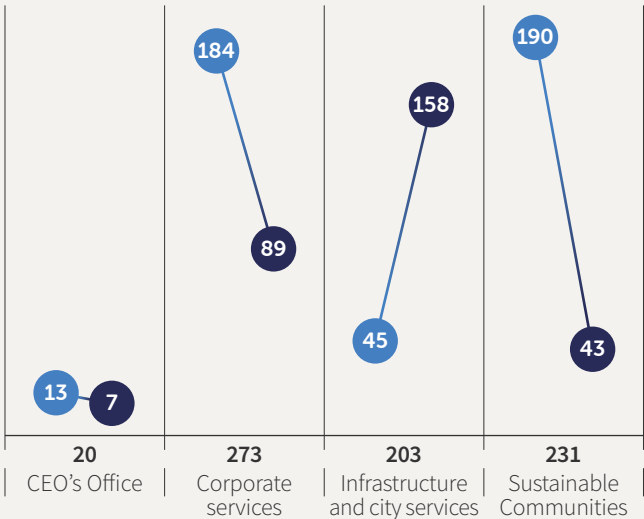
# Staff Profile

As at 30 June 2025, Council operates with 729 employees, equating to 485.98 full time equivalent (FTE) positions. A total of 108 new employees commenced employment during 2024–25.

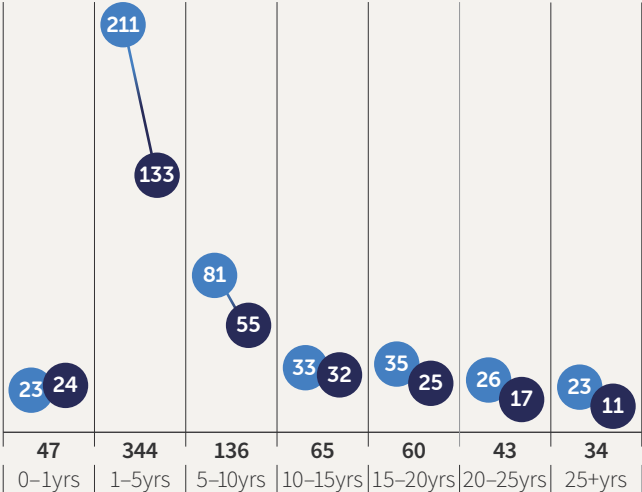
The breakdown of FTE numbers is set out below.



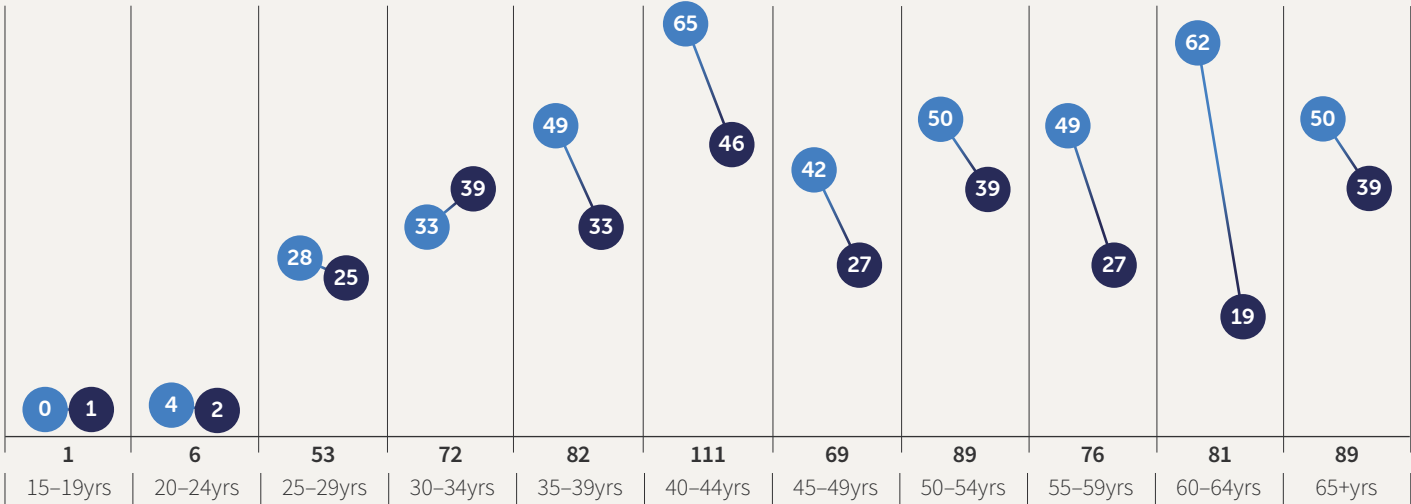
Council workforce by directorate



Council staff by length of service



Council workforce by age





## Full Time Equivalent positions (FTE) by employment classification

		Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Other	TOTAL
Permanent Full Time	Female	0.00	0.00	8.50	23.99	37.03	37.64	27.98	19.32	14.26	168.72
Permanent Full Time	Male	0.00	0.00	59.66	22.55	30.78	39.50	30.77	18.01	8.37	209.64
Permanent Full Time	Gender diverse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Part Time	Female	0.74	0.18	6.87	16.94	16.09	9.49	6.43	0.47	7.87	65.08
Permanent Part Time	Male	0.00	0.53	2.01	1.97	0.92	1.50	1.59	1.00	0.00	9.52
Permanent Part Time	Gender diverse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Casual	Female	5.78	2.46	10.46	1.20	0.37	0.37	0.47	0.00	3.57	24.68
Casual	Male	3.18	1.06	1.76	0.34	0.61	1.20	0.06	0.00	0.10	8.31
Casual	Gender diverse	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.00	0.00	0.03
<b>TOTAL</b>		<b>9.71</b>	<b>4.22</b>	<b>89.25</b>	<b>66.99</b>	<b>85.81</b>	<b>89.73</b>	<b>67.31</b>	<b>38.79</b>	<b>34.16</b>	<b>485.98</b>

Note: Minor differences in table between values and totals are due to rounding.

## Equal Employment Opportunity

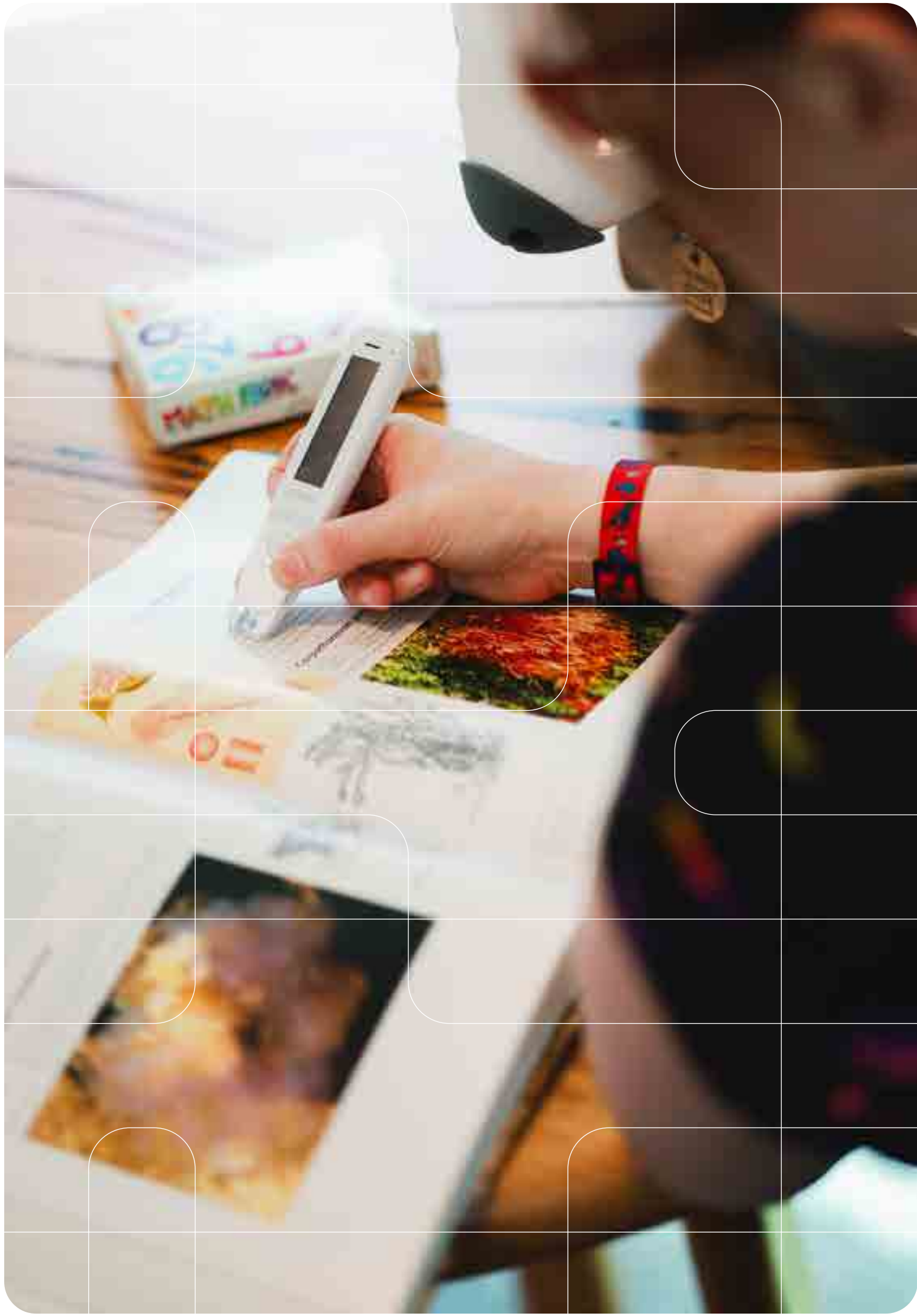
Council's Equal Employment Opportunity: Discrimination, Bullying and Harassment Policy supports a commitment to the principles of equal employment opportunity and to providing a safe and productive work environment free of harassment for all. To ensure employees are aware of the Equal Employment Opportunity (EEO) principles and their obligations, Council provides a mandatory EEO course for all new employees, refresher mandatory EEO training every two years for existing employees and support via a network of Contact Officers. The EEO Contact Officer program provides confidential assistance and advice to employees, who feel they may be subject to discrimination, bullying or harassment.

In addition, Council continues to meet our vision and actions as set within the Gender Equality Action Plan. The Action Plan aims to create a gender equitable workplace, to be a leading organisation that is innovative, proactive and strives for continuous improvement.

Council aims to do this by:

- providing opportunities for women in leadership positions
- supporting people across the organisation to champion and demonstrate gender equity, for example, men taking parental leave and carers leave to support their families
- continuing the commitment to flexible workforce arrangements, including flexible parental leave and support for working from home, along with places to cater for breastfeeding
- delivering internal training to ensure Council officers understand gender equity, why it is important, and what it means within their role
- carrying out gender impact assessments on new policies and or projects when gender needs to be considered
- working towards supporting opportunities to strengthen gender equity within roles traditionally dominated by a single gender, such as engineering and planning.







# OUR PERFORMANCE





# Integrated strategic planning and reporting framework

Council’s strategic planning framework allows the organisation to identify community needs and aspirations over the long term through the Hobsons Bay 2030 Community Vision, operationalise the required work in the medium term through the Council Plan, and ensure the required resources are available through the Annual Budget process and achievements are reported publicly through the Annual Report.

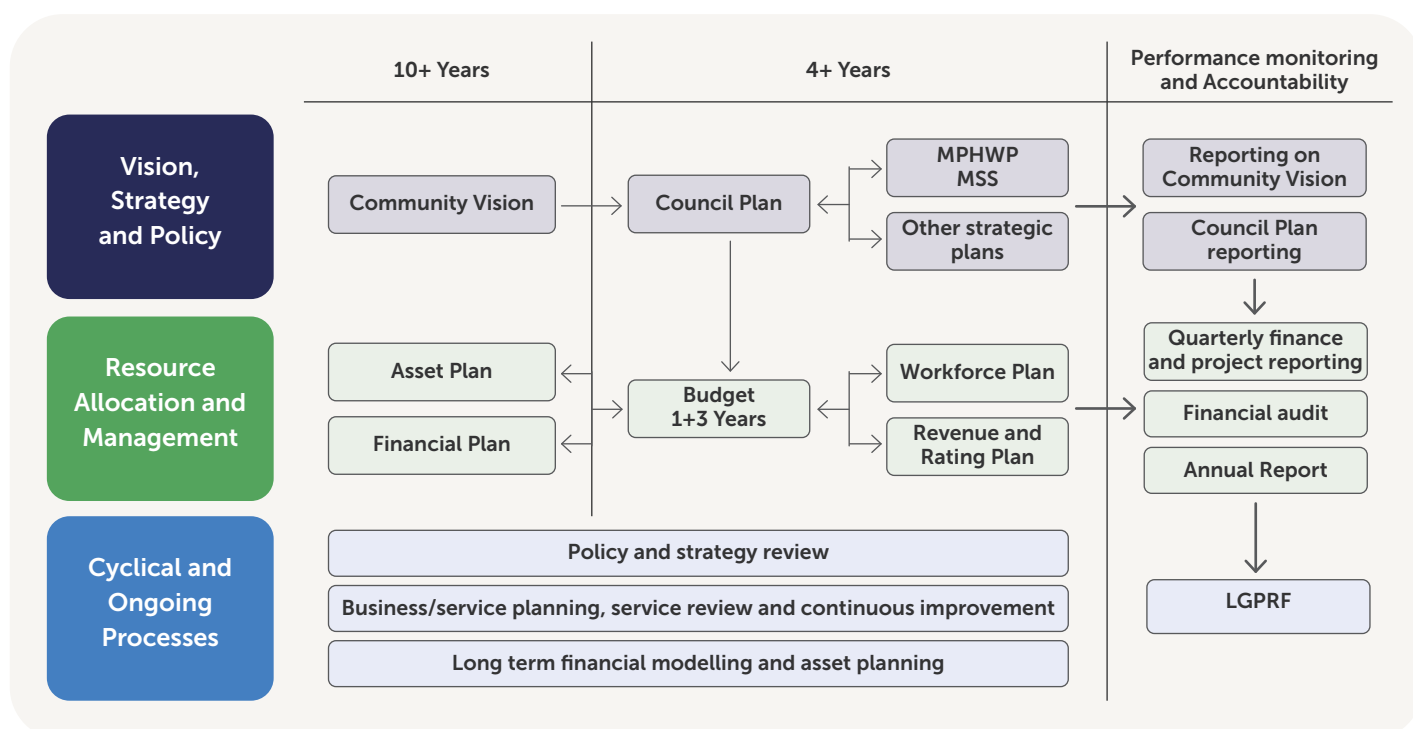
Part 4 of the *Local Government Act 2020* requires councils to prepare the following:

- a Community Vision (for at least the next 10 financial years)
- a Council Plan (for at least the next four financial years)
- a Financial Plan (for at least the next 10 financial years)
- an Asset Plan (for at least the next 10 financial years)
- a Revenue and Rating Plan (for at least the next four financial years)

- an Annual Budget (for each financial year and the subsequent three financial years)
- a Quarterly Budget Report
- an Annual Report (for each financial year)
- financial policies.

The *Local Government Act 2020* also requires councils to prepare a Workforce Plan (including projected staffing requirements for at least four years).

The following diagram shows the relationships between the key planning and reporting documents that make up the integrated strategic planning and reporting framework for local government. It also shows that there are opportunities for community and stakeholder input and feedback.



LGPRF = Victorian Local Government Performance Reporting Framework



## Hobsons Bay 2030 Community Vision

The Hobsons Bay 2030 Community Vision was developed by the community for the community and will guide Council's work until 2030. The vision is based on the community's key principles and values, and has been deliberately worded to be broad and inclusive:

By 2030, embracing our heritage, environment and diversity, we – the community of Hobsons Bay – will be an inclusive, empowered, sustainable and visionary community, led and supported by a progressive Council of excellence.

Reflecting a social model of health, the priorities within Hobsons Bay 2030 include improving public transport, local education and employment opportunities; addressing climate change; and improving social inclusion and wellbeing.

Implementation occurs through a range of Council activities, including the Council Plan 2021–25 (Initiatives, Major Initiatives, and other projects), A Fair Hobsons Bay for All 2024–28 (see page 108), and Community Engagement Policy (see page 108). Changes within each priority area are tracked via Council's Annual Community Survey, ABS Census data, and other government data sources.

Further details of the Hobsons Bay 2030 Community Vision can be found on Council's website at [hobsonsbay.vic.gov.au/Council/Hobsons-Bay-2030](https://hobsonsbay.vic.gov.au/Council/Hobsons-Bay-2030)

## Council Plan 2021–25

The Council Plan is developed every four years in accordance with legislative requirements and is based on the integrated strategic planning and reporting framework that aligns the Hobsons Bay 2030 Community Vision to Council's planning, resource allocation and service provision to the Hobsons Bay community. The Council Plan sets the strategic direction and objectives for Council's work.

The Council Plan includes strategic objectives, strategies for achieving these for the four-year period, strategic indicators for monitoring achievement of the strategic objectives and a strategic resource plan. Council is required to report against each strategic objective in its annual report to demonstrate how it is performing against its Council Plan.

The Council Plan 2021–25 consists of five strategic objectives that covers the areas of work that Council will be delivering with each objective having a series of strategies and priorities.

### **Objective 1: Community**

Healthy, equitable and thriving communities

### **Objective 2: Environment**

Valuing our environment

### **Objective 3: Place, Recreation and Economy**

Vibrant place and economy

### **Objective 4: Community Infrastructure**

Visionary community infrastructure

### **Objective 5: Organisation**

A high performing organisation



## Council Plan 2021–25 *cont.*

The Council Plan 2021–25 also incorporates the Municipal Public Health and Wellbeing Plan, which outlines the four areas of priority for Council to focus on in order to support the health and wellbeing of the Hobsons Bay community. This complies with Council's obligations under the *Public Health and Wellbeing Act 2008*. The health and wellbeing priorities are integrated throughout the Council Plan and are identified with the following icons.

### Active living

Council can plan, develop and manage the connectivity, crossings and use of local roads and paths, as well as design of public spaces to encourage more active living. However, Council does not have jurisdiction on all roads and public spaces and therefore must work with other levels of government and agencies to influence areas beyond Council's control.



### Increasing participation in the community

Council can facilitate opportunities for the community to participate in the services, events and programs Council delivers, as well as partnering and connecting community to relevant agencies.



### Tackling climate change and its impact on health

Council has a role in managing its resources, facilities, services and urban planning to improve sustainability and increase the resilience of the community. Council advocates and works in partnership with the community, agencies and other levels of government to plan, adapt and mitigate the impacts of climate change.



