



Council Meeting **Agenda**

Wednesday 18
February 2026

Commencing at 7:00pm

Wycheproof Supper Room
367 Broadway, Wycheproof

Daniel McLoughlan
Chief Executive Officer



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1 COUNCIL WELCOME AND STATEMENT OF ACKNOWLEDGEMENT

WELCOME

The Mayor Cr Graeme Milne will welcome all in attendance.

STATEMENT OF ACKNOWLEDGEMENT

The Mayor Cr Graeme Milne will acknowledge the traditional owners of the land on which we are meeting and pay our respects to their Elders and to the Elders from other communities who may be here today.

2 RECEIPT OF APOLOGIES

3 CONFIRMATION OF MINUTES OF PREVIOUS MEETING

RECOMMENDATION

That Council adopt the Minutes of the Council Meeting held on 17 December 2025.

4 REQUESTS FOR LEAVE OF ABSENCE

5 DECLARATION OF PECUNIARY AND CONFLICTS OF INTEREST

In accordance with Section 130 (2) of the *Local Government Act 2020* Councillors who have a conflict of interest in respect of a matter being considered at this meeting, must

- a) Disclose the conflict of interest in the manner required by the Council's Governance Rules 2022; and
- b) 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.

Disclosure must occur immediately before the matter is considered or discussed.

6 QUESTIONS FROM THE PUBLIC

7 PROCEDURAL ITEMS

7.1 GOVERNANCE REPORT - FEBRUARY 2026

Author's Title: Acting Manager Governance

Directorate: Corporate and Organisational Performance

File No: GO/05/04

PURPOSE

The purpose of this report is to provide a single reporting platform for a range of statutory compliance, transparency, and governance matters.

The Governance report is prepared as a monthly report to Council.

The Governance report includes:

- Record of Councillor Assemblies and Meetings held
- Record of Councillor Briefings, at Attachment 1 to this report.
- Chief Executive Officer Activity Report
- The Status of Actions Report for Council resolutions at Attachment 2 to this report.
- The summary of minutes from the Audit and Risk Committee Meeting held Wednesday, 10 December 2025 at Attachment 3 to this report.
- Contracts awarded in accordance with the increased Financial Delegation provided to the Chief Executive Officer.
- Building a Better Buloke 2040: Community Vision administrative amendments.

RECOMMENDATION

That Council:

1. Notes the Record of Councillor Assemblies and Meetings held.
2. Notes the Record of Councillor Briefings, at Attachment 1 to this report.
3. Notes the Chief Executive Officer Activity Report
4. Notes the Status of Actions Report for Council resolutions at Attachment 2 to this report.
5. Notes the summary of minutes from the Audit and Risk Committee Meeting held Wednesday, 10 December 2025 at Attachment 3 to this report.
6. Notes the contracts entered into, in accordance with the increased Financial Delegation provided to the Chief Executive Officer of \$1,500,000 (excluding GST).
7. Authorise the Director Community Development to finalise the Building a Better Buloke 2040: Community Vision by including the Acknowledgement of Country, and any minor administrative changes that don't change the intent of the document, professional design of the document and online version, for distribution and implementation.

KEY POINTS/ISSUES

The Governance Report is prepared as a monthly report to Council to provide a single reporting platform for a range of statutory compliance, transparency, and governance matters.

In accordance with best practice principles of good governance practice, and to ensure compliance with the requirements of the *Local Government Act 2020*, this report incorporates matters including records

of meetings held, organised or hosted by Council, items relating to the delegation of Council powers and duties, and policy and strategy reporting.

Record of Councillor Assemblies and Meetings held from 4 December 2025 to 4 February 2026

Records of matters discussed at meetings organised or hosted by Buloke Shire Council that involve Councillors and Council officers are kept in accordance with the Governance Rules.

Meeting records must include attendees, including organisations represented by external presenters; the title of matters discussed; and any conflicts of interests disclosed and whether the declarant of a conflict of interest excused themselves from the meeting.

Record of Councillor Assemblies:

Date/Time/Venue	Councillor Attendees	Meeting Type
9/12/2025 5:30pm <i>Charlton Senior Citizens</i>	Cr Milne, Cr Hogan, Cr Delaney, Cr Stafford, Cr Barratt	Charlton Shire Hall – Community Meeting
10/12/2025 10:00am <i>Wycheproof Supper Room</i>	Cr Milne, Cr Hogan, Cr Barratt, Cr Delaney	Audit and Risk Committee Meeting
15/12/2025 8:00am <i>Via Teams</i>	Cr Getley, Cr Milne, Cr Hogan, Cr Barratt, Cr Stafford, Cr Delaney	CEO and Councillors Update
17/12/2025 7:00pm <i>Wycheproof Supper Room</i>	Cr Getley, Cr Milne, Cr Hogan, Cr Barratt, Cr Stafford, Cr Delaney	Council Meeting
22/01/2026 6:30pm <i>Charlton Park Community Complex</i>	Cr Getley, Cr Milne, Cr Hogan, Cr Barratt, Cr Stafford, Cr Delaney	Australian Citizenship Ceremony
22/01/2026 7:00pm <i>Charlton Park Community Complex</i>	Cr Getley, Cr Milne, Cr Hogan, Cr Barratt, Cr Stafford, Cr Delaney	Buloke Australia Day Awards
4/02/2026 5:00pm <i>Sea Lake Senior Citizens</i>	Cr Getley, Cr Milne, Cr Hogan, Cr Stafford, Cr Delaney	Councillor Briefing

Record of Meetings:

Date/Time/Venue	Meeting Type	Attendees from Council	External Attendees	Conflicts of Interest declared
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10/12/2025 10:00am <i>Wycheproof Supper Room</i>	Audit and Risk Committee Meeting	Cr Milne, Cr Hogan, Cr Delaney Daniel McLoughlan, Jenna Allan, Paula Gardiner, Gaynor Atkin, Salomme Menezes, Anthony Smith, Jason Hunter.	Brad Ead, Bernard Young, Stephen Gardner	Nil
17/12/2025 7:00pm <i>Wycheproof Supper Room</i>	Council Meeting	Cr Milne, Cr Hogan, Cr Barratt, Cr Stafford, Cr Delaney Daniel McLoughlan, Paula Gardiner, Jenna Allan, Gaynor Atkin, Anthony Smith, Georgia Brown	Nil	Nil
4/02/2026 5:00pm <i>Sea Lake Senior Citizens</i>	Councillor Briefing	Cr Milne, Cr Hogan, Cr Delaney, Cr Getley, Cr Stafford Daniel McLoughlan, Jenna Allan, Gaynor Atkin, David Richardson, Ryan Hemley, Trevor Rumbold, Salomme Menezes	<i>Advance Sea Lake Inc. members:</i> Jenny Newell, Patricia Amos, Rohan Mott,	Nil

Chief Executive Officer Activity Report from 4 December 2025 to 4 February 2026

Record of meetings attended by the Chief Executive Officer on behalf of the Buloke Shire Council. Activity record includes the date, activity and location.

Daniel McLoughlan – Chief Executive Officer (4 December 2025 to 4 February 2026)		
Date	Activity	Location
04/12/2025	Loddon Campaspe Councils - CEOs	Online
08/12/2025	MAV CEO Briefing - Maternal & Child Health	Online
08/12/2025	Mallee Regional Partnership Meeting	Kerang
08/12/2025	Meeting with Jade Benham MP	Online
09/12/2025	Meeting with Travellers Rest Committee	Charlton
09/12/2025	Charlton Shire Hall - Community Meeting	Charlton
09/12/2025	Tourism Update Due for GWM Tourism Board Meeting	Online
10/12/2025	Audit and Risk Committee Meeting	Wycheproof
10/12/2025	NGSC Transmission Forum	Online
10/12/2025	Wimmera Southern Mallee Council Alliance - CEO Meeting	Online
11/12/2025	Local Government Executive Roundtable	Dimboola
12/12/2025	BSC CEO and Councillors Update	Online
15/12/2025	CEO and Councillors Catch-up	Online
15/12/2025	MAV - Monday Connect	Online

15/12/2025	BSC, DTP and ERV	Online
16/12/2025	VNI West CRG Meeting - Observers and VNI West Team	Charlton
17/12/2025	Meeting with North Central LLEN	Wycheproof
17/12/2025	Council Meeting	Wycheproof
18/12/2025	Loddon Campaspe Councils - CEOs	Online
18/12/2025	Loddon Mallee Drought Coordination Meeting	Online
19/12/2025	Charlton Fire – Multiple meetings	Charlton
22/12/2025	Charlton Fire - Situation update, coordination	Online
23/12/2025	Charlton Fire Community Information Session	Charlton
24/12/2025	Charlton Fire - Situation update, coordination	Online
27/12/2025	Charlton Fire - Situation update, coordination	Online
30/12/2025	Charlton Fire - Situation update, coordination	Online
02/01/2026	Charlton Fire - Situation update, coordination	Online
03/01/2026	Sea lake Fire - Situation update, coordination	Online
04/01/2026	Sea lake Fire - Situation update, coordination	Online
14/01/2026	NGSC Transmission Forum (Acting CEO Jenna Allan)	Online
19/01/2026	MAV - Monday Connect	Online
21/01/2026	Western REZ Councils - Preparation for Meeting with VicGrid	Online
22/01/2026	Australian Citizenship Ceremony	Charlton
22/01/2026	Buloke Australia Day Awards Celebration	Charlton
26/01/2026	Guest Speaker - Nullawil Australia Day Event	Nullawil
28/01/2026	Meeting with VP Minerals	Wycheproof
02/02/2026	VNI West Social Value Fund – BSC Consultant Brief	Online
04/02/2026	MAV Regional Meeting – Loddon Campaspe Mallee	Online
04/02/2026	Councillor Briefing	Sea Lake

Status of Action of past Council Meeting Resolutions

To provide Council with a list of the Status of Action of Council resolutions outstanding for completion of action since the last Council Meeting.

Audit and Risk Committee Minutes

A summary of the minutes from the Audit and Risk Committee meeting held Wednesday, 10 December 2025 is provided at Attachment 3.

Exercise of Delegated Authority

Council delegates powers, duties and functions to the Chief Executive Officer to support the efficient operation and delivery of Council services.

The Chief Executive Officer has been delegated authority by Council to award contracts up to \$300,000 (exclusive of GST) through an Instrument of Delegation made on 29 October 2025 (\$5 Instrument of Delegation to the Chief Executive Officer).