### A safe, healthy and equitable society

Council can improve the perception of safety through activation of spaces. Council has a role in addressing gender equality in the workplace and in the community through its policies, programs and services. Council delivers services to the community and acts as a community connector to other services. Council seeks to partner with agencies to raise awareness and to advocate for better access to local services and supports. Through planning and advocacy, Council can also have an influence on access to affordable housing.



Further details of the Council Plan 2021–25 can be downloaded from Council's website at [hobsonsbay.vic.gov.au/Council/Strategy-Planning/Council-Plan](https://hobsonsbay.vic.gov.au/Council/Strategy-Planning/Council-Plan)



## Performance measures

Council's performance for 2024–25 has been reported against each strategic objective, strategy and priority to demonstrate how Council is performing in delivering the Council Plan.

Performance has been measured as follows:

### **1. Progress in relation to the initiatives identified in the 2024–25 budget**

Initiatives are programs or projects that have been included in the Annual Budget to support Council in delivering the Council Plan, where major initiatives are the initiatives identified as priorities. The progress in the delivery of the initiatives is reported against the Council Plan objectives.

### **2. Results achieved in relation to the indicators in the Council Plan**

Several indicators have been nominated to provide measures of achievement against each strategic objective in the Council Plan, as required under the *Local Government Act 2020*. The results are calculated from various data sources, such as the Annual Community Survey results and Council's operational data.

### **3. Results against the Local Government Performance Reporting Framework Indicators**

The Victorian Local Government Performance Reporting Framework (LGPRF) is a mandatory reporting framework requiring all councils to report on services and core functions that the community expects from a council in a consistent format as a part of its Annual Report. Performance measurement can be more meaningful when appropriate comparisons are developed and provided over a number of years. Council uses the LGPRF indicators to measure performance against the strategic objectives within the Council Plan, in addition to other measures mentioned above.

More details on Council's LGPRF indicator results and past results can be found on the Know Your Council website. Know Your Council and the LGPRF have been developed by Local Government Victoria within the Department of Jobs, Skills, Industry and Regions.

### **4. Progress in relation to the projects in delivering each objective, strategy and priority**

In addition to delivering ongoing core services, Council also delivers projects and actions to improve its services and create more value for the community. The projects are delivered in line with the Council Plan's objectives, strategies and priorities.

<sup>1</sup> [www.vic.gov.au/know-your-council](http://www.vic.gov.au/know-your-council)



# OBJECTIVE 1 COMMUNITY

## *Healthy, Equitable and Thriving Communities*

Be a city where all members of the community can participate equitably, feel safe, connected and achieve good health and social wellbeing.





# Major initiatives

## Hobsons Bay Affordable Housing Trust

Description	Status	Progress
The Trust will provide housing to low-income households with a connection to Hobsons Bay. <i>Continuing from 2023–24</i>	<b>On Plan</b> <i>(Pending grant funding)</i>	Since the granting of the subdivision consent to progress the development, Council and the Trust look forward to receiving grant funding for the Epsom Street Affordable Housing Project.

## Centres of Excellence Strategy 2022–27

Description	Status	Progress
A strategic plan for the future management of Council’s community learning and service centres across the municipality. <i>Continuing from 2023–24</i>	<b>Complete</b>	Altona North Community Library has reopened to the public with the launch of the Games Discovery Centre. The Library of Things collection has continued to be developed to support the roll out of the Centres of Excellence.



# Council Plan Indicators

Indicators	Results
All residents seeking to access key Council social services do so <i>(kindergarten, health and wellbeing supports, youth counselling, delivered meals)</i>	80 per cent of residents were able to access social services according to the 2025 Annual Community Survey.
Annual participation increase at all Council customer service centres and libraries	773,951 visitors to sites – an 11.6 per cent decrease on the previous year.  [Note: Adjustments in the way foot traffic data is reported has impacted the 2024–25 result. The reported decrease does not represent an actual decline in visits to Council sites.]
The availability of social and affordable housing including in new developments and attracting Big Housing Build investment	<p>The Epsom Street Affordable Housing Project is an ongoing project that will provide about 67 Affordable Housing dwellings on Council-owned land in Laverton. Subject to a Big Housing Build funding grant, this project will be delivered by Housing Choices Australia, as the Trustee of the Hobsons Bay Affordable Housing Trust.</p> <p>Council will continue to seek affordable housing contributions of relevant development sites, with a focus on building the Trust. Negotiations for cash contributions to the Trust are continuing, with payments expected to be received in the next financial year and planning controls supporting the contributions will continue to apply.</p>
<div> <div>The number and diversity of community organisations accessing Council grants and support programs</div> <div> <div>Number</div> <div>Diversity by type</div> <div>Diversity by place</div> </div> </div>	<div> <div>86 (Make it Happen successful applications)</div> <div>19 sectors represented</div> <div>11 suburbs represented</div> </div>



# Local Government Performance Reporting Framework

## Service performance indicators

### Animal Management

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Timeliness</u></b> <i>Time taken to action animal management requests</i>  [Number of days between receipt and first response action for all animal management requests / Number of animal management requests]	2.14	2.78	6.43	<b>7.39</b>	There has been a significant increase in the number of cases logged compared to the previous year, with the resources allocated to this service remaining the same. As a result, longer action times are evident. Council will continue to review this service whilst balancing financial constraints that exist.
<b><u>Service standard</u></b> <i>Animals reclaimed</i>  [Number of animals reclaimed / Number of animals collected] x 100	48.86%	62.40%	48.90%	<b>26.51%</b>	The decrease in the number of animals reclaimed can be attributed to a rise in the trapping and collection of unidentified or semi-owned cats, as well as an increase in animal surrenders.
<b><u>Service standard</u></b> <i>Animals rehomed</i>  [Number of animals rehomed / Number of animals collected] x 100	25.34%	23.09%	24.40%	<b>8.75%</b>	The Council's kitten diversion program was temporarily paused for part of the year due to limited resources available to manage kittens in-house.
<b><u>Service cost</u></b> <i>Cost of animal management service per population</i>  [Direct cost of the animal management service / Population]	\$6.55	\$6.43	\$6.18	<b>\$7.20</b>	The 17% increase in the cost of animal management services compared to last year can likely be attributed to several factors, including the costs associated with impounding unreclaimed animals, as well as the expanded cat trapping program. These services require additional resources, including manpower, equipment, and veterinary care, all of which contribute to the overall rise in expenses. Additionally, the growing demand for these services, coupled with the increased number of animals being managed, has further impacted costs.
<b><u>Health and safety</u></b> <i>Animal management prosecutions</i>  [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	100.00%	100.00%	100.00%	<b>100.00%</b>	Council has maintained a 100% success rate due to thoroughness of the investigation process.



## Food Safety

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Timeliness</u></b> <i>Time taken to action food complaints</i>  [Number of days between receipt and first response action for all food complaints / Number of food complaints]	2.26	2.61	1.20	<b>1.40</b>	The increase in response time is attributed to an increase in the number of complaints and food premises requiring inspection compared to the same period last year. Otherwise, the result is consistent with previous years.
<b><u>Service standard</u></b> <i>Food safety assessments</i>  [Number of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment in accordance with the <i>Food Act 1984</i> / Number of registered class 1 food premises and class 2 food premises that require an annual food safety assessment in accordance with the <i>Food Act 1984</i> ] x 100	101.04%	95.53%	93.98%	<b>94.43%</b>	The increase in the proportion of premises that received an assessment is attributed to inspections of premises throughout the reporting period that subsequently ceased operating. Otherwise, the result is consistent with previous years.
<b><u>Service standard</u></b> <i>Food safety samples</i>  [Number of food samples obtained / Required number of food samples] x 100	New	New	101%	<b>100.73%</b>	Council obtained the full number of required samples during the reporting period.
<b><u>Service cost</u></b> <i>Cost of food safety service</i>  [Direct cost of the food safety service / Number of food premises registered or notified in accordance with the <i>Food Act 1984</i> ]	\$461.02	\$455.86	\$393.95	<b>\$373.38</b>	The slight reduction in the result is attributed to an increase in the number of food premises without an increase to underlying staffing costs. Otherwise, the result is consistent with previous years.
<b><u>Health and safety</u></b> <i>Critical and major non-compliance outcome notifications</i>  [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x 100	87.36%	99.12%	96.61%	<b>100.00%</b>	The result is attributed to improvements and streamlining of internal processes.



## Libraries

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Utilisation</u></b> <i>Loans per head of population</i>  [Number of library collection item loans / Population]	75.25%	59.31%	69.06%	<b>82.97%</b>	New video and board game collections added, and a refresh of Altona North collection in last 6 months combined with weeding of older items and ongoing collection management resulted in a consistent percentage of recently purchased library collection.
<b><u>Resource currency</u></b> <i>Recently purchased library collection</i>  [Number of library collection items purchased in the last five years / Number of library collection items] x 100	\$55.19	\$63.85	\$65.47	<b>\$63.49</b>	The direct cost of library service per population decreased by 3% in 2024–25 compared to the previous year. This reduction was largely due to lower employee-related expenses and less equipment and software renewals due in the last 12 months
<b><u>Participation</u></b> <i>Library membership</i>  [Number of registered library members / Population] x100	New	New	4.19	<b>4.76</b>	eLibrary loans are slowly increasing, and new collection of video games and board games added in March 2025, as well as promotion of general collection more in programming.
<b><u>Participation</u></b> <i>Library visits per head of population</i>  [Number of library visits / Population]	New	New	32%	<b>34.61%</b>	Reopening of refurbished Altona North as well as pop up library through January at Altona Gate shopping centre contributed to this.
<b><u>Service cost</u></b> <i>Cost of library service per population</i>  [Direct cost of the library service / Population]	New	New	9.34	<b>6.31</b>	Library visitation figures show a 32.49% decrease compared to the previous year. This change reflects adjustments in the way foot traffic data is reported and does not represent an actual decline in community engagement with library services.



## Maternal and Child Health (MCH)

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Service standard</u></b> <i>Infant enrolments in the MCH service</i>  [Number of infants enrolled in the MCH service (from birth notifications received) / Number of birth notifications received] x 100	100.70%	101.18%	100.56%	<b>101.24%</b>	This number reflects high community engagement with the Maternal and Child Health service.
<b><u>Service cost</u></b> <i>Cost of the MCH service</i>  [Cost of the MCH service / Hours worked by MCH nurses]	\$81.32	\$88.00	\$92.27	<b>\$87.96</b>	While overall costs were 4% lower, this was largely driven by persistent difficulties in recruitment and maintaining appropriate staffing levels.
<b><u>Participation</u></b> <i>Participation in the MCH service</i>  [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x 100	67.41%	68.42%	71.09%	<b>73.30%</b>	There has been a noticeable increase in participation in the Maternal and Child Health (MCH) service compared to previous years. This reflects the success of ongoing efforts to boost service engagement, including targeted outreach to childcare centres, kindergartens, and playgroups to connect with families and children who may have previously faced barriers to access. Work is ongoing to re-engage families who have not yet participated. Strategies include follow-up on missed appointments, initiatives to improve customer service and service accessibility, and the promotion of new parenting and support groups—particularly aimed at supporting vulnerable families within the community.
<b><u>Participation</u></b> <i>Participation in the MCH service by Aboriginal children</i>  [Number of Aboriginal children who attend the MCH service at least once (in the year) / Number of Aboriginal children enrolled in the MCH service] x 100	83.65%	80.73%	80.53%	<b>82.26%</b>	Overall participation rates in the MCH service have increase, with a notable rise in engagement among Aboriginal children compared with the same time last year. This positive trend reflects the success of targeted efforts to support and engage Aboriginal families through culturally safe and appropriate practices. The increase in participation among Aboriginal children aligns closely with the overall growth in service engagement, highlighting the impact of inclusive and responsive service delivery.
<b><u>Satisfaction</u></b> <i>Participation in 4-week Key Age and Stage visit</i>  [Number of 4-week key age and stage visits / Number of birth notifications received] x 100	97.81%	95.68%	97.10%	<b>93.27%</b>	Results have declined compared to the same time period last year. Several factors contribute to the decrease in participation in the 4 week Key Ages and Stages (KAS) visit. These include infants who remain hospitalised after birth, families who opt for alternate services during the first 6-8 weeks (such as private midwives), or those who temporarily reside outside of Hobsons Bay during the early postnatal period.



## Services linked to the strategic objective

Service area	Description of services provided	Net Cost \$000
		Actual
		Budget
		Variance
Community Support	Provides social support and activity options for older residents and respite for carers through centre-based activities, recreational and social events and outings as well as high quality in-home support services (directly and indirectly) and food services to frail older adults, younger people with disabilities and their carers.	(642) 581 <b>1,224</b>
Early Years	Provides access to affordable and high-quality children's services for people who live and/or work in Hobsons Bay as well as providing support, mentoring, management and advocacy for local early years' service providers.	713 835 <b>122</b>
Community Child Health	Provides a universal primary health and immunisation service available to all Hobsons Bay families with children from birth to school age.	2,350 2,347 <b>(4)</b>
Youth Services	Provides generalist youth services for local young people aged 12 to 25 years including a range of social activities, events and recreation and leadership development opportunities, as well as mental health and support services.	1,192 1,422 <b>230</b>
Community Learning and Service Centres	Manages service centres, library branches and community centres that provide customer services, facilitate and guide access to information, programs, lifelong learning, reading and recreation.	6,438 6,798 <b>360</b>
Community Development	Generates key community projects and builds internal and external capacity to deliver inclusive and responsive services that meet the needs of diverse and disadvantaged communities.	2,344 2,657 <b>312</b>
Community Safety and Compliance	Ensures that parking regulations are enforced, implements local laws, provides animal control service for residents, assists in the protection of the community from the threat of wildfire and ensures that all school crossings are staffed by school crossing supervisors.	(969) (336) <b>633</b>
Public Health	Ensures the public health of the community by undertaking the responsibilities outlined in the relevant legislations. These include inspections of handling of food for sale, inspections of personal care and body art treatments, incidents and infectious disease outbreaks management, investigation of nuisance, investigation of pollution, control of the Tobacco Service Level Agreement, prevention of mosquito borne disease and advocacy role.	271 336 <b>65</b>
Municipal Building Surveyor	Promotes the safety and compliance of buildings by controlling building permits and carrying out mandated responsibilities in accordance with the relevant laws and regulations.	287 209 <b>(78)</b>
Planning Investigations	Ensures compliance of development to planning and building requirements by conducting investigations and taking compliance and enforcement actions.	373 427 <b>54</b>
Social Planning	Investigates and expands Council's understanding of the current and future population needs, inequities within and between population groups, develops Council positions to inform high level strategic decisions and whole of government responses, and supports community and stakeholders to undertake collaborative action.	600 712 <b>113</b>
Planning Operations	Provides front end customer service with regards to planning issues, administrative support, systems and improvements support to the Planning, Building and Health Service areas.	394 245 <b>(149)</b>








### Strategy 1.1 - Celebrate the diversity of our community and provide equitable opportunities for all



Progress of total number of projects under this Strategy

Completed **31**

In Progress **11**

Progress of specific projects to deliver the Priorities under this Strategy

1.1a)	Implement A Fair Hobsons Bay for All 2019–23	Completed <b>4</b>	In Progress <b>3</b>	 
1.1b)	Strengthen and promote First Nations culture, identity and opportunities in Hobsons Bay	Completed <b>2</b>		
1.1c)	Deliver more social and affordable housing	Completed <b>1</b>	In Progress <b>4</b>	
1.1d)	Enhance library physical and digital collections that reflect diversity of the changing community — incorporating collections of things beyond books	Completed <b>2</b>	In Progress <b>2</b>	

 Increasing participation in the community       A safe, healthy and equitable society

### Strategy 1.2 - Improve the health and wellbeing of our community - particularly our young, vulnerable and older community members

Progress of total number of projects under this Strategy

Completed **31**

In Progress **5**

Progress of specific projects to deliver the Priorities under this Strategy

1.2a)	Expand the range of mental health, employment preparedness, life skills services and opportunities available to Hobsons Bay young people	Completed <b>3</b>		 
1.2b)	Increase the breadth and depth of Council's service offerings for vulnerable and older residents through the attraction of additional Commonwealth and State resources	Completed <b>7</b>	In Progress <b>1</b>	

 Increasing participation in the community       A safe, healthy and equitable society





### Strategy 1.3 - Foster community safety including family violence prevention


Progress of total number of projects under this Strategy

Completed 3

In Progress 1

Progress of specific projects to deliver the Priorities under this Strategy

1.3a)	Strengthen Council's strategy to improve community safety through enhanced passive surveillance, better design and place activation	Completed 1	
1.3b)	Increase public safety through enhanced domestic animal management in our public open spaces	Completed 1	
1.3c)	Strengthen Council's regulatory and enforcement focus on public health, environment and buildings		
1.3d)	Deliver family violence prevention, referral and response initiatives and actions to raise awareness and promote gender equity		

 A safe, healthy and equitable society




### Strategy 1.4 - Enable participation and contribution to community life, learning and inter-connection

Progress of total number of projects under this Strategy

Completed 17

In Progress 2

Progress of specific projects to deliver the Priorities under this Strategy

1.4a)	Expand the active and engaged community groups in Hobsons Bay including continuing to improve the value from Council grants, events and funding support	Completed 2	
1.4b)	Boost the profile and awareness of opportunities for people to participate and contribute to community life		
1.4c)	Increase customer service centres and libraries participation through establishing centres of excellence in different lifelong learning skills	Completed 4	In Progress 2 

 Increasing participation in the community



## Other interesting statistics from our services in this area

### Library service

**603,007** total library visitors  
*(31.1% less than 2023–24)*

**455,431** total library loans  
*(4% less than 2023–24)*

**121,021** hours of internet  
usage provided in the libraries  
*(35% more than 2023–24)*

**1,123** programs delivered at the  
libraries *(18% more than 2023–24)*

**34,177** participants in library  
programs *(8% less than 2023–24)*

**6,147** new library borrowers  
*(1% more than 2023–24)*

### Council managed community centres

**4,459** activities and programs  
delivered at the Laverton  
Community Hub  
*(2.5% more than in 2023–24)*

**1,615** activities and programs  
delivered at the Seabrook  
Community Centre  
*(21.2% more than in 2023–24)*

### Early years and family services

**166** child consultations by  
Preschool Field Officers were  
undertaken to support kindergarten  
staff to provide inclusive programs

**109** one-to-one visits to **22** families  
enrolled in the Smalltalk program,  
building parenting capacity to  
extend children's language and  
learning

**258** facilitated playgroup sessions  
to **169** vulnerable families in seven  
neighbourhoods

**716** occasional care bookings  
provided to **46** children

**17** kindergarten committee  
members attended **4** governance  
operations training sessions

**1,612** children accepted  
kindergarten places through  
Council's Central Registration  
Scheme for three-year-old and four-  
year-old kindergarten places

### Community Support

**21,500** meals delivered through  
Commonwealth Home Support  
Programme (CHSP) for older  
residents

**845** meals delivered through Home  
and Community Care Program for  
Younger People (HACC PYP)

**11,280** hours of Social Support  
Program activities delivered

**997** hours delivered through Fridays  
by the Bay – a social activity group  
for the community

**5,107** hours of transport delivered

Over **150** hours of home  
maintenance completed



## Other interesting statistics from our services in this area

### Youth services

**255** youth programs, activities and events were delivered with **5,121** young people

**494** youth generalist youth counselling sessions attended providing service to **107** young people

**43** Youth Focused Capacity building programs run with **518** parents or stakeholders

**197** school sessions with **2,378** young people

### Immunisation

**10,816** immunisations to **6,007** community members, including at schools

**7,658** doses of childhood scheduled immunisations

**4,567** doses of flu vaccine, including **654** to employees in **21** private workplaces

**1,105** doses of meningococcal B – Bexsero Vaccine

**778** doses of HPV Gardasil 9 and **844** doses of Boostrix (DTP) vaccines to Year 7 students

### Maternal and child health Service

**1,143** birth notifications  
*(up 61 on 2023–24)*

**9,176** Key Age & Stage (KAS) consultations *(up 199 on 2023–24)*

**422** family violence consultations  
*(up 175 on 2023–24)*

**129** families received sleep and settling outreach

**48** sleep support groups, **30** Circle of Security sessions, and **6** Baby Makes 3 sessions delivered

**138** families accessed lactation consulting

**155** families received essential goods via partnerships (e.g., Nappy Collective, Big Group Hug)

Outreach expansion with MCH services delivered in kindergartens and long day care for **140** children unable to attend centres and increased presence in Brooklyn via community pop-ups



# OBJECTIVE 2 ENVIRONMENT

## *Valuing our Environment*

Foster a sustainable way of living in response to climate change through active involvement in alternative energy use, reduction of waste, enhancement and conservation of our natural environment





# Major initiatives

## Wetlands Centre Development

Description	Status	Progress
Development of concept, detail design and contract documentation including stakeholder engagement for a state-of-the-art sustainability-focussed Wetlands Centre in Hobsons Bay to increase community education and participation in the preservation of the local environment.  <i>Continuing from 2023–24</i>	On Plan	The first stage of landscaping works has been completed. The second stage of landscaping will commence in September 2025. Grant applications have not been successful and any future construction works in association with the buildings on the site are now on hold while advocacy for funding continues.

## Tree Planting – Urban Forest Strategy

Description	Status	Progress
To achieve 30% canopy cover by 2040, the Urban Forest Program will plant some 8,000 to 8,500 semi-advanced trees per year.  <i>Continuing from 2023–24</i>	On plan	<p>A total of 2,669 semi advanced trees were planted, including 1,169 in parks and reserves and 1,500 in streets. In addition, 6,080 tubestock trees were planted with support from the More Trees for a Cooler, Greener West initiative. An additional 3,275 trees were planted in conservation reserves.</p> <p>While this is below the earlier annual target of 8,500 trees, it aligns with the revised target of 4,500 trees per year from 2025 onwards, as outlined in the Urban Forest Strategy.</p> <p>Since the adoption of the Urban Forest Strategy in September 2020, a total of 123,643 trees have been planted in reserves, streets, along pathways and other public open spaces. These plantings are a mix of semi-advanced trees and tubestock trees.</p>



# Council Plan Indicators

Indicators	Results
Volume of waste diverted away from landfill	51 per cent
Number of trees planted in the municipality relative to Urban Forest Strategy goal	12,024 trees were planted across the municipality with: <ul style="list-style-type: none"><li>• 2,669 street and park trees</li><li>• 3,275 trees in conservation reserves</li><li>• 6,080 trees as part of the Cooler Greener West project</li></ul>
Percentage of Council's energy consumption generated from renewables	54 per cent



# Local Government Performance Reporting Framework

## Service performance indicators

### Waste Collection

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Service standard</u></b> <i>Kerbside collection bins missed</i>  [Number of kerbside garbage and recycling collection bins missed / Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	16.78	13.54	11.76	11.03	This result continues to improve with a 6% reduction in missed bins compared to last year. Residents are responding to collection timetables and Council is working closely with the collection contractor to maintain a good service.
<b><u>Service cost</u></b> <i>Cost of kerbside garbage bin collection service</i>  [Direct cost of the kerbside garbage bin collection service / Number of kerbside garbage collection bins]	\$179.75	\$109.94	\$134.61	\$138.16	This small increase in the cost of the garbage service compared to last year is as expected and within CPI.
<b><u>Service cost</u></b> <i>Cost of kerbside recyclables collection service</i>  [Direct cost of the kerbside recyclables bin collection service / Number of kerbside recyclables collection bins]	\$40.87	\$27.00	\$33.69	\$33.71	The total volume of recycling reduced slightly when compared to the previous year. This has offset the expected CPI increase in costs resulting in only a two cent increase per household.
<b><u>Waste diversion</u></b> <i>Kerbside collection waste diverted from landfill</i>  [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x 100	57.76%	53.13%	51.92%	48.56%	The total volume of all waste and recycling declined this year. However, the proportion that ends up in landfill continues to increase. The Container Deposit Scheme (CDS) has captured some of the recycling that would have previously been in the Mixed Recycling or Glass bins resulting in a downward trend for both these bins. In addition, residents continue to prefer to use the garbage bin for their food waste.



## Services linked to the strategic objective

Service area	Description of services provided	Net Cost \$000		
		Actual		
		Budget		
		Variance		
<b>Environment and Sustainability</b>	Delivers municipal waste and recycling services to the Hobsons Bay community and develops and delivers waste, litter and sustainability policy, strategy, programs and events, as well as provides oversight on Council's response to climate change.	14,427	15,362	<b>935</b>
<b>Parks, Gardens and Conservation</b>	Delivers a wide range of open space maintenance services across Council's network of parks, gardens, reserves, sports grounds, foreshore, wetlands and conservation assets to provide a high-quality passive and active open space for the community. This also includes the maintenance, management and enhancement of Williamstown Botanic Gardens, and maintenance of a healthy and resilient tree population.	10,463	10,867	<b>404</b>



### Strategy 2.1 - Increase resource recovery and reducing landfill across Council's waste services and improve the customer experience of waste services

Progress of total number of projects under this Strategy

Completed **23**

In Progress **4**

Progress of specific projects to deliver the Priorities under this Strategy

2.1a)	Improve customer experience in waste services across the municipality including reliability, quality and responsiveness	Completed <b>2</b>	In Progress <b>1</b>
2.1b)	Increase resource recovery and reduce the volume of waste to landfill year on year	Completed <b>5</b>	In Progress <b>2</b>
2.1c)	Optimise Council's public realm bin services to minimise visible litter and increase public amenity	Completed <b>2</b>	




### Strategy 2.2 - Enhance protection, preservation and promotion of our coastal environment and wetlands/waterways, biodiversity and natural areas

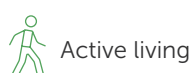
Progress of total number of projects under this Strategy

Completed **21**

In Progress **15**

Progress of specific projects to deliver the Priorities under this Strategy

2.2a)	Foreshore and riverine assets are upgraded to meet predicted impacts of climate change, maintain existing recreational uses while improving conservation values	Completed <b>11</b>	In Progress <b>7</b>	
2.2b)	Advocate to relevant stakeholders and land managers to develop a partnership approach to foreshore management	Completed <b>1</b>	In Progress <b>1</b>	
2.2c)	Foster increased community engagement with world class environmental areas across the municipality including through supporting the work of community organisations		In Progress <b>1</b>	
2.2d)	Advocate for the establishment of a wetlands centre, promoting environment and tourism at the Hobsons Bay Ramsar rated wetlands	Completed <b>1</b>	In Progress <b>2</b>	



Active living



Tackling climate change and its impact on health





**Strategy 2.3 - Increase tree canopy cover within Hobsons Bay to reduce the urban heat island effect, improve air quality and enhance general amenity**

Progress of total number of projects under this Strategy



Progress of specific projects to deliver the Priorities under this Strategy

2.3a)	Deliver increased tree canopy outcomes across the municipality within streets, open space reserves and appropriate public realm locations	Completed 3	In Progress 2	
2.3b)	Deliver improved amenity outcomes across Council's open space and parks for increased usage at these facilities	Completed 9	In Progress 5	



Active living






Tackling climate change and its impact on health

**Strategy 2.4 - Continue to reduce Council's greenhouse gas emissions by increasing the use of renewable energy, increasing energy efficiency and implementing Council's zero net emissions strategy**

Progress of total number of projects under this Strategy



Progress of specific projects to deliver the Priorities under this Strategy

2.4a)	Deliver the endorsed solar program across the municipality for increased renewable energy consumption	Completed 1	In Progress 1	
2.4b)	Reduce energy consumption across key asset classes including street lighting and major buildings	Completed 2		
2.4c)	Increase uptake and use of electric vehicles across the municipality		In Progress 1	



Tackling climate change and its impact on health



## Other interesting statistics from our services in this area

### Environmental sustainability

**400** kW of solar panels and two new batteries were installed and connected through the Virtual Power Project – Council now has more than 2.85 MW of solar panels and 4 batteries operating across its building portfolio

**2,511** tonnes of greenhouse gas emissions were avoided through the operation of the Virtual Power Project throughout the year

**54%** of Council's electricity use in buildings and public lighting is now generated by roof-top solar power

**1,426** tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) were also avoided from the operation of streetlights due to new GreenPower purchasing arrangements that have increased Council's access to renewable electricity

**2,430** tonnes of CO<sub>2</sub>e were emitted from electricity (not including street lighting), gas and fleet – this is a 19% decrease from the previous year, due to the increase in solar panels and new GreenPower purchasing arrangements

**374.4** megalitres (estimated) of potable water used

**69.7** megalitres of stormwater harvested and used for irrigation

**36,574** trees, shrubs and plants, including seedlings and tubestock, were planted to increase greening across the municipality

**20** electric vehicles are being used at Council, accounting for 40% of total passenger fleet vehicles

**\$31,784** was awarded to support community environmental projects across six Community Environment Grants

**7,724** community members engaged through sustainability events and school visits

**1,573** subscribers to the Living Green sustainability newsletter, an increase of 41%

### My Smart Garden

**1,026** people registered for **7** workshops hosted by Hobsons Bay as part of the My Smart Garden program

**97%** of attendees reported that the workshops had improved their skills

**2,968** participants in two Olives to Oil events delivered in partnership with Brimbank and Maribyrnong Councils, with 10,738 kg of olives harvested and 1,600 L of oil produced

### Recycling and waste management

**34,511** tonnes of rubbish, recycling, glass, food and garden waste was collected from Hobsons Bay residents and participating non-residential properties

**49%** of material collected was from one of the recycling bins (glass, food and garden, mixed recycling)

**51%** or **17,752** tonnes of material collected was disposed of in the general rubbish bin and sent to landfill – an increase of 634 tonnes direct to landfill compared with last year which aligns with population growth

**20%** of the comingled recycling bin contents were contaminated with non-recyclable items – this is a significant improvement from previous years

**45%** of all materials were diverted from landfill once contaminated materials were removed from all recycling bins

**1,448** tonnes of waste, including household items, mattresses and bulky green waste was collected through the hard waste booked service

**20.42** tonnes of electronic waste was collected at the E-Waste Drop Off day – over 98% of these materials were able to be reused or recycled

**11,771** enquiries were received from the community relating to the kerbside collection of bins, including 6,918 requests to supply, replace or repair bins – a 20% increase from the previous year due to the large-scale bin lid standardisation project

**6,643** community members engaged with waste and recycling topics across 31 free community events

**196** properties, including sporting clubs and local businesses were visited and provided with one on one education on Council's waste and recycling program

**209** apartment buildings and subdivided blocks comprised of 7,858 individual properties, were provided with education on Council's waste and recycling program

**633** local students participated in our 'Beyond the Bin' waste education program

**777** residents embraced food recycling through our paper bags for food recycling program and our subsidised home composting product offer

**280** residents claimed the Reusables Rebate to support them to purchase reusable nappies or sanitary products and avoid disposable products

**41** community groups took part in Clean Up Australia Day activities, with **2,144** participants getting involved

**3,979** kg of items collected from Recycling Made Easy hubs, a **43%** increase over 12 months demonstrating the increasing popularity of options for the community to dispose of hard to recycle items

### Parks

**360 ha** of open space was maintained across 531 sites, including 92 sports grounds and 74 irrigated sites

**26,040** tubestock plants were planted across all conservation reserves

Williamstown Botanical Gardens celebrated its **165th** birthday

**15** rare and endangered plant species were propagated and planted

Rangers hosted **36** activity days with our Friends groups and **53** educational sessions were held with Early Years Centres, schools and universities

**5** joint community events were attended during the year, including the Living Green Festival, Boollam Boollam Willum festival, and World Migratory Bird Day, and **750** native trees and shrubs were given to local community members

Over **1,500** trees and shrubs were planted as part of the Green Industries program with Toyota, Altona Miniature Railway, Millers Junction Corp, Inver Engineering, and CCIS ANL Transport coming on board and undertaking tree planting projects



# OBJECTIVE 3 PLACE, RECREATION AND ECONOMY

## *Vibrant Place and Economy*

Support a resilient local economy that facilitates job growth and retention, promoting Hobsons Bay as a place to live, work, invest, recreate and visit





# Major initiatives

## Better Places Laverton

Description	Status	Progress
Including Woods Street/Lohse Street Village Masterplan, park upgrades, wayfinding signage implementation, Laverton school's precinct traffic safety improvements, Maher Road traffic calming work, and road rehabilitation for Ascot Street, Balmoral Street, Grace Street and Railway Avenue. <i>Continuing from 2023–24</i>	On plan	Works were completed for Woods and Lohse Street and works are currently underway at McCormack Park Stage 2. Road resurfacing commenced along Railway Avenue and a raised crossing has been installed.

## Better Places Spotswood and South Kingsville

Description	Status	Progress
Including Hudsons Road drainage, improvements around Mary Street Reserve, traffic calming works along Hudsons Road and the Avenue, as well as the streetscape improvements Hall Street. <i>Continuing from 2023–24</i>	Behind plan	The temporary Forrest Street pop up was successfully undertaken, this project allowed for the public and trader activation at the Hudson Street end of Forrest Street. The street was closed for three months while this activation was undertaken. The Mary Street project has been delayed due to issues with receiving statutory approvals. Design work for Hudsons Road will occur in 2025–26

## Better Places Seabrook and Altona Meadows

Description	Status	Progress
Including local clean up blitz activities, pop up 'catch me at' places for local community activation, the upgrade of Pipeline Reserve, Alma Avenue Reserve, and the continued design and advocacy for the Wetlands Centre, Western Aquatic and Early Years Centre and the Queen Street Bridge.	On plan	Design work continued to progress for the commencement of Stage 2 Landscaping for the future Wetlands Centre with works scheduled for late 2025. Works were carried out at Alma Ave Reserve and Pipeline Reserve to provide new and upgraded play spaces for the community.

## Better Places Brooklyn and Altona North

Description	Status	Progress
A place guide for Better Places Brooklyn and Altona North was adopted in 2022 which identified nine initiatives for future implementation. <i>Continuing from 2023–24</i>	On plan	In Brooklyn Altona North, 'The Zone' a purpose-built youth space design is being finalised and is due to go out to tender in the second half of 2025. Designs were finalised for 'The Circle' and this will be considered for future funding opportunities.







# Council Plan Indicators

Indicators	Results
Use of Council space (collaboration) by start-ups	<p>Council facilitated a range of networking and training events and workshops for our business community including start-up businesses.</p> <p>Business workshops were provided including a 'Starting Your Small Business' workshop run by Business Victoria with ten of these workshops held in Council spaces. A 'Small Business Bus' operated by Business Victoria also provided free mentoring and information for start-up businesses.</p> <p>The Economic Development team actively promoted the Co-lab space to businesses, including holding a business networking event in the space.</p>
Number of events and attendees at Council run and auspiced/funded events	More than 60,000 attendees across 78 events funded, produced or supported by Council.
Statutory planning processing times (statutory measures from the Local Government Performance Reporting Framework)	57 days (median number) between receipt of a planning application and a decision on the application.
Number of initiatives/projects delivered in accordance with Better Places action plans	<p>The Better Places initiative in Spotswood South Kingsville delivered a number of outcomes over the past 12 months. Notably, this included the Forrest Street Pop Up, which included the full road closure of Forrest Street (Hudson Road end) to allow for activation within that area of Spotswood.</p> <p>In Brooklyn Altona North, 'The Zone' a purpose-built youth space design is currently being finalised and is due to go out to tender in the second half of 2025. Designs were finalised for 'The Circle' and this will be considered for future funding opportunities.</p>



# Local Government Performance Reporting Framework

## Service performance indicators

### Statutory Planning

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Timeliness</u></b> <i>Time taken to decide planning applications</i>  [The median number of days between receipt of a planning application and a decision on the application]	129.00	119.00	78.00	<b>57.00</b>	Council's timeframes on deciding on Planning Permits applications have significantly improved. The average timeframe for Council to decide on a Planning Permit application is below the state average.
<b><u>Service standard</u></b> <i>Planning applications decided within required time frames</i>  [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x 100	53.57%	51.42%	71.56%	<b>72.70%</b>	The number of applications decided within timeframes has improved, and is above state average, and exceeds Council's target.
<b><u>Service cost</u></b> <i>Cost of statutory planning service</i>  [Direct cost of the statutory planning service / Number of planning applications received]	\$3,491.58	\$3,965.53	\$4,354.96	<b>\$4,177.80</b>	The cost of the statutory planning service is largely consistent with previous years, however has slightly improved since last year.
<b><u>Decision making</u></b> <i>Council planning decisions upheld at VCAT</i>  [Number of VCAT decisions that did not set aside council's decision in relation to a planning application / Number of VCAT decisions in relation to planning applications] x 100	45.71%	58.62%	23.81%	<b>50.00%</b>	The number of Council planning decisions upheld by VCAT has increased. This is a positive reflection on Council's decision-making, and a focus to bring decisions in line with recent state-led planning reform.