Council at its meeting held Wednesday, 17 December 2025 resolved as follows:

That Council:

- 1) Increase the Financial delegation provided to the Chief Executive Officer from \$300,000 (excluding GST) to \$1,500,000 (excluding GST).
- 2) Authorised the Chief Executive Officer to exercise the increased financial delegation of \$1,500,000 (excluding GST) for the procurement of goods, services and works only when the following conditions are satisfied:
 - a. Contracts and works are directly related to projects associated with the 2022 and 2023 flood events, namely:
 - i. AGRN 1037 (October 2022 Flooding Event).
 - ii. AGRN 1096 (December 2023 Flooding Event).
 - b. Council Flood Support Fund Approved Works Schedule (AGRN 1037, AGRN 1096, AGRN 1108).
 - c. Funded flood studies and Laser imaging Detection and Ranging projects (funded due to the 2022 and 2023 flood events).
- 3) Receive a report at the next available Council Meeting clearly identifying each Contract awarded via exercising of the temporary increased financial delegation.
- 4) Authorises the temporary increase of the CEO financial delegation up to 30 June 2027, or earlier by resolution of Council.

Contract Name	Awarded to	Contract Sum (\$) (excl. GST)	Brief Description of Works Under Contract (Scope)
Contract C126 2024/25 – FRRW - Nullawil Meridian Road – DP5	HIWAY Pty Ltd	\$1,450,000.00	Rehabilitation and widening of the full length of Nullawil Meridan Road. Finished sealed road width will be 6m.
Contract C132 2025/26 – Supply & Construction of Flood Protection Levee, Camp Street Donald	Eco Infrastructure & Engineering Pty Ltd	\$609,905.46	Supply, and civil construction works for installation of a demountable flood barrier including reinforced concrete footing works, concrete sleeper retaining wall works, underground stormwater drainage works flexible road pavement works, bituminous works and other associated works along Camp St, Donald.
Contract C135 2025/26 – FRRW– Watchupga West Road	Berne Fleming Civil Pty Ltd	\$274,180.00	Reinstatement works for Watchupga West Road, Watchupga had flood damage identified between chainage Ch 12.260 km and Ch 12.760 km.

Corporate Documents

In accordance with the *Local Government Act 2020*, all Victorian Councils must maintain a Community Vision with an outlook of at least 10 financial years. The Community Vision describes the long-term community's aspirations for the future of the municipality.

Council revised the Community Vision in accordance with Section 88 of the *Local Government Act 2020*. Council adopted the Building a Better Buloke 2040: Community Vision at its meeting held Wednesday, 5 November 2025.

At the time of adoption, the Acknowledgement of Country was inadvertently left off the final version. It is recommended that Council now include Councils Acknowledgement of Country as included in the Council Plan 2025-2029 as outlined below:

Buloke Shire Council acknowledges the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk, the Dja Dja Wurrung and Wamba Wemba people as the Traditional Owners of parts of the land now known as Buloke. We pay our respects to Elders past and present, and value their ongoing contribution to our heritage and our community.

Council have also become aware of other minor administrative errors within the document, none of which change the intention of its content. These errors will be amended and published with endorsement from the Chief Executive Officer.

Attachments:

1. Attachment 7.2.1 - Councillor Briefing Record - 4 February 2026
2. Attachment 7.2.2 - Council Resolution Action - 18022026
3. Attachment 7.2.3 - Summary of minutes ARC Dec 25



Councillor Briefing Record

Build a Better Buloke – a healthy, connected, inclusive and prosperous community

Date:	Wednesday, 4 February 2026	Time:	5:00pm
Location:	Sea Lake Senior Citizens		
Acknowledgement of Country:	The Mayor will acknowledge the traditional owners of the land on which we are meeting and pay our respects to their Elders and to the Elders from other communities who may be here today.		

NO.	MATTER FOR DISCUSSION
1	Welcome / Councillor Only Time
1.1	Welcome
1.2	Apologies: Cr Stephen Barratt (illness)
1.3	Guests: Jenny Newell – Advance Sea Lake Patricia Amos – Advance Sea Lake Rohan Mott – Advance Sea Lake Trevor Rumbold – Senior Engineer Buildings and Open Spaces Salomme Menezes – Manager Financial Strategy
1.4	Attendees: <i>Councillors:</i> Cr Graeme Milne – Mayor; Cr Bernadette Hogan – Deputy Mayor; Cr Charmaine Delaney; Cr Alan Getley; Cr Bruce Stafford <i>Officers:</i> Daniel McLoughlan – CEO; Jenna Allan – Director Corporate and Organisational Performance; David Richardson – Acting Manager Assets and Delivery; Ryan Hemley – Manager Works; Gaynor Atkin – Director Community Development
1.5	Declaration of Pecuniary and Conflicts of Interest - None declared
2	Confirmation of Notes of Previous Meeting
2.1	Notes of the Council Briefing held on 3 December 2025 - No matters raised
3	Presentations
3.1	Advance Sea Lake – Jenny Newell, Patricia Amos & Rohan Mott
4	Briefing Reports
4.1	Charlton Hall Update –
	Dinner - (6:20pm)
4.2	Quarterly Financial Report – Quarter 2 – Jenna Allan & Salomme Menezes



4.3	Quarterly Performance Report – Quarter 2 FY2025/26 – Jenna Allan
5	Councillor Matters
5.1	Councillor Matters
6	Chief Executive Officer Updates
6.1	
7	Next Briefing
7.1	4 March 2026 at 5:00pm - Nandaly
8	Close Meeting
8.1	Time: 8:58pm

Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
02082023	Infrastructure & Delivery	8.2.1	That Council: 1. Notes following consultation process in accordance with its Community Engagement Policy, one submission was received to the proposed nine-lot subdivision sale of land at 110 Sutcliffe Street, Sea Lake; 2. Sells nine-lot subdivision surplus land at 110 Sutcliff St, Sea Lake by private treaty or auction in accord sec 114 of the <i>Local Government Act 2020</i> and Council's Sale of Land Policy; and 3. Authorises the CEO to execute the Transfer of Land documents and any other documents required to affect the sale of the land.	Director Infrastructure & Delivery	GWM Water approval obtained, procurement for works has commenced. Civil contractor has recommended works. 290524 - Plumbing works for water, sewer and stormwater commence in June, final civil works to follow. Valuation complete to inform sale of land process to be undertaken. (MS) 110226: Statement of Compliance received for all utility connections. Council to appoint conveyancer to progress release of titles prior to sale process commencing. (TR)	Commenced
18122024	Corporate & Organisational Performance	8.1.2	Draft Governance Rules and Draft Election Period Policy. That Council: 1. Having prepared the Revised Draft Governance Rules in accordance with section 60 of the <i>Local Government Act 2020</i> , approves and commences a 9-week process of community consultation in relation to the Revised Draft Governance Rules and Draft Election Period Policy, and makes the Revised Draft Governance Rules and Draft Election Period Policy available for Public Exhibition via Council's website;	Director Corporate & Organisational Performance	Progress has been delayed due to impending model Governance Rules being published for public exhibition (due December 2025, yet to be released as at	Commenced

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Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<ol style="list-style-type: none"> Allows persons to make submissions in writing in relation to any proposal contained within the Revised Draft Governance Rules and/or Draft Election Period Policy; and Allows presentations in support of written submissions to be heard at the Council Meeting on 19 March 2025 prior to the proposed adoption of the Draft Governance Rules and Draft Election Period Policy at this Meeting. 			
19022025	Corporate & Organisational Performance	9.5.1	Sale of properties for recovery of unpaid rates and charges	Director Corporate & Organisational Performance	Brought to Council. Sale process underway.	Commenced
19112025	Community Development	8.2.3	<p>That Council:</p> <ol style="list-style-type: none"> Commit \$200,000 over FY2026/27 Annual Budgets for the purposes of submitting an application to the Local Sports Infrastructure Fund for the construction of a compliant netball court and associated sports lighting; and Delegate authority to the Chief Executive Officer to apply for the Local Sports Infrastructure Fund; and Delegate authority to the Chief Executive Officer to underwrite a community contribution to the effect of \$200,000; and Authorises the Chief Executive Officer to sign the funding agreement on behalf of the Council should the application be successful. 	Director Community Development	<ol style="list-style-type: none"> Complete Complete Complete Outstanding 	Commenced
19112025	Community Development	9.1.2	<p>That Council:</p> <ol style="list-style-type: none"> Advocates to the Victorian Government for urgent increased funding for Neighbourhood Houses, consistent with the Neighbourhood Houses Victoria (NHV) call for an additional \$11.7 million per annum to ensure the sustainability of the sector and prevent the potential closure of up to 200 Neighbourhood Houses across Victoria. Directs the Mayor and CEO to write to the relevant Ministers for Health, Ageing, Mental Health, Carers and Volunteers, Youth, Equality and Public and Active Transport, local Members of 	Director Community Development	<ol style="list-style-type: none"> Complete Outstanding Outstanding Ongoing Outstanding 	Commenced

Tabled 18 February 2026 Council Meeting

Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<p>Parliament, and Neighbourhood Houses Victoria expressing Council's strong support for:</p> <ol style="list-style-type: none"> increased ongoing core funding to reflect rising operating costs, increased community demand, and years of funding erosion; investment in the 25 currently unfunded Neighbourhood Houses across the state; and a commitment to establishing 20 new Neighbourhood Houses in outer metropolitan and regional growth areas. <p>3. Highlights within the correspondence to the Minister and Members of Parliament the demonstrated community benefit delivered by Neighbourhood Houses, including that:</p> <ol style="list-style-type: none"> more than 185,000 Victorians access programs and local supports through the 400+ Neighbourhood Houses each week; every \$1 invested in Neighbourhood House funding generates \$21.94 in community benefit; neighbourhood house participation results in 94% of visitors reporting improved physical wellbeing and 96% reporting improved emotional wellbeing; and the sector contributes an estimated \$922 million per year in overall benefits to the Victorian community. <p>4. Continues to closely engage with local Neighbourhood Houses within the Buloke Shire Council to understand current service pressures, the impacts of insufficient funding, and opportunities to strengthen Council's advocacy messaging.</p> <p>5. Requests in writing, the Municipal Association of Victoria (MAV) reinforce statewide advocacy for a sustainable, indexed, and contemporary funding model for Neighbourhood Houses.</p>			
17122025	Community Development	8.1.1	That Council endorse the Draft Event Planning Guide to go on public exhibition from 18 December 2025 to 31 January 2026.	Director Community Development		Commenced
17122025	Infrastructure & Delivery	8.1.2	<p>That Council:</p> <ol style="list-style-type: none"> Grant a lease to the Commonwealth of Australia as represented by the Bureau of Meteorology (Bureau) for the land surrounding the Charlton Automatic Weather Station (AWS) at 212 Charlton – St Arnaud Road on the following terms: <ol style="list-style-type: none"> A 10 year lease commencing 16 July 2023, including two further terms of 10 years each, and 	Senior Engineer Buildings & Opens Spaces	Lease documents have been fully executed by Council and the Bureau on 14 Jan 2026.	Complete

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Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<ul style="list-style-type: none"> b. Base rent is \$10 ex GST per annum (if demanded). 2. Delegate authority to the Chief Executive Officer to execute all lease documents 3. Authorise the CEO to administer the lease in line with the terms and conditions. 			
17122025	Community Development	8.1.3	<p>That Council:</p> <ul style="list-style-type: none"> 1. Approves the officer recommendation to part fund the following projects under the Community Grants Program: \$1,000 – Birchip Neighbourhood House Inc Project: Together for Christmas \$500 - Lions Club of Charlton Inc Project: Charlton Community Xmas Fest 2. Notes that a report will be presented to Council at a future meeting on the future of the Community Grants Program. 	Coordinator Community Development & Facilities	<ul style="list-style-type: none"> 1. Complete 2. Commenced 	Commenced
17122025	Community Development	8.1.4	<p>That Council having caused notice of Planning Application No. PA25012 to be given under Section 52 of the Planning and Environment Act 1987 and having considered all the matters required under Section 60 of the Planning and Environment Act 1987 issues a Notice of Decision to Grant a Permit under the provisions of 35.07-1 and 35.07-4 of the Buloke Planning Scheme in respect of the land known and described as 376 Mills Road, Whirily (Lot 2 PS605747), for the construction of two sheds associated with a Section 2 use (pig farm) and increase in numbers from 1318 to 3534 pigs in accordance with the endorsed plans, with the application dated 3 April 2025, subject to the following conditions:</p> <p>Endorsed Plans</p> <ul style="list-style-type: none"> 1. The use and development as shown on the endorsed plans must not be altered without the written consent of the responsible authority. 2. The permitted maximum capacity of the Pig farm is for 3,588 Standard Pig Units (SPU). 3. The use and development allowed by the permit must be undertaken in accordance with the: <ul style="list-style-type: none"> i. Symbanks Pig Farm - Environmental Management Plan (Job No: 235) – Version 3, by Robyn Tucker of Livestock Environmental and Planning (LEAP), dated 8 November 2025 ii. National Environmental Guidelines for Indoor Piggeries (NEGIP; Australian Pork Limited, 2025). 4. The use and development must be managed so that the amenity of the area is not detrimentally affected, through the: <ul style="list-style-type: none"> i. Transport of materials, goods or commodities to or from the land ii. Appearance of any building, works or materials iii. Emission of noise, artificial light, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit or oil to the satisfaction of the responsible authority. 	Planning Officer	Permit issued	Complete

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Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<p>5. The use and development of the land must not interfere with surrounding existing uses, including agriculture.</p> <p>6. External lighting must be designed, baffled and located so as to prevent any adverse effect on adjoining land to the satisfaction of the responsible authority.</p> <p>7. The appearance of the subject land, in the opinion of the responsible authority must not adversely affect the amenity of the local area.</p> <p>8. The operator under this permit must control vermin and pests, including mosquitoes, to the satisfaction of the responsible authority.</p> <p>Access</p> <p>9. Suitable access must be provided for emergency vehicles both into and around the development. Roads must be constructed to a standard so that they are accessible in all weather conditions and capable of accommodating a vehicle of 15 tonnes for the trafficable road. The trafficable road width must be a minimum of 6 metres.</p> <p>10. Before occupation of the development starts, the area(s) set aside for the parking of vehicles and access lanes as shown on the endorsed plans must be:</p> <ul style="list-style-type: none"> i. Constructed ii. properly formed to such levels that they can be used in accordance with the plans iii. surfaced with an all-weather-access material to the satisfaction of the responsible authority. <p>Drainage</p> <p>11. All stormwater runoff from the proposed development hereby permitted must be disposed of onsite to the satisfaction of the responsible authority.</p> <p>12. No polluted and/or sediment laden run-off is to be discharged directly or indirectly into the responsible authority's drains or watercourses.</p> <p>13. All works must be undertaken in a manner that minimises soil erosion, and any exposed areas of soil must be stabilised to prevent soil erosion, to the satisfaction of the responsible authority.</p> <p>Maintenance</p> <p>14. All buildings and works must be maintained in good order and appearance to the satisfaction of the responsible authority. Referral Authority Conditions – Powercor</p> <p>15. The applicant shall ensure that existing and proposed buildings and electrical installations on the subject land are compliant with the Victorian Service and Installation Rules (VSIR).</p> <p>Notes: Where electrical works are required to achieve VSIR compliance, a registered electrical contractor must be engaged to undertake such works.</p> <p>16. Any buildings must comply with the clearances required by the Electricity Safety (Installations) Regulations.</p> <p>17. Any construction work must comply with the Energy Safe Victoria's "No Go Zone" rules.</p>			

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Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<p>Notes: To apply for a permit to work go to our website: https://customer.portal.powercor.com.au/mysupply/CIAWQuickCalculator and apply online through the No Go Zone Assessment.</p> <p>18. The property owner/builder should contact Dial before you Dig, before any excavation works are undertaken on the property.</p> <p>Commencement of Permit</p> <p>19. This permit will operate from the issued date of this permit</p> <p>Permit Expiry</p> <p>This permit as it relates to use and development will expire if one of the following circumstances applies:</p> <ol style="list-style-type: none"> The development is not started within 2 years of the issued date of this permit. The development is not completed within 4 years of the issued date of this permit. The use does not start within 2 years of completion of the development. <p>In accordance with Section 69 of the Planning and Environment Act 1987, an application may be submitted to the Responsible Authority for an extension of the periods referred to in this condition.</p> <p>Permit Notes</p> <p>It is your responsibility to ensure all other authorisations are obtained prior to any works commencing. This may include Building, Engineering and Local Laws Permits. You are also required to abide by any State and Federal Legislation in relation to your approved proposal.</p>			
17122025	Infrastructure & Delivery	8.1.5	<p>That Council:</p> <ol style="list-style-type: none"> Awards the panel contract of Contract C130 2025/26 – Supply and Delivery of Road Making Materials to: <ol style="list-style-type: none"> Allstone Quarries AP Earthmoving Boral Construction Materials Central Vic Precast Colas Australia Group Downer EDI EB Mawsons Forest Springs Fulton Hogan Gravel Lock Gregs Digging Harril (Coburn) Reeves Earthmoving Unyte Southern Whitfield Excavations 	Acting Director Infrastructure and Delivery	11 Contracts completed 4 Contract documents being finalised	Commenced

Tabled 18 February 2026 Council Meeting

Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<ol style="list-style-type: none"> 2. Authorises the Chief Executive Officer to sign the Contract documents on behalf of Council. 3. Delegate authority to the Chief Executive Officer to approve payments to the Contractor for undertaking the works associated with the Contract. 4. Delegate authority to the Chief Executive Officer to approve all variations under the Contract. 5. Notes and declares the attachments to this report as confidential on the grounds that it relates to (g) (ii) private commercial information, being information provided by a business, commercial or financial undertaking that if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage as described in s 3(1) of the Local Government Act 2020. 			
17122025	Infrastructure & Delivery	8.1.6	<p>That Council:</p> <ol style="list-style-type: none"> 1. Award Contract C134 2025/26 – FRRW – Various Road Works – Berriwillock & Woomelang Areas to Harril Pty Ltd T/A Coburns Earthmoving for \$900,004 (excluding GST), 2. Authorises the Chief Executive Officer to sign the Contract documents on behalf of Council, 3. Delegate authority to the Chief Executive Officer to approve payments to the Contractor for undertaking the works associated with the Contract, 4. Delegate authority to the Chief Executive Officer to approve all variations under the Contract, and 5. Notes and declares the attachments to this report as confidential on the grounds that it relates to (g) (ii) private commercial information, being information provided by a business, commercial or financial undertaking that if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage as described in s 3(1) of the <i>Local Government Act 2020</i>. 	Acting Director Infrastructure and Delivery	Contract documents signed	Complete
17122025	Infrastructure & Delivery	8.1.7	<p>That Council:</p> <ol style="list-style-type: none"> 1. Increase the Financial Delegation provided to the Chief Executive Officer from \$300,000 (excluding GST) to \$1,500,000 (excluding GST). 2. Authorised the Chief Executive Officer to exercise the increased financial delegation of \$1,500,000 (excluding GST) for the 	Acting Director Infrastructure and Delivery		Complete

Tabled 18 February 2026 Council Meeting

Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
			<p>procurement of goods, services and works only when the following conditions are satisfied:</p> <ol style="list-style-type: none"> contracts and works are directly related to projects associated with the 2022 and 2023 flood events, namely; <ol style="list-style-type: none"> AGRN 1037 (October 2022 Flooding Event). AGRN 1096 (December 2023 Flooding Event). Council Flood Support Fund Approved Works Schedule (AGRN 1037, AGRN 1096, AGRN 1108). Funded flood studies and Laser imaging Detection and Ranging projects (funded due to the 2022 and 2023 flood events). <ol style="list-style-type: none"> Receive a report at the next available Council Meeting clearly identifying each Contract awarded via the exercising of the temporary increased financial delegation. Authorises the temporary increase of the CEO financial delegation up to 30 June 2027, or earlier by resolution of Council. 			
17122025	Corporate & Organisational Performance	8.1.8	<p>That Council:</p> <ol style="list-style-type: none"> Notes the Minister for Local Government, The Hon. Nick Staikos MP provided Council a copy of the report prepared by Peter Harriott, Municipal Monitor on 31 January 2025 Attachment A to this report and that a copy of this report is available on the Local Government Victoria website. Submits the Municipal Monitor's Final Report Recommendations – Implementation Plan and Status Report Attachment B to this report to the Minister for Local Government by 31 December 2025. 	Acting Manager Governance	Letter and Status Report sent to the Minister's Office	Complete
17122025	Corporate & Organisational Performance	8.2.1	<p>That Council:</p> <ol style="list-style-type: none"> Receives and notes the Quarterly Financial Report for period ending 30 September 2025. Receives and notes the Capital Works Statement for period ending 30 September 2025. 	Manager Financial Strategy	Noted	Complete
17122025	Corporate & Organisational Performance	8.3.1	That Council notes the Quarterly Organisational Performance Report for Quarter 1: FY2025/26.	Director Corporate and Organisational Performance	Noted	Complete
17122025	Community Development	8.3.2	That Council notes the Municipal Emergency Management Plan.	Municipal Emergency Management Coordinator		Complete