## Services linked to the strategic objective

Service area	Description of services provided	Net Cost \$000
		Actual
		Budget
		Variance
<b>Economic Development</b>	Provides business development, investment attraction and facilitation, training workshops and programs, support to the business community, industry partnerships, tourism and sister cities.	1,097 1,158 <b>61</b>
<b>Events and Visitor Services</b>	Provides opportunities for community celebration, encourages visitation and supports and promotes tourism development through a diverse and dispersed calendar of events and festivals. This also includes provision of information to residents, visitors, local businesses and tourism operators in visitor offerings, experiences and environment to promote the city and its attractions.	1,263 1,133 <b>(130)</b>
<b>Venues</b>	Manages Council-owned venues, coordination of functions and bookings, performing arts program, support to local theatre companies and heritage conservation management.	506 543 <b>37</b>
<b>Arts and Culture</b>	Provides visual arts, public art, cultural development, heritage, Indigenous culture, cultural collections, festival and events, arts spaces, policy and strategy development.	1,211 1,383 <b>172</b>
<b>Sport and Recreation</b>	Manages and optimises the use of Council's sport, recreation and community facilities and increases participation in sport and recreation.	723 716 <b>(7)</b>
<b>Strategic Planning</b>	Considers planning scheme amendments, works through planning projects and develops policy that directs future land use outcomes within the municipality.	864 1,819 <b>954</b>
<b>Statutory Planning</b>	Assesses and provides advice in relation to planning application approvals under the Hobsons Bay Planning Scheme and the related legislations, calendar of events and festivals. This also includes provision of information to residents, visitors, local businesses and tourism operators in visitor offerings, experiences and environment to promote the City and its attractions.	1,659 1,967 <b>308</b>
<b>Open Space and City Design</b>	Develops and leads the implementation of key open space and urban strategies and actions, including planning, costing, consulting and designing for the implementation of capital works program for passive open space and other public spaces including retail, streetscapes and other civic spaces.	1,027 1,116 <b>90</b>



### Strategy 3.1 - Support diversification and growth of our local economy in response to significant changes in land use and the ongoing impacts of the COVID-19 pandemic

Progress of total number of projects under this Strategy

Completed 12

In Progress 5

Progress of specific projects to deliver the Priorities under this Strategy

3.1a)	New investment and job creation opportunities flow from a major update to the Hobsons Bay Industrial Land Management Strategy		In Progress 1
3.1b)	Support existing and emerging local businesses through activation, promoting buying local and local business-to-business activity	Completed 8	In Progress 3
3.1c)	Encourage local start-ups to use collaboration spaces and public facilities in Council buildings and service centres		



### Strategy 3.2 - Increase economic and tourism opportunities that capitalise on our cultural and creative strengths

Progress of total number of projects under this Strategy

Completed 8

In Progress 14

Progress of specific projects to deliver the Priorities under this Strategy

3.2a)	Implement the Experience Hobsons Bay Tourism Strategy 2019-24		In Progress 3	
3.2b)	Increase participation in Council's year-round events and festivals calendar	Completed 2	In Progress 3	
3.2c)	Increase opportunities for people to experience the arts in diverse and accessible ways in the Hobsons Bay Creative City	Completed 5	In Progress 7	



Increasing participation in the community



### Strategy 3.3 - Continued commitment to the delivery of the Better Places program

Progress of total number of projects under this Strategy

Completed 20

In Progress 15

Progress of specific projects to deliver the Priorities under this Strategy

3.3a) Deliver neighbourhood scale placemaking with projects identified within each of the Better Places Place Guides

Completed 25

In Progress 23

### Strategy 3.4 - Increase participation in recreation activities across the community

Progress of total number of projects under this Strategy

Completed 17

In Progress 11

Progress of specific projects to deliver the Priorities under this Strategy

3.4a) Increase utilisation of sporting and recreation facilities by non-sporting groups

Completed 6



3.4b) Provide opportunities for sports club volunteers to upskill, by way of club development practices

In Progress 1



3.4c) Support increased participation opportunities by providing infrastructure which meets the needs of the sporting community

Completed 11

In Progress 10



Increasing participation in the community



Active living

### Strategy 3.5 - Ensure land use and development supports high amenity, sustainability, exemplary design and responds to neighbourhood context

Progress of total number of projects under this Strategy

Completed 16

In Progress 14

Progress of specific projects to deliver the Priorities under this Strategy

3.5a) Deliver major updates to the Planning Scheme which support the achievement of this strategic objective — including New Zones and key Precinct Structure Plans

Completed 4

In Progress 5

3.5b) Significantly uplift processing times and customer service in statutory planning functions while maintaining consistent, strategic and efficient standards

Completed 4

In Progress 4



## Other interesting statistics from our services in this area

### Arts projects

Over **500** creative workshops, events, and exhibitions were held at Woods Street Arts Space, Laverton

**12** outdoor exhibitions enabled artwork to be showcased across multiple locations, including Laneway Gallery at Laverton, Airtime at Altona Meadows and Outside Gallery at Newport

Council participated in **5** major cultural festival partnerships, bringing the Australian National Trust Australian Heritage Festival, Open House Melbourne, Melbourne Fringe Festival, Photo Australia and the Midsumma Festival to Hobsons Bay

**3** new street art murals were commissioned and produced at locations in Williamstown as part of Council's Pitch Your Project program

**5** Creative Exchange Lab professional development opportunities engaged emerging artists

Supported Hobsons Bay Arts Society to deliver **4** exhibitions at the Civic Centre Altona

### Events and festivals

**58** event permits issued – with 53 locations where events took place

**5** market permits issued – with 99 market days going ahead

**77** filming permits issued – with 84 locations where filming took place

**78** total events (including Council produced, permitted, funded and supported) – with more than **60,000** people attending across the municipality

### Economic development

Approved **10** mobile vendor permits across Hobsons Bay and responded to over **40** enquiries

Hosted **557** attendees across **19** networking events and workshops offering free business development and connection opportunities

Facilitated several meetings with trader associations, businesses, Council officer representatives including Councillors and Mayor as required

**105** members of the local business community joined the Hobsons Bay Business Network Facebook group (up to 1,025)

A monthly e-newsletter was sent to registered local businesses with an average online distribution of over **12,000**

### Sport and Recreation

**75** sports clubs received a seasonal allocation licence to facilitate community sport across 37 outdoor sport and recreation reserves

**914** additional casual hire bookings were approved at our recreation reserves

At our two public access tennis courts at Don McLean Reserve in Spotswood, each court averaged **7** bookings per day in 2024–25 through the online Book A Court system

The Book-A-Court system went live late in 2024–25 at the Altona Green Tennis Courts in Altona Meadows, as part of a larger project to refurbish the courts with a new surface and line marking for both tennis and pickleball



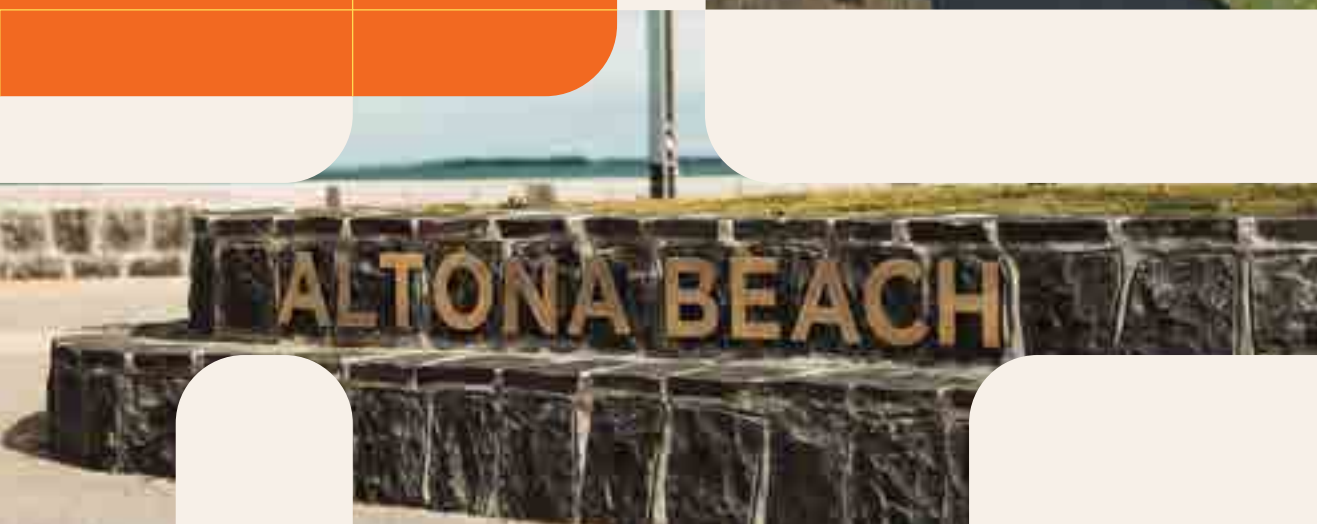




# OBJECTIVE 4 COMMUNITY INFRASTRUCTURE

## *Visionary Community Infrastructure*

Develop and maintain infrastructure to promote liveability, planning for the future need and growth of the community, while preserving heritage, environment and neighbourhood character





# Major initiatives

## Hannan Street, Williamstown

Description	Status	Progress
Hannan Street, Williamstown, from Esplanade to Collins Street. <i>Continuing from 2023–24.</i>	Behind Plan	<p>Stage 1 – Hannan Street between Esplanade and Gellibrand Street included installation of new underground drainage, pavement reconstruction, replacement of existing kerb and channel, vehicle crossings adjustments and some footpath renewals.</p> <p>Stage 2 – Hannan Street between Knight Street and Winifred Street commenced in early July 2025 which includes installation of new underground drainage, replacement of the new kerb and channel re-surfacing of the road pavement and footpaths replacement works at various locations. Works are expected to be completed within three months.</p>

# Council Plan Indicators

Indicators	Results
Percentage of capital works delivery against 5-year capital works plan	At the end of June 2025, \$55.636 million of the capital works budget has been expended. This represents 69.36 per cent of the \$80.215 million Revised Capital Works Program budget.
Kilometres of local roads, footpaths and active transport delivered	30.6 km
Percentage of assets renewed within designated intervention levels	77 per cent



# Local Government Performance Reporting Framework

## Service performance indicators

### Roads

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Satisfaction of use</u></b> <i>Sealed local road requests</i>  [Number of sealed local road requests / Kilometres of sealed local roads] x 100	196.07	249.43	194.72	<b>190.18</b>	Consistent with last years result and a very stable 70 calls a month with low variation. Indicates that the roads are performing in a consistent manner and largely unaffected by the weather.
<b><u>Condition</u></b> <i>Sealed local roads maintained to condition standards</i>  [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x 100	97.46%	92.64%	92.66%	<b>95.89%</b>	Council is renewing roads at the rate they are degrading so the average condition remains nearly constant.
<b><u>Service cost</u></b> <i>Cost of sealed local road reconstruction</i>  [Direct cost of sealed local road reconstruction / Square metres of sealed local roads reconstructed]	\$158.91	\$157.30	\$147.19	<b>\$106.23</b>	Different products and using improved methodology has reduced the overall costs.
<b><u>Service cost</u></b> <i>Cost of sealed local road resealing</i>  [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	\$22.64	\$36.59	\$54.71	<b>\$45.72</b>	This is due to additional asphalt used to level the base prior to placing final wearing course.
<b><u>Satisfaction</u></b> <i>Satisfaction with sealed local roads</i>  [Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads]	59.00	54.00	55.00	<b>53.00</b>	Community satisfaction of sealed local roads is measured as part of and independent annual Community Satisfaction Survey. There has been a slight decrease in community satisfaction this year. There are future funding allocations and works planned.



## Services linked to the strategic objective

Service area	Description of services provided	Net Cost \$000
		Actual Budget Variance
<b>Works and Operation</b>	Provides infrastructure maintenance services including fleet maintenance and city maintenance, ensuring street and park furniture and signage are maintained to an appropriate standard, as well as home maintenance services to residents who qualify.	1,897 1,735 <b>(162)</b>
<b>Roads and Drainage</b>	Ensures roads, drainages and pathways are in safe and useable condition for all residents and visitors.	4,330 4,749 <b>419</b>
<b>Facilities Maintenance</b>	Ensures all Council buildings and facilities are maintained, cleaned and secured in accordance with both legislative requirements and residential expectations including sports clubs, community centres, activity halls, public toilets, kindergartens, corporate buildings and the operations centre.	7,951 7,849 <b>(103)</b>
<b>Capital Works</b>	Project manages the development, renewal and upgrade of community infrastructure.	179 175 <b>(4)</b>
<b>Engineering Services</b>	Provides a range of civil engineering services from community engagement, concept plans to final construction.	192 178 <b>(13)</b>
<b>Transport and Engineering Developments</b>	Plans and provides technical guidance to transport and parking management and drainage infrastructure to the community, internal stakeholders and external government agencies.	2,926 3,491 <b>565</b>
<b>Renewal and Programming</b>	Supports the preparation of the forward capital program including the development of a detailed 5-year capital works program, plans and facilitates the capital works program budgeting process and delivers the assigned capital works projects.	590 688 <b>98</b>
<b>Assets</b>	Reviews, develops and implements asset management processes, policies and plans that support the ongoing delivery of Council's best practice asset management. This involves the planning and development of long-term asset renewal and maintenance programs, maintenance of the corporate asset management system, and the Road Management Plan defects inspection.	901 896 <b>(5)</b>
<b>Strategic Projects</b>	Leads and delivers major capital projects, service improvement projects and Council's advocacy on the Victorian Government's infrastructure projects.	90 (163) <b>(253)</b>
<b>City Amenity</b>	Manages the ongoing presentation of public and open space areas of the municipality which includes ensuring litter and waste in the public areas are appropriately captured and disposed of and public facilities such as public toilets, beaches, streets and footpaths are also kept clean and tidy.	3,665 3,833 <b>168</b>






### Strategy 4.1 - Ensure the transport network is safe and efficient for all users with a focus on pedestrians and cyclists

Progress of total number of projects under this Strategy

Completed **23**

In Progress **9**

Progress of specific projects to deliver the Priorities under this Strategy

4.1a)	Deliver improved cycling and walking infrastructure outcomes across the municipality along key strategic routes for improved safety and connectivity	Completed <b>2</b>	In Progress <b>2</b>	
4.1b)	Advocate to Victorian Government for improvements works on Millers Road, Melbourne Road, Central Avenue/Queen Street and Point Cook Road	Completed <b>1</b>		
4.1c)	Advocate to Victorian Government for delivery of key public transport improvements such as Melbourne Metro 2 delivery, new train station in Altona North, full bus review for entire municipality and improved services at existing train stations			
4.1d)	Advocate to reduce dangerous driving and speeding behaviour in local streets for improved safety for all road users	Completed <b>15</b>	In Progress <b>4</b>	
4.1e)	Optimise the balance between encouraging active transport and facilities to support car users			



Active living



A safe, healthy and equitable society

### Strategy 4.2 - Ensure that our assets are properly maintained now and into the future at the most economical cost to the community and the environment

Progress of total number of projects under this Strategy

Completed **75**

In Progress **27**

Progress of specific projects to deliver the Priorities under this Strategy

4.2a)	Reduce the asset renewal demand gap for key assets including roads, footpaths, buildings, recreation and community facilities	Completed <b>55</b>	In Progress <b>18</b>
4.2b)	Increase value for money when delivering projects within the Capital Works program	Completed <b>3</b>	In Progress <b>2</b>
4.2c)	Improve customer satisfaction with quality of sealed local roads and footpaths across the network	Completed <b>24</b>	In Progress <b>6</b>



**Other interesting statistics from our services in this area**

**Multi-year projects in progress:**

- Altona Foreshore**  
*beach entry and esplanade upgrade*
- Hannan Street**  
Williamstown, Esplanade to Collins Street  
*road rehabilitation*
- McCormack Park**  
*upgrade*
- Wetlands Centre**  
at HD Graham Reserve, Altona Meadows
- Williamstown Swimming & Life Saving Club**  
*pavilion upgrade*

**Major projects completed:**

- Altona Hockey Club**  
*Sports Pavilion major upgrades*
- Altona Meadows Library**  
*upgrades and centre of excellence*
- Altona North Library**  
*upgrade and centre of excellence*
- Bruce Comben Open Space Development**  
(Southern Area)  
*construction*
- Beuron Road,**  
Altona North, Millers Road to Chambers Road  
*road rehabilitation*
- Dennis Reserve,**  
Williamstown  
*Multipurpose Centre*
- HC Kim Reserve,**  
Altona  
*new pavilion, reconstruction of one pitch and upgrading of irrigation on two other pitches*
- Seaholme Foreshore**  
(PA Burns)  
*public toilet*
- The Strand,**  
Newport, between North Road to End  
*road rehabilitation*



# OBJECTIVE 5 ORGANISATION

## *A High Performing Organisation*

Delivering value for money through efficient processes, digital transformation and continuous improvement with a willingness to try new approaches as to how we do, what we do. We will be transparent and responsive to the needs of the community through meaningful connection, communication and engagement





# Major initiatives

## Implement Community Relationship Management (CRM) system including online payment processes

Description	Status	Progress
Implement Community Relationship Management (CRM) system including online payment processes to improve customer experience and management. <i>Continuing from 2023–24</i>	On Plan	As part of Council's ongoing CRM improvement program, Council IT delivered a series of enhancements and bug fixes and refined the My Hobsons Bay Hub to better enable residents to submit service requests, apply for permits, and track progress. Behind the scenes activities include improvements to integration with Council's Asset Management System and 'Snap Send Solve' have streamlined workflows and improved data accuracy. Security was a major focus this year, with a number of cybersecurity fortifications introduced to better protect customer information and privacy. The CRM program continues to evolve, guided by customer and staff feedback and a commitment to a positive user experience.

## Customer Experience Transformation (CX 2.0)

Description	Status	Progress
To improve processes and interactions between Council and its Community ensuring processes are simple, transparent and accessible. <i>Continuing from 2023–24</i>	On Plan	<p>To support the continued enhancement of My Hobsons Bay Hub, the teams have developed a structured improvement schedule in response to community feedback submitted via the survey portal. The teams continue to work together to implement these initiatives, with the goal of improving the overall user experience for community members engaging with My Hobsons Bay Hub.</p> <p>To further improve accessibility, Council's mobile library has provided a valuable outreach service across the municipality. In 2024–25, the mobile library van welcomed 10,752 visitors, supported 120 new library memberships, enabled 531 item loans, and delivered 194 program attendances. These results highlight the important role of the mobile library in bringing Council and library services directly into the community, making it easier for people to connect, participate, and access support close to home.</p>

## Property Strategy

Description	Status	Progress
To facilitate management of Council's portfolio consisting of both Crown and Freehold Land and Building. <i>Continuing from 2023–24</i>	Behind Plan	This work has been delayed due to resourcing constraints. Over the course of the next financial year, work will be undertaken to facilitate improvement in this area and provide the community with fair access to community facilities.