Tabled 18 February 2026 Council Meeting

Council Resolution Action – Outstanding and Items from Council Meeting 17 December 2025 - Tabled 18 February 2026

Date	Directorate	Item	Resolution	Actioning Officer/s	Status of Action	Complete or commenced
17122025	Council	9.3	That Council: 1. Extends its condolence and support on behalf of the people of the Buloke community to the Jewish community in the wake of the Bondi tragedy on Sunday, 14 December 2025. 2. Notes our thoughts are with the victims, their families, NSW Police, first responders, Waverly City Council, and Jewish communities across Australia who are deeply impacted by this senseless act of violence. 3. Notes that the Cities of Glen Eira and Port Phillip, with the support of the Municipal Association of Victoria, invited Mayors across Victoria to co-sign a joint statement in response to the tragic mass shooting at Bondi Beach with the Mayor signing the joint statement.	CEO	CEO sent letter to Waverly City Council.	Complete
17122025	Corporate & Organisational Performance	9.5.1	Confidential Report: Sale of Properties for Recovery of Rates and Charges That Council: 1. Proceeds with the necessary next steps to sell [REDACTED] for the recovery of unpaid rates and charges in accordance with section 181 of the <i>Local Government Act 1989</i> ; 2. Accepts the terms and conditions as outlined by and for the Australian Securities and Investment Commission to be named as a 'defendant' in legal proceedings as Attachment 1 to this report; 3. Notes and declares this report as confidential on the grounds that it relates to (a) Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released: 4. (f) personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs as described in s 3(1) of the <i>Local Government Act 2020</i> .	Manager Financial Strategy		

Tabled 18 February 2026 Council Meeting



Summary of Minutes - Audit and Risk Committee Dec 2025

Build a Better Buloke – a healthy, connected, inclusive and prosperous community

Date:	10 December 2025	Time	10:03am – 11:34am
Location:	Wycheproof Supper Room		

NOTE: This is a summary of the minutes of the meeting only – full minutes are circulated and moved through the meeting formally.

NO.	MATTER FOR DISCUSSION	
1.	Welcome & Statement of Acknowledgement	
2.	Present Bernard Young (Acting Chair and Independent Member), Stephen Gardner (Independent Member) Cr Graeme Milne (Mayor - Member), Cr Bernadette Hogan (Member), Daniel McLoughlan (CEO), Jenna Allan (Director Corporate and Organisational Performance), Paula Gardiner (Acting Director Infrastructure and Delivery), Gaynor Atkin (Director Community Development), Salomme Menezes (Manager Financial Strategy), Anthony Smith (Acting Manager Governance), Jason Hunter (Acting Manager Innovation and Technology), Brad Ead (AFS Internal Auditor), Cr Charmaine Delaney (Councillor).	
3.	Apologies Dean Sleigh (Chair and Independent Member), Alan Getley (Councillor), Bruce Stafford (Councillor)	
4.	Confirmation of Minutes of Previous Meeting Noted	
5.	Chief Executive Briefing <ul style="list-style-type: none"> • Employment Relations Matters • Industrial Relations Matters • Birchip Netball Court Project Update • Renewable Energy and Transmission Planning in the Western Renewable Energy Zone – general update for information of Council submissions • Flood Recovery Status • Budget Preparation 2026/2027 	
6.	Declaration of Pecuniary and Conflicts of Interest Nil declared	
7.1	Outstanding Action Items Status update noted by the committee	
7.2	Audit and Risk Committee Work Plan Noted	



7.3	ICT Quarterly Update Report Noted	
7.4	Asset Management Quarterly Update Noted	
7.5	Internal Audit Scope – Long Term Financial Planning Motion: That the Audit and Risk Committee approve the audit scope for the internal audit – long term financial planning. Moved, Seconded and Carried.	
7.6	Internal Audit Report – Emergency Management – Esoteric Festival Noted	
7.7	External Audit – Closing report and final management letter for the year ended 30 June 2025 Noted	
7.8	Legislative Compliance Register Noted	
7.9	2026/2027 Budget Timetable Noted	
7.10	Councillor and CEO Reimbursements Noted	
7.11	Quarterly Investment Report – September 2025 Noted	
7.12	Quarterly Financial Report for the Period Ending 30 September 2025 Noted	
7.13	Status of Municipal Monitor’s Report and Implementation Plan Noted	
7.14	Audit and Risk Committee 2026 Meeting Schedule MOTION: That the Audit and Risk Committee adopt its 2026 Meeting Schedule as follows: <ol style="list-style-type: none"> 1. Wednesday, 11 February 2026, commencing at 2.00 pm Wycheproof Supper Room. 2. Wednesday, 13 May 2026, commencing at 2.00 pm Wycheproof Supper Room. 3. Wednesday, 9 September 2026, commencing at 10.00 am Wycheproof Supper Room. 4. Wednesday, 9 December 2026, commencing at 10.00 am Wycheproof Supper Room. Moved, Seconded and Carried.	
7.15	Audit and Risk Committee Work Plan 2026	



	Motion: That the Audit and Risk Committee adopt the 2026 Annual Work Plan. Moved, Seconded, Carried.	
7.16	Audit and Risk Committee Annual Self Assessment Motion: That the Audit and Risk Committee endorse the Annual Self-Assessment to be undertaken and noting the close date of 31 December 2025. Moved, Seconded, Carried.	
7.17	Victorian Auditor-General's Office Status Report Moved.	
8.	Other Business The Director Corporate and Organisational Performance, Jenna Allan provided the Audit and Risk Committee with an update in relation to the Emergency Services and Volunteers Fund. Jenna Allan advised that the Treasurer had just announced some important changes to the Emergency Services and Volunteers Fund, as part of the 2025–26 Budget Update. The changes include providing Stability for primary production properties and the delay to the implementation of the non-primary place of residence fixed charge. This means that: <ul style="list-style-type: none"> • the variable rate for primary production properties will remain at 28.7 cents per \$1,000 CIV for at least the next two financial years. • the fixed charge for non-primary place of residence (non-PPR) properties will remain unchanged until July 2027. 	
9.	Meeting Close Meeting Closed at 11:34am	

8 GENERAL BUSINESS

8.1 POLICY REPORTS

8.1.1 SOCIAL MEDIA POLICY

Author's Title: Director Corporate and Organisational Performance

Directorate: Corporate and Organisational Performance **File No:** CM/14/05

Relevance to Council Plan 2025 - 2029

Strategic Council leadership and engagement

Objective: Responsible leadership and decision making

PURPOSE

The purpose of this report is for Council to adopt an updated Social Media Policy that reflects its and the sectors contemporary environment.

SUMMARY

Council first adopted its Social Media Policy in 2016 and has since updated the Policy in 2022 to better reflect its presence across its Corporate Facebook and X (Twitter) profiles. In accordance with the new Model Councillor Code of Conduct introduced in 2024, Council have undertaken a further review of the Social Media Policy and have updated the document to ensure that improved standards of Governance and Integrity may be reflected through Social Media platforms used by Council.

RECOMMENDATION

That Council:

1. Adopts the revised and updated Social Media Policy 2026;
2. Authorises the Chief Executive Officer to make minor administrative amendments to the Policy as required, provided such amendments do not materially alter the intent or scope of the Policy;
3. Notes that the updated Policy will be implemented across the organisation and communicated to employees, volunteers, contractors and Councillors.

DISCUSSION

Council's Social Media Policy is an important document to uphold Council's integrity whilst having a significant online presence. Council operates its own Facebook, X and LinkedIn pages and has around 5,000 residents engaging with Council on these platforms. The policy gives clear direction and guidelines for social media use both professionally for Council and for personal use by Councillors and staff alike.

A strong Social Media Policy helps Councillors, Council staff and the community ensure a safe platform for communication and engagement for the betterment of Council services. With the fast-paced nature of social media and increase in uptake for more urgent forms of communication, the ability to innovate with new platforms and updated offerings of currently used platforms is imperative.

RELEVANT LAW

Local Government Act 2020

Local Government Amendment (Governance and Integrity) Act 2024

Model Councillor Code of Conduct

RELATED COUNCIL DECISIONS

Council's Social Media Policy was last updated and adopted in 2022.

OPTIONS

Council may choose to not adopt the proposed changes to the Social Media Policy.

SUSTAINABILITY IMPLICATIONS

Not applicable.

COMMUNITY ENGAGEMENT

This Policy is relevant to staff, Councillors, volunteers and contractors and does not warrant community engagement.

INNOVATION AND CONTINUOUS IMPROVEMENT

Council are committed to ensuring compliance with the relevant law and regulations which maintain a high standard of service delivery for our community. Updating this policy to ensure a timely review has been undertaken will enable staff, Councillors, volunteers and contractors to confidently utilise social media to the best of their ability.

COLLABORATION

Internal collaboration between service areas has been undertaken for this Policy review, along with research into other similar Policy documents and supporting information relevant to the Local Government sector.

FINANCIAL VIABILITY

Social media use incurs costs through Council's operational budget, however when managed efficiently, this form of communication and community engagement has proven to be an extremely important and effective method of communication to our community which in fact, costs Council less than more traditional means of communications (eg. Print media).

REGIONAL, STATE AND NATIONAL PLANS AND POLICIES

Not applicable.

COUNCIL PLANS AND POLICIES

The use of social media is required and expected through the delivery of strategic outcomes of the Council Plan 2025-29.

TRANSPARENCY OF COUNCIL DECISIONS

This Policy will continue to be reviewed when appropriate or due and brought through Council to ensure transparency to the Community.