## Project Unify - Finance and Assets System Replacement

Description	Status	Progress
Aligning with Councils Community Relationship Management (CRM) system and Electronic Document Management system to create a single integrated platform for a better customer experience.	On Plan	Council's Digital Transformation Program, Project Unify, is advancing into Phase 2 with the rollout of a new suite of applications, including Finance, Asset Management, Field Services, and Property & Rating Systems. Following the successful completion of the solution design phase, which integrates these systems into Council's digital platform, this next stage will be delivered over the coming two to three years under a robust governance and project management framework. The initiative will replace fragmented legacy systems with modern, Microsoft Dynamics-based solutions, aiming to boost operational efficiency, strengthen data security, and enhance public service delivery.

## Council Plan Indicators

Indicators	Results
Customer service call centre satisfaction rating	An index score of 67 was returned in the 2025 Annual Community Satisfaction Survey.
Percentage of Council decisions made in public	95.36 per cent of Council decisions were made in public at Council Meetings of which another almost 2 per cent were made public after a closed meeting.
Number of services that meet established service standards	55,382 (or 79.5 per cent) of service requests completed within agreed timeframes.
Grant funding as a percentage of total revenue	Grant funding was 9.0 per cent of total revenue.



# Local Government Performance Reporting Framework

## Service performance indicators

### Governance

Service/Indicator/Measure	2021 Results	2022 Results	2023 Results	2024 Results	Comments
<b><u>Transparency</u></b> <i>Council decisions made at meetings closed to the public</i>  [Number of Council resolutions made at meetings of Council, or at meetings of a delegated committee consisting only of Councillors, closed to the public / Number of Council resolutions made at meetings of Council or at meetings of a delegated committee consisting only of Councillors ] x100	2.31%	2.38%	1.25%	<b>4.64%</b>	4.64 per cent of Council decisions were made in closed Council meetings during 2024-25. While this is higher than previous years, 43% of the decisions made in closed session were subsequently made public.
<b><u>Consultation and engagement</u></b> <i>Satisfaction with community consultation and engagement</i>  [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	60.00	56.00	53.00	<b>55.00</b>	On trend with previous year results.
<b><u>Attendance</u></b> <i>Councillor attendance at council meetings</i>  [The sum of the number of Councillors who attended each Council meeting / (Number of Council meetings) × (Number of Councillors elected at the last Council general election)] x100	97.96%	95.60%	94.51%	<b>96.70%</b>	Councillor attendance at Council meetings is slightly higher than previous years, which may correlate with a newly elected Council.
<b><u>Service cost</u></b> <i>Cost of elected representation</i>  [Direct cost of the governance service / Number of Councillors elected at the last Council general election]	\$45,738.86	\$52,659.86	\$52,145.65	<b>\$47,913.48</b>	Councillor expenses are lower than previous years, which can be attributed to less Council activity during the Election Period and a newly elected Council.
<b><u>Satisfaction</u></b> <i>Satisfaction with council decisions</i>  [Community satisfaction rating out of 100 with how council has performed in making decisions in the interest of the community]	59.00	56.00	55.00	<b>54.00</b>	On trend with last year's performance.



## Services linked to the strategic objective

Service area	Description of services provided	Net Cost \$000
		Actual
		Budget
		Variance
<b>Risk, Audit and Emergency Management</b>	Facilitates Council's risk management, emergency planning, preparedness, response and recovery in accordance with the Emergency Management Acts as detailed in the Emergency Management Manual of Victoria.	258 324 <b>66</b>
<b>Strategic Communications</b>	Provides all communications and community relations advice, policy, protocol and delivery.	1,306 1,617 <b>311</b>
<b>Community Engagement and Advocacy</b>	Provision of advice to work areas in the design, delivery and evaluation of engagement and advocacy activity.	<b>528</b> 880 <b>351</b>
<b>Finance</b>	Provides external financial reporting for Council. Includes the audited annual financial report, payment of accounts and Council treasury functions. Also provides internal financial reporting. This includes reporting to Council and the Executive Leadership Team, annual budget processes and maintenance of Council's general ledger.	1,240 1,195 <b>(45)</b>
<b>Revenue</b>	Oversees Council rates, ensuring that the correct rates are raised, and the charges are effectively collected.	519 525 <b>6</b>
<b>Procurement and Contracts</b>	Coordinates the delivery of Council's procurement to ensure compliance with best value principles, Councils policies and legislation. Procurement and Contracts also manages the administration of tendering and contracts and oversees Council's online purchasing processes and classification of capital expenditure.	619 707 <b>88</b>
<b>Governance and Information Management</b>	Provides a range of Council governance functions, including Council meetings and timely advice and support in statutory compliance and information management services.	1,551 1,787 <b>236</b>
<b>Digital Operations and Transformation</b>	Provides a cost-effective, secure, and robust Information and Communication Technology (ICT) platform that supports Council's business needs as well as innovative digital solutions to support business transformation for Council and the community.	6,721 7,870 <b>1,149</b>
<b>Human Resources</b>	Supports the adherence to legislative requirements and the provision of best practice, proactive, high-quality human resources management, payroll and industrial/employee relations support, advice, recommendations, services, systems and programs.	1,861 1,793 <b>(68)</b>
<b>Occupational Health and Safety</b>	Supports the organisation to drive a proactive approach to Occupational Health and Safety (OHS) risk management and hazard identification through the provision of high quality OHS and injury management advice and a purposeful health and wellbeing program.	468 401 <b>(67)</b>
<b>Organisational Culture and Development</b>	Designs, develops and delivers Council's organisational culture and development initiatives and programs that are sustainable, relevant and build staff and organisational capability and engagement.	547 650 <b>102</b>
<b>Legal and Performance Reporting</b>	Provides in-house legal advisory service to Council to ensure statutory compliance and delivers Council planning and reporting functions that ensure Council is compliant with the statutory planning and reporting requirements.	635 576 <b>(59)</b>
<b>Councillor Support and CEO's Office</b>	Provides administration support and advice to the Mayor and Councillors, Chief Executive Officer, and the Executive Leadership Team, to enhance the effectiveness of the organisation as a whole.	4,758 2,417 <b>(2,341)</b>
<b>Business Transformation</b>	Enables Council to develop a better way of working through collaboration, rigorous analysis of options, a focus on customer experience and great digital transformation.	493 875 <b>382</b>
<b>Property and Insurance</b>	Manages all current physical property assets owned, managed, controlled, leased, or licensed by Council. Manages Council's insurance ensuring comprehensive cover and management of claims.	1,038 860 <b>(178)</b>






**Strategy 5.1 - Improving the quality of our communication and engagement to ensure that our community is informed of and encouraged to contribute to issues in a diversity of ways most suited to them and to advocate for the areas of greatest need**

Progress of total number of projects under this Strategy

Completed **13**

In Progress **9**

Progress of specific projects to deliver the Priorities under this Strategy

5.1a)	Implement interactive platforms that enable access to services, show where events and points of interest are located and raise community awareness of Council's projects and delivery timelines	Completed <b>2</b>	In Progress <b>1</b>	
5.1b)	Increase targeted and relevant community engagement on key projects and initiatives of Council that will significantly impact the community	Completed <b>3</b>	In Progress <b>2</b>	
5.1c)	Deliver improved advocacy outcomes through the development and delivery of a prioritised advocacy strategy		In Progress <b>1</b>	



Increasing participation in the community



A safe, healthy and equitable society


**Strategy 5.2 - Transform residents' experience across all Council services through simplifying our processes, fostering a customer first culture and enhancing digital services**

Progress of total number of projects under this Strategy

Completed **27**

In Progress **7**

Progress of specific projects to deliver the Priorities under this Strategy

5.2a)	Enhance Council's online services to enable community access to easy self-service options, provide status and information updates and service performance reporting	Completed <b>3</b>		
5.2b)	Increase the number of customer service centres across the municipality to promote more convenient face to face access to Council's services		In Progress <b>1</b>	
5.2c)	Implement Council's customer experience enhancement program across all areas of Council. Introduce the Customer Relationship Management system (CRM) to ensure an enhanced customer experience, accountability and communication of Council services.	Completed <b>2</b>	In Progress <b>3</b>	
5.2d)	Implement the Digital Strategy 2018–22 to leverage the best digital technology to deliver a high-quality public service experience	Completed <b>5</b>		
5.2e)	Develop a Smart City project plan to identify high value Internet of Things (IoT) initiatives to intelligently automate applicable Council functions			



Increasing participation in the community



### Strategy 5.3 - Deliver value for money – continuous improvement while safeguarding the long-term financial sustainability of Council

Progress of total number of projects under this Strategy

Completed

35

In Progress

20

Progress of specific projects to deliver the Priorities under this Strategy

5.3a)	Secure alternative funding streams and partnerships to support environmental protection, capital works projects, sustainability initiatives and other Council projects			
5.3b)	Implement the Property Strategy and establish a Property Development Fund to generate future revenue streams for Council	Completed 2	In Progress 1	
5.3c)	Develop and implement a variety of strategies to increase Council's own source revenue			
5.3d)	Deliver the business services transformation and efficiency program	Completed 5	In Progress 6	



Tackling climate change and its impact on health

### Strategy 5.4 - Enhance transparency, accountability and good governance practice

Progress of total number of projects under this Strategy


Completed

37

In Progress

40

Progress of specific projects to deliver the Priorities under this Strategy

5.4a)	Implement recent changes to legislation (such as the <i>Local Government Act 2020</i> , <i>Gender Equality Act 2020</i> , <i>Child Safe Standards</i> ) to improve democracy, accountability, gender equality and service delivery for Hobsons Bay	Completed 7	In Progress 8	
5.4b)	Establish publicly accessible dashboards and reports to enable real time access to service performance, enquiry progress, scheduled works and services and updates on events	Completed 1		



A safe, healthy and equitable society



## Other interesting statistics from our services in this area

### LinkedIn learning statistics

**95** people viewed **115** hours of content

**48** course completions

**1,850** video completions

### Learning and development

Compulsory induction training:  
**84%** compliance

**230** Learning and Development Sessions delivered

**1,565** participants attended Learning & Development sessions

REACH Leadership programs: **12** coordinators and **16** team leaders

Diversity and Inclusion: **5** sessions delivered with **45** participants

Professional Development: **5** sessions delivered with **45** participants

Health and Wellbeing session: **13** sessions with **326** participants

Bespoke sessions based on departmental needs: **1** session delivered with **21** participants

### Governance

**100%** of returns for register of personal interest were completed with **62** (91%) completed on time and **6** (8%) being late

Between July 2024 and July 2025, a total of **495** residents were conferred Australian citizenship in Hobsons Bay – Council conducted official citizenship ceremonies in July and August 2024, and in January, May, and July 2025

### Health and Wellbeing

**98** responses to 2024 Health and wellbeing survey

**76** attendees to Health Checks conducted in November 2024

**46** people subscribed (35 employees, 11 family members) to HeadSpace

**41** Yoga Sessions, for a total of **101** attendees

**79** Circuit Sessions, for a total of **504** attendees

**11** presentations, with average engagement of **37** employees

Men's and Women's groups were run twice

**3** seminars delivered by Vision Super, totalling **69** attendees across all 3 seminars

### Finance

**3,852** purchase orders processed

**14,510** invoices paid totalling about \$131 million

**6,917** credit card transactions processed totalling about \$1.7 million

**8,148** accounts receivable transactions processed collecting about \$13.7 million in revenue

**46,000** owners of rateable properties generated about \$139.9 million in rates revenue

**4,539** land information certificates processed

**713** rating repayment plans administered and processed

**3,140** change of ownerships administered and processed

**990** interest waivers granted totalling about \$141,600

**60** Financial Assistance Rates Waivers granted totalling about \$33,000

### Occupational health and safety

**8** new health and safety representatives were recruited

**21** Early Intervention Program referrals, and 75 allied health services provided

**138** injuries reported

**436** incidents, hazards or near misses reported

**100%** of scheduled OHS subcommittee meetings occurred

### Customer service

**157,581** customer enquiries received

**87,549** telephone calls

**8,055** payments processed made via the service desk (349 more than 2023–24)

**61,977** online enquiries including 'Snap Send Solve', emails, web forms or live chat (1,421 less than 2023–24)

**2.50** seconds average wait period for a call to be answered (45 seconds less than 2023–24)

### Customer service onsite rating

Council conducts a 'smiley face survey' at the entrance to all sites via Ipad. A customer is asked to rate Council on 'How was your experience today?' People entering the site can rank Council from 1 to 5 on the scale. Council received a 4.3/5 rating in 2024–25.

How was your experience today?





# Council Plan 2021–25

## Achievements

Over the four-year period of our Council Plan 2021–25, Council has completed many projects and delivered a series of significant projects and major initiatives. The number of projects completed by Council Plan objective, and significant projects and major initiatives over the life of the Council Plan 2021–25, are detailed below.

### Our Performance 2021–22

Objective	Projects completed	Significant projects and major initiatives
Objective 1: Community	31	Extension of the Newport Gardens Early Years Centre to provide an additional 66 kindergarten places.  Launch of the Creative Technology Hub at Seaworks in March 2022.
Objective 2: Environment	10	1,383 kW of solar panels were installed and connected through the Virtual Power Project, including solar installations at Loft Reserve and JK Grant Reserve.
Objective 3: Place, Recreation & Economy	20	Stage 2 of the Altona Tennis Club Precinct development completed and courts officially opened in May 2022.  COVID-19 Recovery Support provided, including \$243,000 of business grants awarded to 58 businesses across 20 projects, and marketing and communications support provided to 37 businesses.
Objective 4: Community Infrastructure	41	Completed 86% of the Capital Works Program, with \$58.315 million of the capital works budget expended.  80% of municipality-wide Open Space Strategy short-term actions completed, including 75% of short-term parks and playground upgrades.
Objective 5: Organisation	53	Property Strategy adopted by Council to inform the optimum use of Council's assets to provide optimum benefit to the community.  Refurbishment of the Hobsons Bay Civic Centre in Altona.  Williamstown, Altona North and Altona Meadows libraries become Council+ service centres in April 2022.



## Our Performance 2022–23

Objective	Projects completed	Significant projects and major initiatives
Objective 1: Community	55	Make it Happen grants program distributed \$535,900 to more than 100 community groups and organisations to support the delivery of projects, services, events, programs and the purchase of equipment.
Objective 2: Environment	29	8,500 semi-advanced trees planted in parks and streets in the 2022 planting season.
Objective 3: Place, Recreation & Economy	65	<p>Altona Meadows Sport Facility Development (at HD Graham Reserve) completed, including a new pavilion, development of a multipurpose sports ground for soccer and cricket with flood lighting, and construction of carpark bays and connecting pathways.</p> <p>Brooklyn Community Hall redevelopment project completed with meeting rooms, a commercial kitchen, a large social hall as well as landscaped gardens.</p> <p>3 Better Places Laverton projects completed and 2 Better Places Spotswood and South Kingsville projects completed.</p>
Objective 4: Community Infrastructure	115	<p>Major projects completed included:</p> <ul style="list-style-type: none"> <li>- Brooklyn Hall, Brooklyn – redevelopment</li> <li>- Bryan Martyn Oval Pavilion, Newport – Building Upgrade</li> <li>- Digman Reserve, Newport – Master Plan Implementation</li> <li>- Donald McLean Reserve, Spotswood – pavilion and open space upgrade</li> <li>- HD Graham Reserve, Altona Meadows – Sports Facility Development</li> <li>- JT Gray Reserve, Williamstown North – new Pavilion</li> <li>- WLJ Crofts Reserve, Altona North – open space and playground refurbishing.</li> </ul>
Objective 5: Organisation	135	In October 2022, Council hosted the Civic Spaces Showcase to celebrate the launch of the newly refurbished Civic Centre and collaboration spaces.



## Our Performance 2023–24

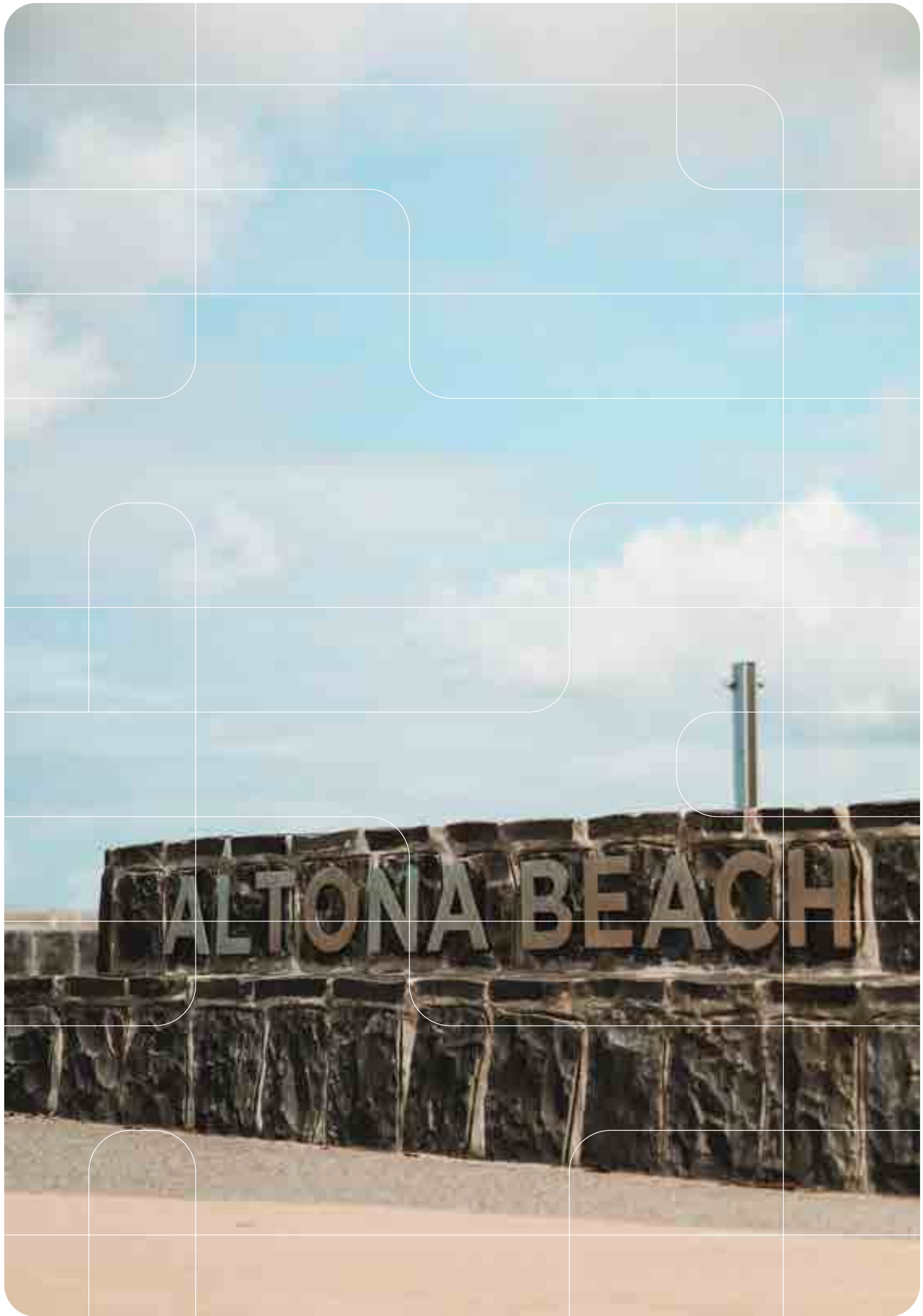
Objective	Projects completed	Significant projects and major initiatives
Objective 1: Community	73	<p>The STEAM Centre of Excellence at Altona Meadows Library and Learning Centre was formally launched in October 2023, with more than 3,000 community members joining the celebrations.</p> <p>The updated Affordable Housing Policy was adopted by Council in November 2023 to guide ongoing efforts to increase the supply of affordable housing in Hobsons Bay.</p>
Objective 2: Environment	43	<p>Altona Meadows Library renewal and energy efficiency upgrades completed with the library launch held in October 2023 and attracting over 3000 visitors.</p>
Objective 3: Place, Recreation & Economy	71	<p>Eight Love Laverton Parks completed as part of Better Places Laverton.</p> <p>Construction of a new multipurpose community facility and car park at Dennis Reserve.</p> <p>New pavilion at HC Kim Reserve, Altona along with car park upgrades.</p> <p>Over 500 creative workshops, events and exhibitions were held at Woods Street Arts Space, Laverton.</p>
Objective 4: Community Infrastructure	115	<p>Major projects completed included:</p> <ul style="list-style-type: none"> <li>- Altona Meadows Library – upgrades and Centre of Excellence</li> <li>- Beuron Road, Altona North, Millers Rd to Chambers Road – road rehabilitation</li> <li>- Bruce Comben Reserve – construction of a new playground and open space</li> <li>- Dennis Reserve, Williamstown – new multipurpose centre</li> <li>- HC Kim Reserve, Altona – new pavilion</li> <li>- The Strand, Newport, between North Road to End – road rehabilitation.</li> </ul>
Objective 5: Organisation	125	<p>Electronic Document Management System (EDMS) and Intranet Project completed.</p> <p>My Hobsons Bay Hub designed with a singular focus, to empower and serve the community by simplifying interactions with Council, including an online portal.</p>