CONFLICT OF INTEREST

No officer involved in the preparation of this report or the review of this Policy has declared a conflict of interest.

Attachments:

1. Attachment 8.1.1.1 - Social Media Policy 2026



POLICY LOCATION	COMMUNITY DEVELOPMENT	POLICY TITLE	SOCIAL MEDIA POLICY
POLICY NUMBER	CM/14/33	DATE ADOPTED	February 2026
REVISION NUMBER	4	REVISION DATE	2029

1. Purpose

The purpose of this policy is to:

- provide understanding and guidance for Councillors and Staff on the appropriate use of social media for the purposes of promoting Council activities and the personal use of social media where Council is referred to (whether explicitly or implicitly);
- minimise inaccurate information Council places in the public realm;
- protect Council's reputation.

2. Scope

This policy applies to all Councillors, Staff, Volunteers and Contractors herein referred to as Councillors and Staff.

3. Principles

This policy sets the ethical standards and requirements applicable for Council's professional use of social media and is underpinned by the following five principles:

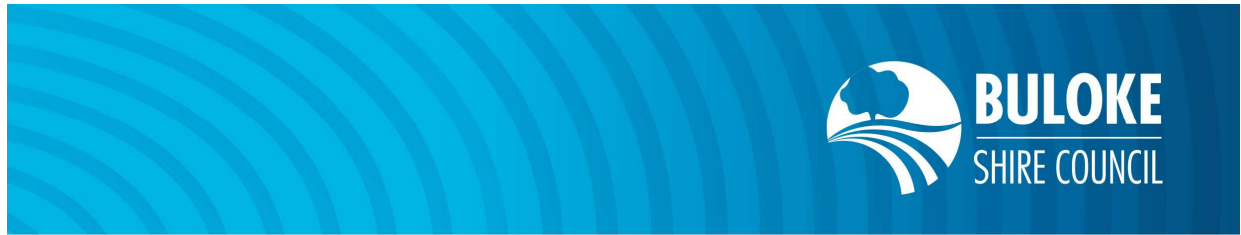
Respect – We respect our audience, valuing different opinions and building positive relationships.

Integrity – We strive to be reliable, truthful and open when using social media, conducting all online activities professionally and ethically, ensuring published material is not influenced by conflicts of interest.

Accuracy – We ensure that factual material is accurate, not misleading and is distinguishable from other material such as opinion.

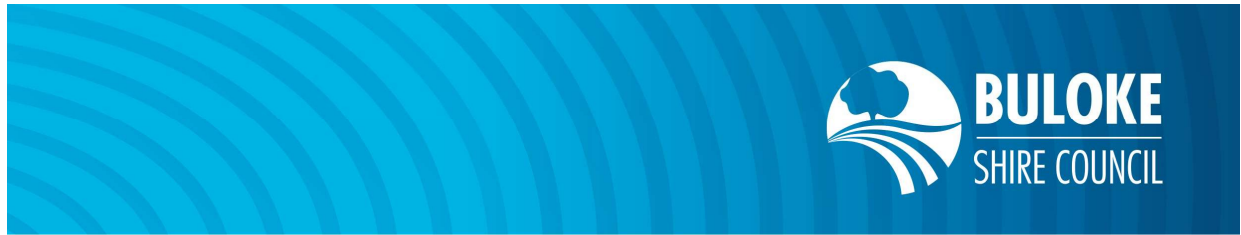
Excellence – We aim to improve Council's performance through Professional Use of social media, listening to our audience and engaging with them.

Accountability – We take personal accountability for what we say and do while using social media, including owning up to and rectifying our mistakes.



4. Definitions

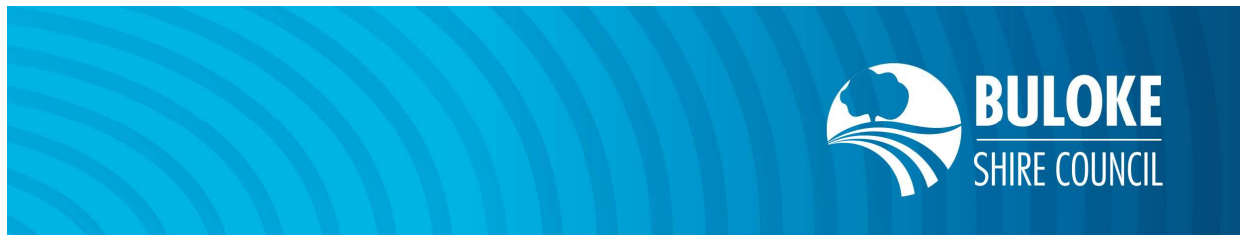
Social media	<p>Is a group of online applications designed to allow information to be created, shared, discussed and disseminated.</p> <p>Social media includes the sites, tools, channels and engagement platforms used to publish content and promote connections and conversations.</p> <p>See Appendix 1 of Policy for definitions of social media</p>
Councillor	<p>A duly elected Councillor of Buloke Shire Council.</p>
Authorised Staff	<p>Buloke Shire Council Staff that have received approval from the Chief Executive Officer to officially represent the Buloke Shire Council via social media technology</p>
Staff	<p>Includes all Employees, Volunteers or Contractors engaged by Council</p>
Executive Management Team	<p>Comprises the Chief Executive Officer and second level Directors.</p>
Official social media account or group	<p>Is defined as an account or group which managed by and monitored by Council staff, represents operations of Buloke Shire Council, has authorisation to use Buloke Shire Council logos, names or other official identifier/s.</p> <p>Official Council platforms include but are not limited to: Facebook, Instagram, LinkedIn, Twitter, Youtube.</p>
Organisational social media	<p>Is defined as accounts or platforms used as tools for staff to undertake their role as an employee of Buloke Shire Council. These platforms include but not limited to Zoom and Microsoft Team. Staff are authorised to use these 'tools' as an employee.</p>
A Minor	<p>Is a young person under the age of 16 years. A person under the age of 16 cannot legally give consent.</p>



5. Policy Statement

General

- 5.1. Social media has become an essential part of our personal and professional lives. It has fundamentally shifted how we communicate with friends, colleagues, government, businesses and communities.
- 5.1. For local government, social media provides opportunities to enhance community connection and to encourage online conversations through the exploration and consideration of diverse thoughts and views.
- 5.2. Council encourages open conversation, debate and expect participants to behave in a respectful manner on social media platforms.
- 5.3. As new social media platforms continue to emerge there will be new opportunities for dynamic and engaging two-way communications that can complement existing communication and further improve information, and delivery of key services, strategic projects and programs to supplement conventional consultation methods.
- 5.4. Council recognises the potential for risk to Council's reputation and image arising from the misuse of social media in a professional or personal capacity. Accordingly, Councillors and staff are bound by, and recognise, the requirements and behaviours within the Buloke Shire Council Councillor Code of Conduct, Staff Code of Conduct and Council policies when participating in social media activities in an official or private capacity to ensure that any risk to reputation and image is minimised.
- 5.5. When using social media professionally or privately and there is a direct or inferred relationship between the User and Buloke Shire Council Councillors and staff must not post or share comments, photos, videos, electronic recordings or other information that:
 - is defamatory, offensive, humiliating, threatening or intimidating to Councillors, staff or members of the public
 - denigrate Council in any way
 - contains profane language or is sexual in nature
 - constitutes harassment and/or bullying
 - is contrary to their duties under Victorian Workplace Legislation and their responsibilities under any policies or procedures adopted by the Council to ensure workplace health and safety
 - contains content about the Council, Councillors, Staff or members of the public that is misleading or deceptive
 - divulges confidential Council information
 - breaches the privacy of other Councillors or members of the public



- contains allegations of suspected breaches of the Councillors or staff Code of Conduct
- could be perceived to be an official comment on behalf of the Council where they have not been authorised to make such comment
- commits Council to any action
- breaches copyright
- violates an order made by a court
- advertises, endorses or solicits commercial products or business
- constitutes spam
- is in breach of the rules of the social media platform

5.6. Users should be aware that they may be considered a 'publisher' of any content uploaded onto a social media platform they administer, including content that:

- is uploaded by a third party; and/or
- appears on their social media platform because they have 'liked', 'shared', or 'retweeted' the content, or similar.

5.7. When using social media Users must:

- attribute work to the original author, creator or source when uploading or linking to content produced by a third party
- obtain written permission from a minor's parent or legal guardian before uploading content in which the minor can be identified. Refer to consent form.

5.8. If in doubt about the provisions of this policy, staff are advised to contact the Manager Customer Engagement or relevant Director prior to engaging in social media activities (personal use or professional use).

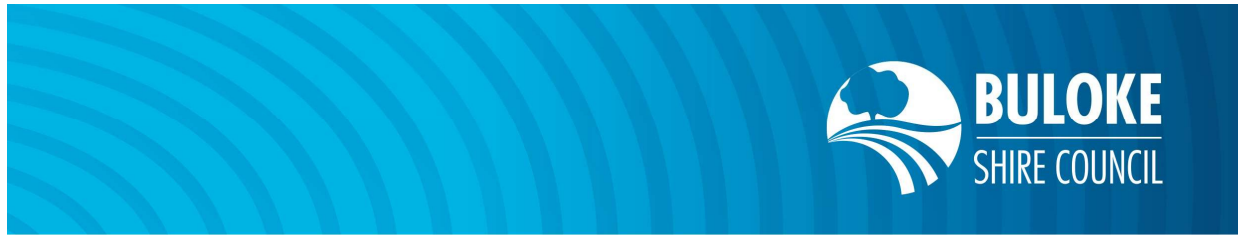
5.9. If Councillors are in doubt about the provisions of this policy, they are advised to contact the Chief Executive Officer or Director Corporate and Organisational Performance prior to engaging in social media activities (personal use or professional use).

Staff Professional Use of Social Media

5.10. A Council social media platform can only be established or deleted with the written approval of the Chief Executive Officer.