## Our Performance 2024–25

Objective	Projects completed	Significant projects and major initiatives
Objective 1: Community	82	<p>Make it Happen grants program had 86 successful applications and a total of \$506,907 was awarded to more than 100 community groups and organisations to support the delivery of projects, services, events, programs and the purchase of equipment.</p> <p>Games Discovery Centre launched at the Altona North Community Library.</p>
Objective 2: Environment	64	<p>Since the adoption of the Urban Forest Strategy in September 2020, a total of 123,643 trees have been planted in reserves, streets, along pathways and other public open spaces.</p> <p>Council has more than 2.85 MW of solar panels and 4 batteries operating across its building portfolio.</p> <p>The first stage of landscaping works at the Wetlands Centre has been completed.</p>
Objective 3: Place, Recreation & Economy	73	<p>Works completed at Alma Ave Reserve and Pipeline Reserve to provide new and upgraded play spaces for the community.</p>
Objective 4: Community Infrastructure	98	<p>Major projects completed included:</p> <ul style="list-style-type: none"> <li>- Altona Hockey Club – Sports Pavilion major upgrades</li> <li>- Altona Meadows Library – upgrades and centre of excellence</li> <li>- Altona North Library – upgrade and centre of excellence</li> <li>- Bruce Comben Open Space Development (Southern Area) – construction</li> <li>- Beuron Road, Altona North, Millers Road to Chambers Road – road rehabilitation</li> <li>- Dennis Reserve, Williamstown – Multipurpose Centre</li> <li>- HC Kim Reserve, Altona – new pavilion, reconstruction of one pitch and upgrading of irrigation on two other pitches</li> <li>- Seaholme Foreshore (PA Burns) – public toilet</li> <li>- The Strand, Newport, between North Road to End – road rehabilitation</li> </ul>
Objective 5: Organisation	112	<p>My Hobsons Bay Hub was enhanced to better enable residents to submit service requests, apply for permits, and track progress.</p> <p>Council’s mobile library provides a valuable outreach service across the municipality.</p>







# GOVERNANCE





## Council Governance

Hobsons Bay City Council operates within the *Local Government Act 2020* to provide good governance in its municipal district for the benefit and wellbeing of the community. In performing its role, Council gives effect to overarching governance principles by:

- making decisions and taking actions in accordance with the relevant law
- giving priority to achieving the best outcomes for the municipal community, including future generations
- promoting the economic, social and environmental sustainability of the municipal district, including mitigating and planning for climate change risks
- engaging the municipal community in strategic planning and strategic decision-making
- pursuing innovation and continuous improvement
- collaborating with other councils, governments and statutory bodies
- ensuring Council's ongoing financial viability
- taking into account regional, state and national plans and policies in its strategic planning and decision-making
- ensuring transparency of Council decisions, actions and information.

Council is committed to effective and sustainable forms of democratic and corporate governance as the key to ensuring that Council and its administration meet the community's priorities. The community has many opportunities to provide input into Council's decision-making processes including community consultation, public forums and the ability to make submissions to delegated committees of Council.

Council's formal decision-making processes are conducted through Council meetings and delegated committees of Council. Council delegates the majority of its operational decision-making to Council staff. These delegations are exercised in accordance with adopted instruments of delegation.

## Council meetings and attendance

Council conducts open public meetings once a month on a Tuesday evening. Members of the community are welcome to attend these meetings and observe from the gallery.

In 2024–25, Council held the following Council meetings:

9 July 2024	13 August 2024
10 September 2024	8 October 2024
19 November 2024 ( <i>Swearing in ceremony for the new Council term</i> )	22 November 2024 ( <i>Election of the Mayor and Deputy Mayor</i> )
10 December 2024	25 January 2025
25 February 2025	25 March 2025
29 April 2025	27 May 2025
23 June 2025	

A summary of Councillor attendance at Council meetings during 2024–25 is provided in the table below.

Councillor	Attendance	Relevant Period
Cr Lisa Bentley	9/9	18 November 2024 – 30 June 2025
Cr Kristin Bishop	9/9	18 November 2024 – 30 June 2025
Cr Antoinette Briffa	3/4	1 July 2024 – 18 November 2024
Cr Michael Disbury	9/9	18 November 2024 – 30 June 2025
Cr Diana Grima	13/13	1 July 2024 – 30 June 2025
Cr Rayane Hawli	9/9	18 November 2024 – 30 June 2025
Cr Peter Hemphill	2/4	1 July 2024 – 18 November 2024
Cr Daria Kellander	13/13	1 July 2024 – 30 June 2025
Cr Paddy Keys-Macpherson	9/9	18 November 2024 – 30 June 2025
Cr Jonathon Marsden	4/4	1 July 2024 – 18 November 2024
Cr Pamela Sutton-Legaud	4/4	1 July 2024 – 18 November 2024
Cr Matt Tyler	4/4	1 July 2024 – 18 November 2024



## Delegated Planning Committee

The Delegated Planning Committee (DPC) is delegated by the full Council to decide certain planning applications. When a planning application is being considered by Council and there are 11 or more individual objections to that application, or in other special circumstances, the application will be referred to the DPC for a decision. The quorum required for a DPC meeting is three Councillors. The DPC meets monthly as detailed on Council's website.

## Councillor Code of Conduct

From 26 October 2024, the *Local Government Act 2020* requires all Councillors to observe the Model Councillor Code of Conduct which is prescribed in Schedule 1 to the *Local Government (Governance and Integrity) Amendment Regulations 2024*. Its purpose is to help Councillors meet their responsibilities and it sets standards to ensure their conduct is legal, ethical and appropriate at all times. Councillors agree to obey the Model Code of Conduct when they take and sign an Oath or Affirmation of Office at the start of their term.

At the 19 November 2024 Council Meeting, Councillors-elect took the Oath or Affirmation of Office, incorporating a declaration to abide by the Code, marking the formal commencement of their term

## Councillor allowances and expenses

Section 39 of the *Local Government Act 2020* provides for the payment of an annual allowance to the Mayor, the Deputy Mayor and Councillors.

A Mayor or a Deputy Mayor is entitled to receive from Council an allowance as a Mayor or a Deputy Mayor in accordance with a Determination of the Victorian Independent Remuneration Tribunal under the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019*.

On 1 July 2024, the Tribunal made the Allowance payable to Mayors, Deputy Mayors and Councillors (Victoria) Annual Adjustment Determination 2024.

The Tribunal determined a 3.5 per cent increase to the values of the base allowances payable to Mayors, Deputy Mayors and Councillors, effective from 1 July 2024. A 3.5 per cent increase has also been applied to the base allowance values for Mayors and Deputy Mayors which take effect on:

- 18 December 2024
- 18 December 2025.

The Determination also adjusted the value of the remote area travel allowance by 3.5 per cent.

Allowances received by Councillors for the 2024–25 period are detailed in the following table.



<b>Councillor</b>	<b>Total allowance payment</b>	<b>Relevant Period</b>
Cr Lisa Bentley	<b>\$20,984</b>	18 November 2024 – 30 June 2025
Cr Kristin Bishop	<b>\$20,984</b>	18 November 2024 – 30 June 2025
Cr Antoinette Briffa	<b>\$11,241</b>	1 July 2024 – 18 November 2024
Cr Michael Disbury	<b>\$20,984</b>	18 November 2024 – 30 June 2025
Cr Diana Grima	<b>\$32,638</b>	1 July 2024 – 30 June 2025
Cr Rayane Hawli	<b>\$34,245*</b>	18 November 2024 – 30 June 2025
Cr Peter Hemphill	<b>\$9,185</b>	1 July 2024 – 18 November 2024
Cr Daria Kellander	<b>\$79,860*</b>	1 July 2024 – 30 June 2025
Cr Paddy Keys-Macpherson	<b>\$29,984</b>	18 November 2024 – 30 June 2025
Cr Jonathon Marsden	<b>\$11,654</b>	1 July 2024 – 18 November 2024
Cr Pamela Sutton-Legaud	<b>\$18,704*</b>	1 July 2024 – 18 November 2024
Cr Matt Tyler	<b>\$37,408*</b>	1 July 2024 – 18 November 2024
<b>Total</b>	<b>\$329,151</b>	

\*Includes payments relating to period as Mayor 2023–24 (Cr Matt Tyler) and 2024–25 (Cr Daria Kellander) and Deputy Mayor 2023–24 (Cr Pamela Sutton-Legaud) and 2024–25 (Cr Rayane Hawli).

The following Councillor expenses were incurred during 2024–25.

<b>Councillor</b>	<b>Travel expenses</b>	<b>Professional development expenses</b>	<b>Expenses to support the performance of the role</b>	<b>Total (\$)</b>
Cr Lisa Bentley	\$0	\$0	\$325	<b>\$325</b>
Cr Kristin Bishop	\$0	\$0	\$325	<b>\$325</b>
Cr Antoinette Briffa	\$0	\$0	\$159	<b>\$159</b>
Cr Michael Disbury	\$0	\$0	\$325	<b>\$325</b>
Cr Diana Grima	\$0	\$988	\$510	<b>\$1,498</b>
Cr Rayane Hawli	\$0	\$0	\$325	<b>\$325</b>
Cr Peter Hemphill	\$0	\$0	\$195	<b>\$195</b>
Cr Daria Kellander	\$0	\$0	\$835	<b>\$835</b>
Cr Paddy-Keys Macpherson	\$0	\$0	\$325	<b>\$325</b>
Cr Jonathon Marsden	\$0	\$73	\$124	<b>\$197</b>
Cr Pamela Sutton-Legaud	\$0	\$364	\$159	<b>\$523</b>
Cr Matt Tyler	\$0	\$0	\$140	<b>\$140</b>
<b>Total</b>	<b>\$0</b>	<b>\$1,425</b>	<b>\$3,747</b>	<b>\$5,172</b>



## Managing conflicts of interest

A conflict of interest arises when a Councillor has an interest that is in conflict of their duty as a Councillor. A conflict of interest can exist even if no improper act results from it. It is the personal responsibility of the individual Councillor to decide if they have a conflict of interest. The penalties for failing to disclose a conflict of interest are significant. The *Local Government Act 2020* distinguishes between general conflicts of interest (section 127) and material conflicts of interest (section 128).

The conflict of interest provisions also apply to members of delegated committees and members of Council staff. A Councillor who has a conflict of interest in a matter being considered by Council or a delegated committee, a delegated committee must disclose the conflict of interest in the manner required by Council's Governance Rules. They must also exclude themselves from the decision making process in relation to that matter, including any discussion or vote on the matter at any Council meeting or delegated committee and any action in relation to the matter. Any disclosure must be recorded in the minutes of the meeting. The requirement to disclose a conflict of interest in a matter extends to meetings conducted under the auspices of Council, such as a Councillor briefing. The Hobsons Bay City Council Governance Rules require Council to maintain a conflict of interest register.

## Audit and Risk Committee

In line with good governance practices and in accordance with the relevant legislation, Council has operated an Audit Committee since 2001. From 1 September 2020 the Audit Committee was formally renamed the Audit and Risk Committee, in accordance with section 53 of the *Local Government Act 2020*.

The Audit and Risk Committee is an advisory committee that provides independent advice to Council. Its role is to assist Council in the effective conduct of its responsibility for financial reporting, risk management, maintaining a reliable system of internal control and facilitating the organisation's ethical development. The committee assists the organisation in maintaining strong corporate governance, risk management and internal controls.

The Audit and Risk Committee operates under a charter which was endorsed by Council on 9 August 2022 and focuses on monitoring Council's risk management, control framework, external accountability, legislative compliance, internal audit and external audit.

The Audit Committee consists of:

- two Councillors
- three qualified independent members
- the Mayor and the Chief Executive Officer (non-voting).

The Chair is appointed by Council and is one of the independent members.

Independent members are appointed for a term of three years. At the conclusion of the independent members' first three-year term, existing members will be eligible to apply to be reappointed at the discretion of Council for a second three-year term. Independent members can only serve for two consecutive terms unless otherwise determined by Council resolution.



## Membership

### Mr John Watson (Chair)

Mr Watson is the Chair of the Audit and Risk Committee and was appointed as an independent member of the Audit and Risk Committee in November 2019. He is currently serving his second term as an independent member after being reappointed in November 2022. Mr Watson draws on more than four decades of experience across local and state governments and is a former Executive Director of Local Government Victoria as well serving as the Chair of the Victorian Local Government Grants Commission (VLGGC) from 2012 to 2024. He was also the Chair of the Panel of Administrators at the Brimbank City Council from 2012 to 2016. Mr Watson's record for maintaining high standards for public administration is complemented by his reputation for ethical leadership and stewardship in governance and responsible financial management. Mr Watson is the Independent Chair or Member on several local government Audit and Risk Committees, as well as the former Independent Chair for the Municipal Association of Victoria. He is also a Director on the Board of the Northern Health (Northern Hospital).

### Ms Lisa Tripodi

Ms Tripodi was first appointed to the committee in May 2019 with a second three-year term endorsed by Council on 9 August 2022. Ms Tripodi is a Certified Practising Accountant with over 25 years of experience and a former Partner Accounting and Assurance and Director IT Project Services at NTT providing internal and risk assurance and IT services. Ms Tripodi's areas of expertise include internal audit, risk management, governance, probity, financial management and digital transformation. Ms Tripodi has several appointments as an independent Chair or Member of Audit and Risk Committees across Local and State Government. Ms Tripodi is also a Non-Executive Director on the Board of Greyhound Racing Victoria.

### Mr Richard Ainio

Richard is a Chartered Accountant and registered company auditor with more than 25 years' experience in public practice as an external auditor including 19 years in audit within the big 4 (Deloitte and KPMG) and four years as an audit partner with Crowe Horwath. His current assurance practice also includes risk consulting with a focus on OH&S and consistency in production/ service delivery. As an audit partner with Crowe Horwath in Western Victoria, he served a number of VAGO clients (six shire councils, two hospitals and the state library) in the capacity of external or internal auditor. He is currently an independent member of the audit committees for West Wimmera Shire (as Chair), Hobsons Bay City Council, Moonee Valley City Council, Central Goldfields Shire, Warrnambool City Council, Glenelg Hopkins CMA and Ballarat Cemeteries Trust. Since 2016, he has also served as Treasurer/Finance Committee Chair/Board member for the not-for-profit John Curtin Aged Care.

## Audit and Risk Committee meetings and attendance

The Audit and Risk Committee met on three occasions during 2024–25 with attendance as below.

	28 August 2024	12 December 2024	10 April 2025
Ms Lisa Tripodi	✓	✓	✓
Mr John Watson	✓	✓	✓
Mr Richard Ainio	–	✓	✓

✓ In attendance    – Not in attendance



## Internal audit

The internal audit function provides independent and objective guidance to assist the organisation in maintaining strong corporate governance, risk management and internal controls. A three-year risk based Strategic Internal Audit Plan (SIAP) is reviewed and approved by the Audit and Risk Committee annually to ensure audit resources are focused on the appropriate areas. Council's internal audit service is provided by Pitcher Partners, who attend each Committee meeting to report on the status of the SIAP and present findings of completed reviews. The following internal audit reports were presented to the Audit and Risk Committee for consideration and comment:

- Fraud and corruption
- Follow up audit
- Asset management (drains)
- Payroll data analytics
- Building pool and planning compliance enforcement

## External audit

All local government entities in Victoria are required to be audited by the Victoria Auditor-General's Office. The external auditor's primary role is to provide an assurance that the financial statements fairly present the financial performance for the financial year and the financial position at the end of the year.

## Risk management

Risk Management is a continuous, proactive and systematic process used to understand, manage and communicate risk from an organisation-wide perspective.

Council is committed to the effective management of risk identified in its risk register, which is aligned with the organisational objectives, and is overseen by the Audit and Risk Committee at regular intervals.

## Fraud risk management

Council's Fraud and Corruption Control Policy outlines employees' expected behaviour, how to report a suspected fraud, the role of various areas within Council and Council's commitment to increasing employee awareness, training and recording of possible fraud.

## Newly adopted policies and strategies

The following policies were adopted by Council during 2024–25:

- Chief Executive Officer Employment and Remuneration Committee Policy (28 April 2025)
- Council's Internal Resolution Procedure (27 May 2025).



# Community Engagement Policy

The Hobsons Bay Community Engagement Policy 2023 underpins Council's commitment to engaging its residents on the issues and decisions that affect them.

The policy articulates the principles, commitments, and various levels of engagement that Council will undertake to ensure a clear process for community engagement in Council's decision-making processes and is consistent with the statutory requirements of the *Local Government Act 2020* and relevant sections of the *Local Government Act 1989*.

Across 2024–25, Council ran many engagement processes using its Participate Hobsons Bay website ([participate.hobsonsbay.vic.gov.au](https://participate.hobsonsbay.vic.gov.au)) and, where beneficial and appropriate, at least one face-to-face component. In line with the *Local Government Act 2020* and Council's own commitment to engaging its community, some deliberative engagement processes were undertaken.

## A Fair Hobsons Bay for All

A Fair Hobsons Bay for All 2024–28 aims to ensure that fairness and equity are embedded in all of Council's decisions and activities. Populations at higher risk of social and economic disadvantage are considered 'priority populations' under the policy. A Fair Hobsons Bay also incorporates Council's Disability Action Plan, which is a requirement of the *Disability Act 2006*.

NOTE: The DAP symbol indicates alignment with the purposes of a Disability Action Plan, as set out in the *Disability Act 2006*. For example, key achievements tagged with DAP(a) contribute toward purpose (a), i.e. reducing barriers to persons with a disability accessing goods, services, and facilities. See page 115 for more information on the Disability Action Plan.

## Key achievements for 2024–25

### Theme 1: Accessible and connected neighbourhoods

- Delivered the Missing Link Footpath Construction program with the construction of footpaths on nine streets in Seabrook East. DAP(a)
- Monitored the further development and implementation of the Hobsons Bay Affordable Housing Trust (led by Housing Choices Australia as Trustee). DAP(a)
- Developed and promoted Council's new Rough Sleeping Reporting Tool for staff, residents and local businesses. DAP(a)
- Incorporated universal design principles into the design and construction of community infrastructure at Altona Hockey Club and Laverton Football Club. DAP(a)
- Delivered and promoted a range of local activities and programs for older people across the municipality.

### Theme 2: Inclusive and supportive communities

- Delivered Baby Makes Three programs for first-time parents, including planning for a dedicated program for families within the local Indian community.
- Delivered three capacity building workshops to support risk and emergency management planning for local events.
- Delivered and supported a range of activities recognise and celebrate diversity within Hobsons Bay, including 16 Days of Activism, International Day of People with a Disability, International Women's Day, IDAHOBIT, and NAIDOC Week. DAP(d)
- Installed two communication boards as part of the upgrade to Pipeline Park, Seabrook. DAP(c)
- Delivered three club development sessions for clubs, aimed at educating leaders about Fair Access, its principles, and how it applies to the club. DAP(c)
- Supported the delivery of the Young Changemakers program in five schools, providing leadership training and delivery experience for young people.
- Developed an Emergency Food Relief mapping resource, in partnership with the Hobsons Bay Crisis and Emergency Relief Network.



### **Theme 3: Learning and economic opportunities**

- Supported volunteering opportunities for a diverse range of people, including older people, women, people with a disability, and people from culturally and linguistically diverse communities. DAP(b)
- Delivered the Cultural and Linguistically Diverse Outreach Initiative to support families of young children to access early years services and support, with a focus on preparing for kindergarten.
- Delivered the Pathways to Work Expo, which engaged local schools, job seekers, and employers. The event provided valuable career development opportunities with a total attendance of 810 participants and 76 exhibitors. DAP(b)
- Delivered 19 events as part of the Hobsons Bay Business Event Calendar, attracting more than 500 attendees. These events provide education and connection for local businesses, nurturing a supportive business community.
- Deliver programs to support residents to develop skills and prepare for employment opportunities, including career counselling sessions and workshops on resume and cover letter writing. DAP(b)
- Further expanded Council's 'Library of Things' collection, including board games, video games and consoles, coding, robotics, and creative technology. These additions reflect our commitment to playful learning, curiosity, and community connection.

### **Theme 4: A Enjoying and adapting to nature**

- Planted 12,024 trees in streets, parks and conservation reserves across Hobsons Bay.
- Delivered a series of free food growing workshops to people from culturally and linguistically diverse backgrounds, in partnership with the Australian Arabic Women's Association.
- Delivered the Accessible Beaches Program, with support from Altona Life Saving Club, Williamstown Swimming and Life Saving Club and local traders. DAP(c)

- Delivered a series of activities for young people and parents to build skills and interests in responding to climate change and its impacts on health and wellbeing.
- Delivered free workshops and events to raise awareness of key sustainability topics, including webinars, author talks and a major in-person event (Living Green in Hobsons Bay) attended by about 500 people.
- Delivered two staff workshops to develop skills to track use of solar panels on Council facilities, and co-developed a 'Solar System Guide' to assist sporting clubs save energy and reduce costs.

### **Theme 5: A Fair Council for All**

- Delivered and promoted opportunities for local LGBTIQA+ communities, including the IDAHOBIT Rainbow Flag Raising Ceremony, Hobsons Bay Pride Community Liaison Group and support for residents and staff to participate in the Midsumma Pride March.
- Updated templates and processes to enable Council staff to add pronouns to their signature blocks.
- Delivered advocacy to improve supply of affordable housing, including a submission to the Parliamentary Inquiry into the redevelopment of Melbourne's public housing towers. DAP(a)
- Continued to increase the diversity of Council's photo library to reflect the local community, including additional images of young people and people with a disability. DAP(d)
- Featured priority population groups in the Hobsons Bay News, including stories on bilingual playgroups, Accessible Beaches Program, Tuning into Teens, and activities for older people and people with a disability. DAP(c)



# Governance management checklist

Governance and Management Items		Assessment
1	<b>Community engagement policy</b> (Policy under section 55 of the Act outlining Council's commitment to engaging with the community on matters of public interest)	Adopted in accordance with section 55 of the Act Date of adoption: 20 June 2023
2	<b>Community engagement guidelines</b> (Guidelines to assist staff to determine when and how to engage with the community)	Date of operation: 20 June 2023
3	<b>Financial Plan</b> (Plan under section 91 of the Act outlining the financial and non-financial resources required for at least the next 10 financial years)	Adopted in accordance with section 91 of the Act Date of adoption: 12 October 2021 Financial Plan 2021–22 to 2030–31
4	<b>Asset Plan</b> (plan that sets out the asset maintenance and renewal needs for key infrastructure asset classes for at least the next 10 years)	Adopted in accordance with section 92 of the Act Date of adoption: 28 June 2022 Asset Plan 2022–32
5	<b>Revenue and Rating Plan</b> (plan setting out the rating structure of Council to levy rates and charges)	Adopted in accordance with section 93 of the Act Date of adoption: 23 June 2025 Revenue and Rating Plan 2025–26 to 2028–29
6	<b>Annual budget</b> (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)	Budget adopted in accordance with section 94 of the Act. Date of adoption: 23 June 2025 Annual Budget 2025–26
7	<b>Risk policy</b> (Policy outlining council's commitment and approach to minimising the risks to council's operations)	Policy Date of commencement of current policy: 28 June 2022
8	<b>Fraud policy</b> (policy outlining council's commitment and approach to minimising the risk of fraud)	Current policy in operation Date of commencement: 30 March 2023
9	<b>Municipal emergency management Planning</b> (Council's participation in meetings of the Municipal Emergency Management Planning Committee (MEMPC))	Municipal Emergency Management Planning Committee (MEMPC) meetings attended by one or more representatives of Council (other than the chairperson of the MEMPC) during the financial year. Date of MEMPC meetings attended: 31 July 2024, 27 November 2024, 19 February 2025, 15 May 2025
10	<b>Procurement policy</b> (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)	Adopted in accordance with section 108 of the Act Date of adoption: 14 December 2021



Governance and Management Items		Assessment
11	<b>Business continuity plan</b> (Plan setting out the actions that will be undertaken to ensure that key services continue to operate in the event of a disaster)	Date of operation: 24 January 2022 Council's 19 BCP's were last reviewed between June and August 2022
12	<b>Disaster recovery plan</b> (Plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster)	Current plan in operation Date of commencement: 20 July 2015 Developed in July 2015, last updated 17 June 2022
13	<b>Complaint policy</b> (Policy under section 107 of the Act outlining Council's commitment and approach to managing complaints)	Policy developed in accordance with section 107 of the Act. Date of commencement: 14 December 2021
14	<b>Workforce plan</b> (Plan outlining Council's commitment and approach to planning the current and future workforce requirements of the organisation)	Plan developed in accordance with section 46 of the Act. Date of commencement: 15 December 2021
15	<b>Payment of rates and hardship policy</b> (Policy outlining Council's commitment and approach to assisting ratepayers experiencing financial hardship or difficulty paying their rates)	Current policy in operation Date of commencement: 23 June 2020 Hardship Policy
16	<b>Risk management framework</b> (Framework outlining council's approach to managing risks to the council's operations)	Current framework in operation Date of commencement: 6 April 2022
17	<b>Audit and Risk Committee</b> (advisory committee of Council under section 53 and section 54 of the Act)	Established in accordance with section 53 of the Act. Date of commencement: 25 August 2020
18	<b>Internal Audit</b> (independent accounting professionals engaged by Council to provide analyses and recommendations aimed at improving Council's governance risk and management controls)	Internal auditor engaged Date of engagement: 30 November 2021 Aster Advisory (Formally known as Pitcher Partners)
19	<b>Performance reporting framework</b> (a set of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 98 of the Act)	Current framework in operation Date of adoption: Council officers reviewed and updated the framework in 2023–24 in line with the <i>Local Government Act 2020</i> and Local Government (Planning and Reporting) Regulations 2020, including any additions, amendments or superseded indicators.
20	<b>Council Plan reporting</b> (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)	Current report Date of reports: 18 February 2025, 27 May 2025



Governance and Management Items		Assessment
21	<b>Quarterly budget reports</b> (Quarterly reports presented to Council under section 97 of the Act comparing actual and budgeted results and an explanation of any material variations)	Quarterly reports presented to Council in accordance with section 97(1) of the Act.  Date of report: 10 September 2024, 10 December 2024, 18 February 2025, 27 May 2025
22	<b>Risk reports</b> (six-monthly reports of strategic risks to Council's operations, their likelihood and consequences of occurring and risk minimisation strategies.)	Risk reports prepared and presented: Date of reports: 28 August 2024, 12 December 2024, 10 April 2025
23	<b>Performance reports</b> (six-monthly reports of indicators measuring results against financial and non-financial performance including the performance indicators referred to in section 98 of the Act)	Performance reports prepared Date of reports: 25 February 2025
24	<b>Annual Report</b> (annual report under sections 98 and 99 of the Act containing a report of operations and audited financial and performance statements)	Annual report presented at a meeting of Council in accordance with section 100 of the Act.  Date of presentation: 8 October 2024
25	<b>Councillor Code of Conduct</b> (Code setting out the standards of conduct to be followed by Councillors and other matters)	Effective from 26 October 2024, all Councillors are required to observe the Model Code of Conduct which is prescribed in schedule 1 to the regulations. The Model Code of Conduct replaces the previous statutory requirement for each council to develop its own Councillor Code of Conduct.
26	<b>Delegations</b> (documents setting out the powers, duties and functions of Council and the Chief Executive Officer that have been delegated to members of staff)	Delegations reviewed in accordance with section 11 (7) of the Act and a register kept in accordance with sections 11 (8) and 47(7) of the Act  Date of review: 10 September 2024  S5 Instrument of Delegation to the Chief Executive Officer and S6 Instrument of Delegation from Council to Members of Council Staff were adopted by Council on 10 September 2024.
27	<b>Meeting Procedures</b> (Governance Rules under section 60 of the Act governing the conduct of meetings of Council and delegated committees)	Governance Rules adopted in accordance with section 60 of the Act  Date Rules adopted: 20 August 2020

I certify that this information presents fairly the status of Council's governance and management arrangements for the period 1 July 2024 to 30 June 2025.



Kerry Thompson  
Interim Chief Executive Officer  
Dated: 23 September 2025



Cr Daria Kellander  
Mayor  
Dated: 23 September 2025



# STATUTORY AND OTHER INFORMATION





The following information is provided in accordance with legislative and other requirements applying to Council.

## Contracts

The Hobsons Bay Procurement Policy outlines that Council's public tender threshold is \$300,000 (including GST) and above for goods, services or works.

In 2024–25, Council entered 15 contracts where the value exceeded \$300,000, after conducting a public tender process.

- 2025.35 Mixed Recycling and Glass Acceptance and Sorting
- 2024.49 Provision of Facilities Maintenance Services
- 2024.40 Provision of Cleaning Services
- 2024.34 McCormack Park Stage 2 Construction
- 2024 MAV.002 Microsoft Enterprise Agreement 2025–2028
- 2024.14 Provision for Recruitment Managed Services and Agency Work
- 2023.57 Laverton Football Club – Female Friendly Change Rooms
- 2023.32 Leo Hoffman Reserve, Newport – Playground Upgrade
- 2023.24 Racecourse Road, Altona – Culvert and Ford Construction
- 2024.15 Provision of Meals (Hobsons Bay Meals on Wheels Service)
- 2024.22 Williamstown Hall Event Management
- 2025.17 Altona Theatre HVAC Upgrade
- 2024.14 Provision of Recruitment Managed Services and Agency Work

- 2024.12 Drainage Renewal Program
- 2024.21 Retail Energy Sites.

The Procurement Policy also includes exemptions from public tender, where it is not practical for a public tender process to be used.

In 2024–25, Hobsons Bay City Council entered seven contracts where the value exceeded \$300,000 that were exempt from a public tender process under the Policy.

- Play Equipment
- Laverton Swim and Fitness Centre Upgrade Works
- Insurance
- Legal Services
- Victorian Electoral Commission and Australian Electoral Commission (electoral services)
- Public Street Lighting and Maintenance Services
- Workcover Insurance.

Two suppliers were paid more than \$300,000 during 2024–25 without a public tender process, or an exemption under the Policy. These did not relate to single purchases, but rather the cumulative spend was more than \$300,000 because of multiple vehicle, and plant purchases. In all instances, multiple quotes were obtained so competitive arrangements were followed.



# Disability Action Plan

Under section 38 of the *Disability Act 2006*, public sector bodies (including councils) are required to prepare a Disability Action Plan (DAP) and report on implementation in their annual report. Under the Act, a DAP is prepared for the purpose of:

- a) reducing barriers to persons with a disability accessing goods, services and facilities
- b) reducing barriers to persons with a disability obtaining and maintaining employment
- c) promoting inclusion and participation in the community of persons with a disability
- d) achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

Council’s DAP is integrated into its social policy framework, A Fair Hobsons Bay for All 2024–28. Implementation occurs through annual action plans, with key achievements for 2024–25 presented on page 108.

# Domestic Animal Management Plan

Under section 68A of the *Domestic Animals Act 1994*, Council is required to prepare a Domestic Animal Management Plan every four years and provide a summary of its implementation in the Annual Report.

Council’s Domestic Animal Management Plan 2021–25 aims to improve control of animals in the municipality. Highlights and achievements in relation to the implementation of this plan during 2024–25 are as follows.

## Animal management services

Council has:

- One Animal Management Officer (AMO) undertaking Certificate IV in Animal Regulation & Management.
- Continued to prioritise return of lost animals to their owners.
- Continued to facilitate the adoption of kittens before they are sent to the Lost Dogs’ Home.
- Prioritised patrols at beaches and parks to ensure community safety and animal welfare.

## Encouraging responsible pet ownership – Community education

Education remains a top priority for the Animal Management Unit. The ‘Adopt, Desex, rehome’ program continues to be highly successful, with officers actively involved in its delivery. In addition, AMOs regularly conduct park and beach patrols, where they perform spot checks and engage with pet owners to promote responsible pet ownership, including promoting the importance of registration.

## Identification and registration

Annual registration renewal notices were issued in March 2025 with 14,571 animals registered.

Compliance and Enforcement – Local Laws and Orders

Routine activities continued, including investigation of dog attacks, dog rushes, barking complaints, off-lead offences and nuisance issues, as well as addressing feral cat problems and cat trapping.

The development of the Domestic Animal Management Plan for 2025–29 is nearing completion.

2024–25	Dog	Cat	Other
Impounded	410	136	1
Reclaimed	21	115	0
Euthanised	80	10	1
Rehomed	30	3	0



### **Domestic animal businesses**

Annual inspections of registered domestic animal businesses were conducted to ensure compliance with relevant code of practice.

### **Declared dogs**

Annual inspections occurred to ensure compliance with requirements of the *Domestic Animals Act 1994* with:

- One restricted breed dog registered
- Three declared dangerous dogs registered
- Zero guard dogs registered
- Two declared menacing dogs registered.

## **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. No ministerial directions were received during 2024–25.

## **Freedom of Information**

The *Freedom of Information Act 1982* gives the community the ability to access certain Council documents.

There is an application procedure and rights of access are limited by exemptions detailed in the legislation. Applications must be accompanied with the appropriate application fee and specific details of the information requested.

Council received 47 freedom of information requests during 2024–25.

## **Privacy and Data Protection**

The *Privacy and Data Protection Act 2014* is underpinned by ten Information Privacy Principles that outline how Victorian public sector organisations must handle personal information. Council has adopted policies on information privacy that meet the requirements of the *Privacy and Data Protection Act 2014*.

The responsible handling of personal information is a key aspect of governance and Council is strongly committed to protecting an individual's right to privacy. Council's Privacy Policy can be downloaded from Council's website. The policy also details how any complaints will be addressed.

No complaints from regulatory bodies were received in 2024–25.



# Infrastructure and Development Contributions

Development contributions are payments or works-in-kind towards the provision of infrastructure made by the proponent of a new development. In accordance with section 46GM and 46QD of the *Planning and Environment Act 1987*, a council that is a collecting or development agency must prepare and give a report to the Minister for Planning on infrastructure and development contributions including levies and works-in-kind. The report must be published in a council's report of operations.

Council has two Development Contributions Plan Overlays: the Former Port Phillip Woollen Mill Development Contributions Plan (DCP01); and the Altona North Development Contributions Plan (DCP02).

## Former Port Phillip Woollen Mill Development Contributions Plan

The Plan covers land generally bounded by:

- Nelson Place to the north
- Kanowna Street to the east
- Ann Street to the west
- the rear of properties facing Cecil Street to the south

Development contributions totalling \$16,010 were received in 2024–25 with no works-in-kind undertaken.

A breakdown of the projects that have been identified within the Former Port Phillip Woollen Mill Development Contributions Plan, and how much has been delivered and contributed towards these projects in 2024–25, is detailed in the following tables.