5.11. Only Authorised Staff are to use social media on behalf of Council.

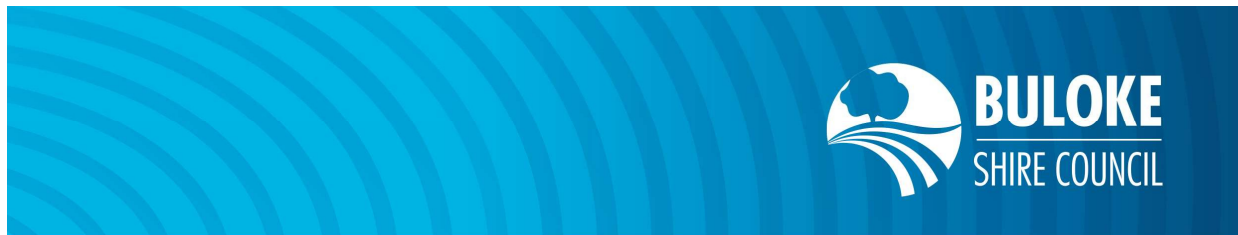
5.12. Council's Chief Executive Officer is responsible for Authorising Staff to use social media.



- 5.13. Council's Social media authorisation, registration and subscriptions are centralised, and the day-to-day operation of social media activity is decentralised throughout the organisation with Authorised Users.
- 5.14. When engaging in any form of social media for professional use, staff are expected to:
- be an Authorised User
 - obtain Chief Executive Officer approval prior to creating a new social media account for Council via the prescribed form;
 - reinforce the integrity, reputation and values of Buloke Shire Council
 - demonstrate standards of conduct and behaviour that are consistent with relevant legislation, regulations and policies;
 - behave with courtesy, honesty, respect and caution;
 - refrain from using social media whilst under the influence of alcohol or drugs;
 - reinforce the integrity and reputation of Council and adhere to the Staff Code of Conduct; and
 - seek advice from the Manager Customer Engagement and/or relevant Director prior to posting content which could potentially become a legal issue or may pose a risk to Council's reputation.

Authorised Users

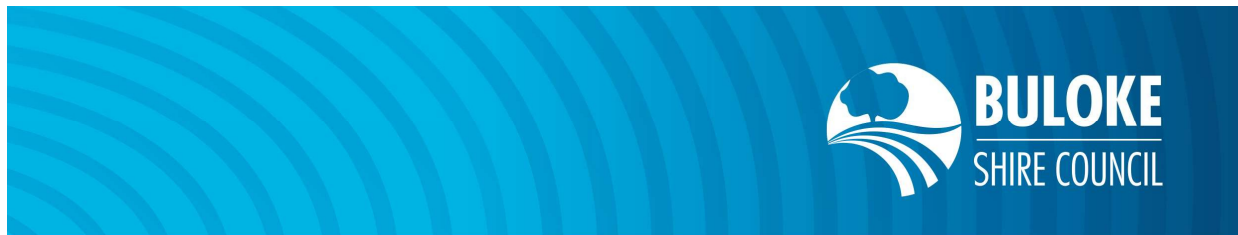
- 5.15. Authorised Users may make comments and posts which:
- offer advice and support in their area of expertise;
 - are factually correct (must correct any errors as soon as practicable);
 - contain publicly available information;
 - are courteous and respectful of others' opinions within the community; and
 - are mindful to language and expression.
- 5.16. Whilst engaging with the community on behalf of Council, Authorised Users must not, under any circumstances:
- post material that is offensive, obscene, defamatory, false or misleading, threatening, harassing, bullying, discriminatory, hateful, racist, sexist, infringes on copyright or is otherwise unlawful;
 - announce new information unless authorised to do so;
 - comment outside their area of expertise;
 - endorse any political affinity or allegiance;
 - make personal comments about a Council or organisational policy;



- disclose any confidential or secure information, including personal information;
 - commit Council to actions or undertakings unless authorised to do so;
 - publish content in exchange for reward of any kind; or
 - make any comment or post any material that might otherwise cause reputational damage to Council.
- 5.17. Authorised Users must attribute work to the original author, creator or source when uploading or linking to content produced by a third party
- 5.18. Written permission must be obtained from a minor's parent or legal guardian before uploading content in which the minor can be identified. Refer to consent form.
- 5.19. When engaging young people, potentially under the age of 16 years, Authorised Users must frame information and messaging in a non-interactive way to avoid prompting engagement or seeking opinions, or redirect engagement to an environment where expressed parental or guardian consent can be obtained.

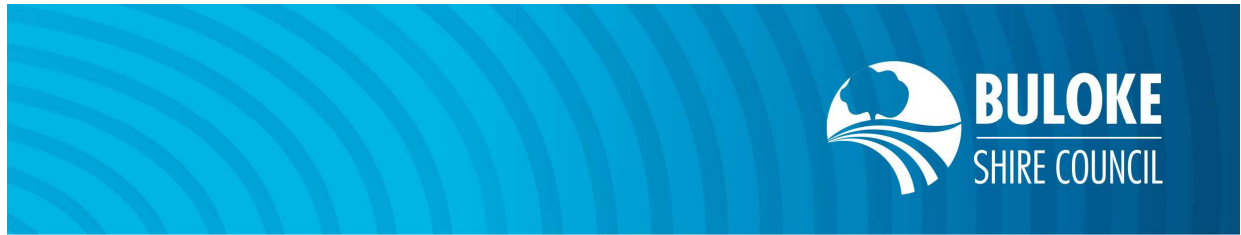
Professional Use as a Councillor

- 5.20. This section only applies to Councillors use of social media in an official capacity or in connection with their role as an Elected Member. It does not apply to Councillors personal use of social media that is not/ cannot be connected with a person's role as a Councillor.
- 5.21. A Councillor's social media platform must include a disclaimer to the following effect:
- "The views expressed, and comments made on this social media platform are my own and not that of the Council"*
- 5.22. Notwithstanding 5.18 above, Mayoral or Council media releases and other content that has been released and publicly available under Council's media and communications protocols may be uploaded onto a Councillor social media platform.
- 5.23. Councillors must comply with the Councillor Code of Conduct when using social media in an official capacity or in connection with their role as a Councillor.
- 5.24. Councillor's must uphold and accurately represent the policies and decisions of the Council's governing body but may explain why they voted on a matter in the way that they did.
- 5.25. During an Election Period, Councillors using social media or online channel as part of their official role with the Buloke Shire Council are required to do so in accordance with Buloke Shire Council *Election Period Policy*.



6. Private Use

- 6.1. For the purposes of this policy, Councillors and Staff social media engagement will be considered 'private use' when the content they upload:
 - is not associated, with, or does not refer to Buloke Shire Council, any other Councillor or Staff member (by title or role), contractors, related entities or any other person or organisation providing services to or on behalf of Council in their official or professional capacities, and
 - is not related to or does not contain information acquired by virtue of their employment or role as an elected official or staff member.
- 6.2. Councillors and Staff are personally responsible for the content they publish in a personal capacity on any form of social media platform.
- 6.3. Content published on social media is public and potentially permanent regardless of privacy settings. Deleting material posted in a relatively secure setting on a personal social media account does not guarantee that it has not been copied and reproduced elsewhere on the internet
- 6.4. Councillors and Staff posting on social media for personal use must take reasonable steps to ensure that their views are not perceived to represent the views of Council.
- 6.5. Social media can create security risks. Private use of social media at work carries inherent risks of viruses and malware infecting work on computers and creating security issues. When using social media all reasonable steps must be taken to ensure that Council's information technology systems are not compromised.
- 6.6. Staff are responsible to ensure that their work performance is not affected by their use of social media, including through frequent or prolonged use of social media outside of designated work breaks.
- 6.7. Staff must not mislead users by implying they have been authorised to represent Council either through the use of a Council issued email address, use of Council's corporate logo, use of the identity of another Council staff member, or any other action which may give the impression of Council's support or approval of Social media activities.
- 6.8. When using social media in a private capacity don't express personal opinions using Council # tags or other identifications or have Council logos on clothing/wear visible in images. Where this is not possible, consider using a formal disclaimer to separate official Council positions from personal opinions and distance Council from comments made by public and other outside interests.



7. Roles and Responsibilities

ROLE	RESPONSIBILITY
Chief Executive Officer	<ul style="list-style-type: none"> • approve or revoke a staff member's status as an Authorised User • ensure that Councillors are aware of the social media Policy and monitor their adherence to the rules of the Policy • is an Authorised User for the purposes of this Policy • responds to Councillor questions relating to their obligations under this Policy.
Directors (Executive)	<ul style="list-style-type: none"> • maintain effective oversight of Authorised Users within their responsible departments • ensure that staff under their authority are aware of the social media Policy and monitor adherence to the rules of the Policy
Councillors	<ul style="list-style-type: none"> • if implementing or using a social media account that implies a connection to Council (e.g. Cr John Citizen): <ul style="list-style-type: none"> ➢ gain approval before using Council branding of social media on private Councillor account; ➢ register their Councillor Social media account/tools/site with the Chief Executive Officer; and ➢ seek training and development for using social media, if required
Manager Customer Engagement	<ul style="list-style-type: none"> • recommend to the Chief Executive Officer appointment of Authorised Users via the prescribed form. • maintain a register of social media accounts being used for conducting Council business including the intended administrator, URL, login, password and audience. • provide advice and assist with the use of social media for business purposes. • monitor social media for references to Council. • remove any content posted by Authorised Users contrary to this policy (where possible); • Provide education and training for Authorised Users about this policy and their responsibilities when using social media.



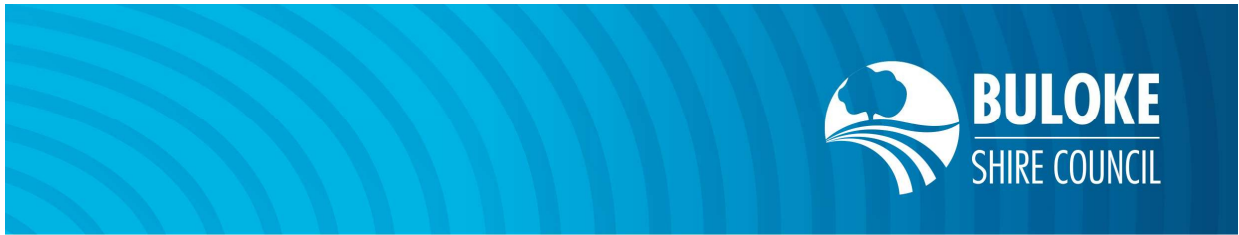
	<ul style="list-style-type: none"> assist staff to retain a record including the context or purpose of social media, and a sample of posts where it is impractical to retain large volumes of screen grabs. seek advice from the relevant Director as to whether legal advice is required where an issue is likely to be contentious or may create legal risk for Council. If necessary, legal advice will be commissioned by the Director Corporate and Organisational Performance. in conjunction with the Manager Innovation & Technology ensure that when staff exit Council social media access is terminated.
Managers	<ul style="list-style-type: none"> ensure their staff are provided with a copy of this policy. in conjunction with the Manager Customer Engagement, are responsible to ensure staff are provided with information and guidance relating to acceptable use of social media. ensure their staff comply with this policy.
Authorised Users	<ul style="list-style-type: none"> are members of Council staff who are authorised by the Chief Executive Officer to upload content and engage on social media on the Council's behalf. must consult with the Manager Customer Engagement when developing new content or planning for social media channels will manage and have expertise in, communications, events, initiatives, programs or policies that are the subject of the social media content. must ensure, to the best of their ability, that the content they upload onto social media platforms is accurate and complies with this Policy. have authority to correct inaccuracies in Council generated content must keep the Council's social media platforms they are responsible for, up to date moderate the Council's social media platforms within their responsibility in accordance with this policy
Councillors and Staff	<ul style="list-style-type: none"> responsible to familiarise themselves with, and adhere to, the requirements within this policy as amended from time to time. are personally responsible for any information or comments made using social media. Information published via social media is often permanently available and may be reproduced in other media.



	<ul style="list-style-type: none"> are responsible to ensure that all online activity complies with Council's policies.
Manager Innovation & Technology	<ul style="list-style-type: none"> will facilitate secure access to support delivery of Council business via social media ensure as staff exit Council that access to social media accounts are terminated in accordance with Council's staff exit procedures.

8. Monitoring and Compliance

- 8.1. Staff are encouraged to report positive and negative comments about Council and its activities to the Manager Customer Engagement.
- 8.2. If Staff become aware of, or suspect, content or activity may breach this policy this must be reported to relevant member of Executive Management Team or the Manager Customer Engagement as soon as practicable.
- 8.3. Non-compliance of this policy may result in sexual harassment, discrimination, bullying or other breaches of the law.
- 8.4. Depending on the circumstances, non-compliance with this policy may constitute a breach of employment or contractual obligations or misconduct.
- 8.5. Staff who fail to comply with this policy may face disciplinary action in accordance with the Employee Code of Conduct, Managing Misconduct Procedure and/or Managing Under performance Procedure, which may include termination of employment
- 8.6. All content published or communicated by or on behalf of Buloke Shire Council using social media must be recorded (including the author's name, date, time, media site location and link) and kept on record.
- 8.7. Buloke Shire Council actively monitors social media for relevant contributions that impact on the municipality, its operations and reputation. Buloke Shire Council will be able to find – and act upon – contributions made by Councillors and staff if deemed necessary.
- 8.8. Buloke Shire Council reserves the right to restrict and disable comments and reactions on Council posts at anytime to ensure compliance with the Act and other legislation.
- 8.9. During Election Period, Council reserves the right to restrict and disable comments and reactions to ensure compliance impartiality and compliance with the Act and Council's *Election Period Policy*. Further information is contained in the *Election Period Policy*.



9. Human Rights Compatibility

The implications of this policy have been assessed in accordance with the requirements of the Victorian Charter of Human Rights and Responsibilities.

10. Related Documents

This policy was developed in accordance with the following documents:

- Buloke Shire Council Electronic Communication Policy
- Buloke Shire Council Information Security Policy
- Buloke Shire Council Enterprise Agreement
- Councillor Code of Conduct
- Staff Code of Conduct
- Councillor-Staff Interaction Policy 2024
- Buloke Shire Council Election Period Policy

11. Administrative Updates

It is recognised that, from time to time, circumstances may change leading to the need for minor administrative changes to this document. Where an update does not materially alter this, such a change may be made administratively. However, any change or update which materially alters this document must be made through Council's consultation processes with the staff and Councillors and with the approval of EMT or where required, resolution of Council.



Appendix 1 Definitions of Social Media

“social media” includes but is not limited to:

Social Networking Sites and Streaming	(e.g. Facebook, LinkedIn, Yammer, X (formerly known as Twitter) , Pinterest, WeChat, Twitch, YouTube Live)
Video and photo sharing websites	This includes use of QR-code tagging (e.g. YouTube, TikTok, Instagram, Flickr, Vimeo, Periscope, Vine and Youku)
Blogs and vlogs	This includes environments hosted by social channels or media outlets (e.g. Tumblr, ‘comments’ or ‘your say’ features on websites, X, Medium, Substack)
Online collaborations	Shared insight and co-creation (e.g. Wikipedia, Pinterest, Google Docs and Figma)
Forums, discussion boards and groups	Discussion spaces: this includes Microsoft Teams for internal and enabled chat functions (e.g. Google groups, Reddit, Whirlpool)
Instant messaging	Direct communication between users. (e.g. WhatsApp, Facebook Messenger, WeChat, SnapChat) Microsoft Teams, Zoom
Chat rooms	(e.g. Chatiw, Chatroulette.com, Talk.Chat)
Geo-spatial tagging	This includes use of QR-codes (e.g. Google maps, Foursquare)
Online gaming platforms	e.g. Gamification apps, Fortnite, Second life, Pokémon Go)
Influencer and Content Monetisation	Supporting influencers and content creators in monetising their content (e.g. Patreon, OnlyFans, Ko-Fi)
Augmented Reality and Virtual Reality	Immersive social media (e.g. SnapChat, Pokemon GO, Horizon World)
AI-Generated Content Platforms	Content creation including text to images, video etc. ChatGTP, DeepArt, Sythesia, Spotify and Anchor.
Crowdsourcing and Campaigns	Contributing to ideas, funds and content connected to campaigns (e.g. GoFundMe, Kickstarter, Change.org)
Other	Any other tool or emerging technology that allows individuals to publish or communicate in a digital environment

8.2 MANAGEMENT REPORTS

8.2.1 QUARTERLY ORGANISATIONAL PERFORMANCE REPORT – QUARTER 2 FY2025/26

Author's Title: Director Corporate and Organisational Performance

Directorate: Corporate and Organisational Performance **File No:** FM/02/08

Relevance to Council Plan 2025 - 2029

Strategic Council leadership and engagement

Objective: Consulting with and informing our community

PURPOSE

To present to Council the draft Quarterly Organisational Performance report for Quarter 2 FY2025/26 (at Attachment 1) for noting.

SUMMARY

The quarterly organisational performance report is an integrated progress report that updates Council and community on the delivery of the strategic objectives of the Council Plan 2025-29, including performance reporting, financial performance and delivery of the capital works program for the period of July 2025 up to and including the end of December 2025 (Quarter 2).

The report focusses on the activities undertaken in Quarter 2, noting that many activities and projects are ongoing and a progressive update from the Quarter 1 performance report, presented to Council in December 2025.

As at the end of December 2025, the Council Plan overall performance demonstrates a positive position of progress. At this point in the first year of the new Council Plan, which was adopted by Council in June 2025, there remains an overlap of key initiatives, however with the adoption of Council's key long term strategic plans in October 2025, the organisation is tracking well for service delivery to our community.

Council continues to work towards a more strategic approach in communication of key priorities and overall Council Direction that ensures that our community are well informed and able to track our progress.

RECOMMENDATION

That Council:

1. Receives and notes the Quarterly Organisational Performance Report for Quarter 2 FY2025/26 at Attachment 1.

DISCUSSION

The Council Plan 2025/26 was adopted by Council on 18 June 2025 in accordance with the *Local Government Act 2020* (The Act).

Within the Council Plan, a detailed 'Key things we will do' list of actions is provided against each of the strategies associated to the five (5) over-arching strategic objectives.

The key initiatives and projects undertaken by Council are recorded through internal processes, and documented within each service area Business Unit Plan, developed in alignment with the Annual Budget process, which sets out the financial year, + the three years thereafter. Importantly, the Council Plan is also a 4-year document which must be complimented by Council's other key strategic documents and plans in accordance with the integrated strategic planning and reporting framework.

In accordance to the recommendations of the Municipal Monitor's Report published in January 2025 for the Buloke Shire Council, a commitment has been made to maintaining financial sustainability and establishing an Annual Budget on a cash basis going forward.

Like all Local Government Authorities, the Buloke Shire experiences financial constraints that are not new or surprising. Rate capping, cost shifting for various services across sectors and generally rising costs for materials and services (particularly for rural and remote areas) continues to be a challenge in managing the 4-year Annual Budget, which must also inform the long-term financial position outlined within the Financial Plan (10 years).

Resourcing continues to be a major issue in the current environment, increased turnover rates and associated changes in attitudes and culture for employment in the public sector has remained difficult to manage since the COVID pandemic. This is more problematic for Council's typically more traditional, steady tenured roles.

Council's ability to establish a long-term financially sustainable position without having to rely on non-recurrent grant funding remains unlikely. Due to this fact, the challenge remains for Council to deliver the long-term aspirations of the community in a strategically aligned way that enables the delivery of core Council services in the short term.

RELEVANT LAW

Local Government Act 2020

RELATED COUNCIL DECISIONS

The Council Plan 2025-29 was adopted by Council in June 2025.

OPTIONS

Council may seek further clarification on matters raised within the report where appropriate.

SUSTAINABILITY IMPLICATIONS

Not applicable.

COMMUNITY ENGAGEMENT

Community engagement is undertaken in a meaningful and deliberative way to prepare the 4-year Council Plan. The introduction of this report as a measure of progress on a quarterly basis across the entire 4-year term aims to provide the community with a transparent method of ensuring accountability for delivery of the objectives of the Plan to be met in line with the community engagement which informed them.

INNOVATION AND CONTINUOUS IMPROVEMENT

Council will continue to consider improvements and innovative ways to improve this new report in the interest of informing progress against the Council Plan.

COLLABORATION

The preparation of this report requires internal collaboration to present an organisational-wide update of overall performance.

FINANCIAL VIABILITY

Nil to report at this point in relation to the preparation of this report – noting that this report’s purpose is to provide a progress update. Individual service areas and key initiatives noted within the report should be considered in relation to their individual resourcing and financial implications as separate to this report and its purpose in presentation.

REGIONAL, STATE AND NATIONAL PLANS AND POLICIES

Not applicable.

COUNCIL PLANS AND POLICIES

This report aligns with Council’s obligations to track its progress against the strategic objectives of the Council Plan 2025-29.