## Altona North Development Contributions Plan

This land in Altona North and South Kingsville is generally bordered by:

- Kyle Road to the west
- Blackshaws Road to the south
- New Street to the east
- The West Gate Freeway and Brooklyn Terminal Substation to the north

Development contributions totalling \$1,120,576 were received in 2024–25 with no works-in-kind undertaken.



**Total DCP levies received in 2024–25**

DCP name (Year approved)	Levies received in 2024–25 financial year (\$)
Former Port Phillip Woollen Mills DCP (2015–2025)	\$16,010
Altona North DCP (2018)	\$1,120,576
<b>Total</b>	<b>\$1,136,586</b>

**Total DCP land, works, services or facilities accepted in-kind in 2024–25**

DCP name (Year approved)	Project ID	Project description	Item purpose	Project value (\$)
Former Port Phillip Woollen Mills DCP (2015–2025)	nil	nil	nil	\$0
Altona North DCP (2018)	nil	nil	nil	\$0
<b>Total</b>	<b>nil</b>	<b>nil</b>	<b>nil</b>	<b>\$0</b>

**Total land, works, services or facilities delivered in 2024–25 from DCP levies collected**

Project description	Project ID	DCP name (Year approved)	DCP fund expended (\$)	Works-in-kind accepted (\$)	Council's contribution (\$)	Other contributions (\$)	Total project expenditure (\$)	Percentage of item delivered (%)
Former Port Phillip Woollen Mill DCP (2015–25)								
Public Realm Heritage Elm Tree Replacement Program	13	Former Port Phillip Woollen Mill DCP 2015–25	\$57.99	\$0	\$60,442	\$544,558	\$605,000	10%
Public realm park and street tree planting program	14	Former Port Phillip Woollen Mill DCP 2015–25	\$47.92	\$0	\$49,952	\$450,048	\$500,000	10%
<b>Total</b>			<b>\$105.90</b>	<b>\$0</b>	<b>\$110,394.10</b>	<b>\$994,606.00</b>	<b>\$1,105,000.00</b>	



## Public Interest Disclosures

The purpose of the *Public Interest Disclosures Act 2012* is to promote openness and accountability in government by encouraging and facilitating disclosures and investigations of improper conduct. The Act protects people who disclose information and has a framework for investigation and rectifying action.

Hobsons Bay City Council is committed to the aims and objectives of the Public Interest Disclosures Act 2012. Council has established guidelines for responding to public interest disclosures. Reports of improper conduct, corrupt conduct, criminal offences, serious professional misconduct, conduct involving a substantial mismanagement of public resources or conduct involving a substantial risk to public health and safety by Hobsons Bay City Council or its employees, can be made to the nominated Council staff or the independent Broad-based Anti-Corruption Commission.

Disclosures may be made by any person including a member, officer or employee of Council. A copy of the Public Interest Disclosures Policy is available from Council's website.

During 2024–25, no disclosures were notified to the Independent Broad-based Anti-Corruption Commission.

## Public Transparency

In accordance with section 57 (1) of the Local Government Act 2020, Council is required to adopt and maintain a public transparency policy. Council must provide a summary of the information which is publicly available under its Transparency Policy.

The Hobsons Bay Public Transparency Policy identifies that Council will make the following information publicly available:

- Register of Delegations made by Council
- Council and Delegated Committee Meeting Agendas and Minutes (unless designated as confidential under the *Local Government Act 2020* or Governance Rules)
- Local Laws and any documents incorporated
- Council Plan
- Strategic Resource Plan
- Budget
- Annual Report
- Councillor Code of Conduct
- Procurement Policy
- Summary of Personal Interests
- Reappointment of Chief Executive Officer without advertisement
- Differential Rates
- Summary of Election Campaign Donation Returns
- Submissions received under section 223 of the *Local Government Act 1989*
- All Council adopted policies, plans and strategies
- Governance Rules
- Code of Conduct for Council Staff
- Register of Delegations made by the Chief Executive Officer
- Register of Authorised Officers
- Register of Interstate and Overseas Travel by Councillors and Staff
- Register of Land Leases entered into by Council
- Register of Donations and Grants made by Council
- Register of Gifts, Benefits and Hospitality received by Councillors and Council staff
- Register of Contracts awarded by Council
- Register of Subdivisions
- Planning Permits and Endorsed Plans
- Planning Permit Delegate Reports
- Terms of Reference of Advisory Committees



## Road Management Act Ministerial Direction

In accordance with section 22 of the *Road Management Act 2004*, Council must publish a copy or summary of any ministerial direction in its annual report. No ministerial directions were received during 2024–25.

## Charter of Human Rights and Responsibilities

The *Charter of Human Rights and Responsibilities Act 2006* is designed to protect the fundamental rights and freedoms of citizens. The charter gives legal protection to 20 fundamental human rights under four key values that include freedom, respect, equality and dignity.

Council acknowledges the legal responsibility to comply with the *Charter of Human Rights and Responsibilities Act 2006* and the *Equal Opportunity Act 2010*.

## Child Safe Standards

Council is dedicated to fostering a culture that prioritises child safety and acknowledges that safeguarding children and addressing instances of abuse are responsibilities that extend throughout the organisation.

Key commitments include:

- Adopting a zero-tolerance stance against child abuse
- Ensuring all employees understand their roles and have access to procedures for reporting suspected child abuse, both within and outside the organisation
- Continuously reviewing practices and procedures to mitigate the risk of abuse
- Committing to safeguarding the physical, emotional, cultural, and social well-being of all children

Council's 2022 Child Safety Policy reflects its legal obligations under the Child Safe Standards, demonstrating its commitment to creating and maintaining an environment where children are protected from harm. Specifically, the policy aligns with Standard 2 of the Child Safe Standards, emphasising that child safety and well-being are integral to Council's leadership, governance, and organisational culture.

In compliance with Standard 8 of the Child Safe Standards, which focuses on equipping staff and volunteers with the necessary knowledge and skills to ensure child safety, all Council personnel are required to undergo Child Safety training as part of their ongoing compliance training.

This policy applies universally to Council members, employees, contractors, volunteers, and students on work experience or placement, regardless of their involvement in activities related to children.



# Grants

The Hobsons Bay Make it Happen grants program supported a wealth of local community activities, enabling groups and organisations to provide important services, projects, events, festivals, equipment and programs to connect with and make a positive contribution to the community. Make it Happen grants provided support across many sectors including environment, sustainability, sport, recreation, heritage, arts and culture, health and wellbeing, inclusion, multicultural, community and neighbourhood development, technology, LGBTQIA+ and projects for young people. Make it Happen was open for applications from February to March 2025 followed by an assessment cycle with final distribution of funds in June 2025.

## Make it Happen Grants

### Application summary

**124** applications received across three rounds

**136** applications received across three rounds

**86** applications approved

**57** residents attended grant information, grant writing and grant planning sessions offered in November 2024, February 2025 and March 2025

Make it Happen Grant type	Number	Amount
Toyota equipment and/or resources#	24	\$30,000
Event and festival	25	\$273,290
Project	37	\$203,617
<b>Total</b>	<b>86</b>	<b>\$506,907</b>

# Toyota Australia sponsored \$30,000 for local equipment and resources through the Make it Happen grant program

## Make it Happen Grants co-investing with community

Note: drawn from information provided by applicants

Estimate of group investment and other funding sources	<b>\$1,391,024</b>
Total participation numbers	<b>41,854</b>
Total volunteer numbers	<b>1,240</b>
Total volunteer hours	<b>20,784</b>

## Small Group Operating Grants

Council provided Small Group Operating funding of \$500 to eligible local groups and clubs including seniors clubs, environment friends groups and local interest groups.

### Application summary

**44** applications received

Small Group Operating Grant type	Number	Amount
Small group operating grant	44	\$22,000
<b>Total</b>	<b>44</b>	<b>\$22,000</b>



## 2025 Make it Happen Grants

Organisation Name	Project Title	Amount
Altona Bay Basketball Association	All abilities inclusion basketball program	\$7,500
Altona East Soccer Club	Phoenix girls soccer program resources	\$1,142
Altona/Laverton Council of Churches	Altona carols in the park	\$4,999
Artists From the Mouth	Short films and songs from local creatives	\$13,500
Australian Arabic Women Community Group	Arabic women's group gathering	\$2,000
Australian Arabic Women Community Group	Arabic women's swimming program	\$4,500
Beyond Labels AU	Young autistic males group	\$7,000
Christ the Lord Slovak Lutheran Church Laverton	Slovak intergenerational cooking program	\$3,869
Dr. Emily Parsons-Lord	Invisible Industries: climate traces workshops	\$5,947
Hobsons Bay Churches	Carols by candlelight Altona Meadows	\$5,500
Hobsons Bay Churches	Carols by candlelight Williamstown	\$5,500
Hobsons Bay Men's Shed Inc	Annual community car/bike show	\$6,000
Hobsons Bay Men's Shed Inc	Hobsons Bay Community Workshop open day	\$2,800
Hobsons Bay Trailblazers	Nature walks for neurodiverse young people	\$3,427
Hobsons Bay Wetlands Centre	Together in nature open days	\$18,000
Homegrown Hobsons Bay Authors	The authors' success summit	\$3,724
Laverton Bowling Club	Bowling club community open days	\$1,900
Laverton Community Education Centre	Music power disability program	\$8,000
Laverton Community Integrated Services	Road to independence program	\$15,000
Life Saving Victoria	Connecting diverse groups beach programs	\$9,000
Louis Joel Arts and Community Centre	Perennial harvest food forest	\$1,410
Louis Joel Arts and Community Centre	The story wheel history project	\$12,000
Maltese Association Hobsons Bay	Musical event featuring X-Tend for seniors	\$3,500
Mambourin Enterprises	Virtual equipment for people with a disability	\$1,500
Melbourne Fringe	Voices at Melbourne fringe festival	\$25,000
New Message Tree Alliance	New message tree alliance event	\$2,500
New World Arts	Loving Lavvo arts history project	\$5,000
Newport Fiddle and Folk Club	Newport folk festival	\$25,000
Newport Fiddle and Folk Club	Newport lakes bush dance 2026	\$6,300
Newport Fiddle and Folk Club	Carols on the green	\$4,900
Nic Steyger	Glyconic live arts event	\$6,055



Organisation Name	Project Title	Amount
Outlets Cooperative Neighbourhood House Newport	Accessible learning courses	\$4,050
ParKanDo	2026 ParKanDo community forum	\$3,721
Professional Events Pty Ltd	Cheese wine and spirits festival	\$6,000
Pwo Karen Baptist Church Victoria	Activities for Karen woman and youth	\$2,000
Q Community Music Inc trading as Melbourne Jazz Jammers	Newport Jazz Festival Australia 2026	\$7,500
QiQi Music	Lunar New Year with Qi Qi	\$7,500
Rainbow Beach Tennis Victoria	Tennis coaching and social program	\$8,900
Rawcus Theatre Company	Fanaticus theatre performance	\$12,230
Rotary Club of Williamstown	Halloween party in the park	\$7,863
Royal Yacht Club of Victoria	First aid training for volunteers	\$1,950
Seabreeze Quilters	Mardi-bra 2025 awareness breast check event	\$4,700
Seaworks Foundation	Seaworks winter solstice festival 2026	\$25,000
South Kingsville Community Centre	Hands on Hobsons Bay program	\$7,430
Spotswood Traders Association	Spotswood summer sessions	\$16,473
Stick Mareebo Productions	Jamaican music and food festival	\$10,000
Tarxien Social Club	Feast of the Annunciation event 2026	\$1,700
The Australian Chocolate Festival	The Australian Chocolate Festival	\$10,000
Tigrian Community Association in Victoria	Tigray community annual summer festival	\$5,000
Victorian Skateboard Association	Pop up skate parks engaging young people	\$10,000
Walker Close and Brooklyn Hall Association	Community in bloom arts program	\$8,000
West Welcome Wagon	Community reach out days	\$6,000
Western Edge Youth Arts	Intersectional arts professional development	\$9,940
Westgate Multiple Birth Association	Playgroup activities for multiples	\$2,104
Williamstown Italian Social Club	Hobsons Bay Italian festa	\$12,700
Williamstown Literary Festival	2025 Williamstown Literary festival	\$25,000
Williamstown Literary Festival	2026 Williamstown Literary festival	\$25,000
Williamstown Soccer Club	School holiday program resources	\$1,166
Willin Wimmin Community Choir	2025 Hobsons Bay choir jam	\$3,276
Youth Projects Limited	Newport youth workshop sessions	\$3,691
Zonta Club of Melbourne's West	Coercive control information sessions	\$2,840
Zonta Club of Melbourne's West	Financial empowerment for women session	\$2,700



## Toyota Equipment and Resources Grants

Organisation Name	Project Title	Amount
Agility Dog Club of Victoria	Ergonomic safety equipment	\$746
Altona North Cricket Club	Cricket equipment for new players	\$1,000
Altona Senior Citizens Centre	Mystery music sessions for seniors	\$1,500
Altona-Laverton Historical Society	IT equipment for volunteers	\$1,500
Altona Yacht Club	Helmets for safer junior participation	\$1,500
Association Islamic Dakwah in Australia (Victoria)	Kids' martial arts safety equipment	\$1,500
Diesel Electric Rail Motor Preservation Association of Victoria	Tools for accuracy and safety	\$1,500
Greek Community of Hobsons Bay Senior Citizens Club	Meal preparation equipment	\$1,372
Hobsons Bay Bicycle User Group	Risk management equipment	\$1,500
Hobsons Bay Netball Club	Netball equipment	\$500
Hobsons Bay Running Club	Race clock	\$548
Laverton Community Integrated Services	Laptop for community youth programs	\$1,500
Seaholme Kindergarten	Seaholme beach kinder resources	\$1,123
St Margaret Mary's Primary School	STEM lunchtime club equipment	\$1,480
Tripoli Social Club Inc	Music system	\$1,500
Walker Close and Brooklyn Hall Association	Office PC support for volunteers	\$1,249
Williamstown Bowling Club Inc	Bowling green equipment	\$682
Williamstown Community and Education Centre	Community garden equipment	\$1,500
Williamstown Lacrosse Club Inc	Lacrosse equipment	\$1,500
Williamstown Little Theatre	Backstage work area safety items	\$1,500
Williamstown North Playgroup	Playgroup natural materials equipment	\$1,500
Williamstown ParkinSong Peer Support Group	Computer to support volunteer committee	\$800
Williamstown Swimming and Life Saving Club Inc	Fuel storage safety items	\$1,500
Zonta Club of Melbourne's West	Zonta resources for community events	\$1,000



## Grants and funding

In addition to its grant's programs, Hobsons Bay City Council provides funding to organisations, including to support ongoing operations through service and funding agreements, and to help Council deliver on community objectives. These are listed in the table below.

Organisation Name	Amount
Altona Meadows Community Centre	\$60,600
Altona Village Traders Association	\$35,000
Brooklyn Community Hall	\$5,000
Hobsons Bay City Band	\$4,000
Hobsons Bay Community Fund	\$20,000
Hobsons Bay International Friendship Association	\$16,500
Hobsons Bay Men's Shed	\$31,270
Hobsons Bay Toy Library Newport	\$4,400
Laverton Community Centre and Neighbourhood House	\$60,600
Laverton Community Integrated Services Community Register	\$127,000
Louis Joel Arts and Community Centre	\$60,600
Louis Joel Arts and Community Centre (Fridays by the bay social program)	\$35,370
Newport Traders Association	\$35,000
Outlets Co-Operative Neighbourhood House	\$60,600
South Kingsville Community Centre	\$60,600
Spotswood Traders Association	\$31,394
The Substation	\$250,000
Walker Close Community Centre	\$60,600
Western Chances	\$30,000
Williamstown Chamber of Commerce	\$35,000
Williamstown Community and Education Centre	\$92,900



# Glossary

<b>ABS</b>	Australian Bureau of Statistics		intersex, queer and asexual
<b>AMO</b>	Animal Management Officer	<b>LGPRF</b>	Local Government Performance Reporting Framework
<b>Boostrix</b>	A vaccine used as a booster to protect against diphtheria, tetanus, and pertussis (whooping cough).	<b>Meningococcal ACWY</b>	A vaccine that protects against four types of meningococcal bacteria: A, C, W, and Y.
<b>CALD</b>	Culturally and Linguistically Diverse	<b>NIEIR</b>	National Institute of Economic and Industry Research
<b>CHSP</b>	Commonwealth Home Support Program	<b>NSS</b>	National Simultaneous Storytime
<b>CO2e</b>	Carbon dioxide equivalent	<b>OHS</b>	Occupational Health & Safety
<b>CRM</b>	Customer Relationship Management (system)	<b>PBS</b>	Private Building Surveyors
<b>DAP</b>	Disability Action Plan	<b>PPM</b>	Project Portfolio Management (system)
<b>DCP</b>	Development Contributions Plan	<b>RAS</b>	Regional Assessment Service
<b>EEO</b>	Equal Employment Opportunity	<b>SIAP</b>	Strategic Internal Audit Plan
<b>FOI</b>	Freedom of information	<b>the VIC</b>	Hobsons Bay Visitor Information Centre
<b>FTE</b>	Full time equivalent	<b>VCAT</b>	Victorian Civil and Administrative Tribunal
<b>GST</b>	Goods and Services Tax	<b>VECO</b>	Victorian Energy Collaboration (for streetlighting)
<b>HPV Gardasil 9</b>	A vaccine that protects against nine types of human papillomavirus (HPV).	<b>VEN</b>	Virtual Energy Network
<b>HACC PYP</b>	Home and Community Care Program for Younger People	<b>VLGA</b>	Victorian Local Governance Association
<b>IBAC</b>	Independent Broad-based Anti-Corruption Commission	<b>WGTP</b>	West Gate Tunnel Project
<b>IDAHOBIT</b>	International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia		
<b>IoT</b>	Internet of Things		
<b>KAS</b>	Key Age & Stage (consultations)		
<b>LXRP</b>	Level Crossing Removals Project		
<b>LGBTIQ+</b>	Lesbian, gay, bisexual, transgender,		



### **Sources for community profile**

Australian Bureau of Statistics (2023–24),  
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ABS 2021 Census of Population and Housing

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National Institute of Economic and Industry  
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Department of Employment and Workplace  
Relations (2025)

.id Consulting, Hobsons Bay Housing Profile 2025

Victorian Population Health Survey 2023

Crime Statistics Agency (2024)

Victorian Gambling and Casino Control Commission  
(2024) Gambling expenditure by local area

Victorian Government (2018) Urban Vegetation  
Cover Reports: Western Region








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 [instagram.com/hobsonsbaycc](https://www.instagram.com/hobsonsbaycc)

 [www.facebook.com/HobsonsBayCityCouncil](https://www.facebook.com/HobsonsBayCityCouncil)



**HOBSONS BAY  
LANGUAGE LINE**

**9932 1212**

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