This report forms an important part of Council’s integrated strategic planning and reporting framework, including the associated Policy.

TRANSPARENCY OF COUNCIL DECISIONS

This report provides a quarterly performance update of Council’s progress against the Council Plan and associated Council decisions. The report encourages a transparent means of reporting progress against all strategic objectives and deliverables within the Council Plan.

CONFLICT OF INTEREST

No conflicts of interest were declared in the preparation of this report.

Attachments:

1. Attachment 8.2.1.1 - Organisational Performance Report - Quarter 2 FY 2025-26



ORGANISATIONAL PERFORMANCE REPORT

Buloke Shire Council

Quarter 2 – FY2025/26

Daniel McLoughlan
Chief Executive Officer



ORGANISATIONAL PERFORMANCE REPORT

Quarter 2 – FY2025/26



Buloke Shire Council acknowledges the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk, the Dja Dja Wurrung and Wamba Wemba people as the Traditional Owners of parts of the land now known as Buloke. We pay our respects to Elders past and present, and value their ongoing contribution to our heritage and our community.



ORGANISATIONAL PERFORMANCE REPORT

Quarter 2 – FY2025/26



Reflecting on the first half of the financial year, this report demonstrates the significant amount our organisation continues to achieve in partnership with our Buloke communities. Through service delivery, collaboration and informed advocacy, our teams contribute to meaningful outcomes on a day-to-day basis. As noted in the Quarter 1 Organisational Performance Report, the adoption of our key long-term strategic frameworks in October marked an important milestone. It is extremely pleasing to now see this work transition from planning into implementation, with many important initiatives underway across the organisation.

This period has also been characterised by a deliberate shift toward a more focused and disciplined approach to how we deliver on Council's direction. Strengthening the alignment between our Council Plan, operational activity and performance reporting is enabling clearer prioritisation and more effective use of our resources. This focus ensures that our efforts are concentrated where they can deliver the greatest value for our community, while maintaining transparency and accountability in how progress is tracked and reported.

Central to this approach is our ongoing work to embed a financially sustainable operating model across the organisation. Financial sustainability is not simply about managing costs—it is about creating stability, confidence and long-term resilience in how Council plans and acts. By grounding our decisions in sustainable financial principles, we are better positioned to respond to community needs, manage risk and continue delivering services and outcomes that support the wellbeing of current and future generations.

Daniel McLoughlan
Chief Executive Officer



Quarterly Organisational Performance Report FY2025/26 Q2

STRATEGIC OBJECTIVE 1:

SERVICES SUPPORTING OUR COMMUNITIES TO THRIVE



Progress against this strategic objective during the first half of the financial year has been foundational in establishing a clear and contemporary direction for Council. Significant effort has been directed toward strengthening the strategic frameworks that guide Council's decision-making, service delivery and investment, providing greater clarity for both the organisation and the community about where Council is heading and why.

Meaningful and deliberative engagement with community has been central to this work. Through workshops, public exhibition processes and targeted engagement with key stakeholders, Council has sought to better understand community priorities and expectations across areas such as health and wellbeing, asset planning, financial sustainability and road management. This engagement has strengthened transparency around how resources are allocated and how value for money is demonstrated over the short, medium and long term.

The adoption of Council's 10-year Health and Wellbeing Plan provides a clear and unifying framework for how Council supports community wellbeing. Informed by extensive consultation and stakeholder feedback, the Plan guides the actions and initiatives that enable Council to play a positive and sustainable role in supporting healthy, connected and resilient communities. This direction is reflected in the continued delivery of essential services, including maternal and child health, immunisation, library outreach and supported playgroups, with programs regularly reviewed to ensure they remain responsive and inclusive.

Council has also continued to strengthen opportunities for community leadership and participation, including through the establishment of the Youth Advisory Group. The early work of the group has demonstrated the value of engaging young people in Council decision-making, while supporting leadership development and building strong connections between Council and future community leaders.

Advocacy remains an important component of achieving this objective, particularly in relation to transport connectivity and the condition of the road network. Council continues to advocate for the funding and support required to restore and maintain critical infrastructure following recent flood and storm events, recognising the importance of safe and reliable transport connections to community wellbeing and economic participation.

Quarterly Organisational Performance Report FY2025/26 Q2



STRATEGIC OBJECTIVE 2:

VIBRANT AND CONNECTED COMMUNITIES



Progress against this strategic objective during the first half of the financial year highlights Council's ongoing commitment to strengthening community connection, participation and inclusion across Buloke. Volunteers, community groups and local leaders continue to play a vital role in supporting social connection, delivering events, and sustaining the activities that make our towns welcoming and resilient. Council's focus has been on creating the conditions that enable this contribution to be recognised, supported and sustained over time.

Community planning and engagement remain central to this approach. Through Community Forums, targeted engagement and partnerships with community representatives, Council continues to work alongside local leaders to better understand community needs and provide practical support where it is most needed. This collaborative approach ensures community voices help shape priorities, while reinforcing Council's role as an enabler of local action rather than the sole provider of outcomes.

Investment in participation and wellbeing is also reflected through programs and initiatives that support locally-led activity. Council's Community Grants Program continues to deliver strong value by empowering community organisations to design and deliver projects that enhance local facilities, strengthen participation and celebrate community spirit. Youth engagement remains a key focus, with initiatives such as Youth Fest demonstrating the positive outcomes that can be achieved through collaboration, leadership and meaningful involvement of young people in community life.

Council has also prioritised the preparedness and safe operation of community facilities that enable participation year-round. This includes the significant planning and workforce preparation required to deliver seasonal services, such as aquatic facilities, as well as ongoing collaboration with recreation reserve committees who play a critical role in maintaining sporting and community infrastructure. These partnerships are essential to ensuring facilities remain safe, accessible and well-utilised, supporting active lifestyles and strong community connections across the municipality.

Quarterly Organisational Performance Report FY2025/26 Q2



STRATEGIC OBJECTIVE 3:

OUR BUILT AND NATURAL ENVIRONMENT



Progress against this strategic objective during the first half of the financial year has focused on strengthening the strategic foundations required to responsibly manage and enhance Council's built and natural assets. Significant effort has been directed toward establishing clear, evidence-based asset management frameworks that will guide infrastructure planning, prioritisation and investment decisions over the remainder of the Council term.

The refinement and development of Council's long-term Asset and Asset Management Plans have been central to this work. These plans are providing greater clarity around priorities for roads, drainage, buildings and open spaces, while supporting a more disciplined approach to balancing service levels, asset condition and financial capacity. Informed by technical analysis and community input, this work is enabling Council to make decisions that are both sustainable and responsive to local needs.

Alongside long-term planning, Council has continued to prioritise the safe and functional management of its existing asset base. Ongoing maintenance programs, condition assessments and targeted investigations—particularly in relation to drainage—remain critical to protecting community assets and informing future investment. This focus ensures that facilities and infrastructure continue to meet community expectations while managing risk and whole-of-life costs.

The planning and procurement activities undertaken during the first half of the year are also positioning Council well for the delivery of its Capital Works Program, with increased construction activity anticipated in the second half of the financial year. Through this approach, Council is laying the groundwork for a well-planned, resilient and sustainable environment that supports community wellbeing, connectivity and long-term prosperity.



Quarterly Organisational Performance Report FY2025/26 Q2

STRATEGIC OBJECTIVE 4:

PROSPEROUS AND GROWING ECONOMY

4

Progress against this strategic objective during the first half of the financial year reflects Council's continued focus on creating the conditions for a resilient, prosperous and well-supported local economy. Council's role has centred on enabling local businesses, event organisers and industry partners through practical tools, responsive regulation and strong collaboration, rather than direct intervention alone.

Supporting local activity and place-based vibrancy has been a key area of focus. Initiatives designed to simplify processes and improve certainty for community groups and businesses are strengthening Council's role as a facilitator of local events and economic activity. These efforts are helping to enhance the quality, safety and consistency of events across the municipality, while reinforcing their contribution to local identity, visitation and economic participation.

Council has also prioritised efficient and effective regulatory services to support economic confidence. Strong performance in statutory planning during the first half of the year has improved turnaround times and provided greater certainty for applicants, reinforcing Council's commitment to timely and transparent decision-making. In parallel, Council has continued to strengthen relationships with regional tourism bodies, neighbouring councils and economic development agencies to inform the development of a coordinated Economic Development and Tourism Strategy that responds to both local opportunity and regional context.

Advocacy and partnership continue to play an important role in delivering this objective. Council remains actively engaged in renewable energy and transmission planning processes, advocating for improved engagement and consideration of local impacts while building its understanding of proposed developments. Through communication, promotion and information-sharing, Council continues to support local enterprises and community organisations to access opportunities, funding and programs that contribute to long-term economic resilience.

A capable and adaptable workforce underpins the delivery of this objective. Council continues to focus on attracting, retaining and supporting staff in a challenging employment environment, recognising the link between organisational capability and service delivery. Investments in recruitment systems and workforce planning are strengthening Council's ability to respond to labour market pressures and meet both operational and seasonal workforce demands.



Quarterly Organisational Performance Report FY2025/26 Q2

STRATEGIC OBJECTIVE 5:

COUNCIL LEADERSHIP AND ENGAGEMENT



Progress against this strategic objective during the first half of the financial year reflects Council's continued commitment to strong leadership, sound governance and accountable decision-making. Maintaining community trust relies on clear frameworks, transparent processes and a culture of integrity, all of which underpin Council's ability to deliver outcomes confidently and consistently.

A key focus during this period has been strengthening Council's long-term financial governance. The development and community consultation of the Long-Term Financial Plan provides a clear and sustainable foundation for future decision-making, while supporting Council's broader shift toward a financially disciplined operating model. Complementary policy updates, including those relating to integrity, reserves and financial controls, reinforce prudent stewardship of community resources and strengthen assurance across the organisation.

Council has also continued to enhance internal governance practices to support informed and effective decision-making. Improvements to Council meeting processes, briefings and workshops are contributing to clearer oversight of both strategic and operational matters. In parallel, the review and update of procurement frameworks have strengthened consistency, transparency and value-for-money outcomes, providing greater clarity for officers and suppliers alike.

A strong organisational culture and responsive service delivery remain central to achieving this objective. Council continues to prioritise customer service responsiveness, ensuring residents, businesses and stakeholders can engage with Council in a timely and effective manner. Emergency management preparedness also remains a core responsibility, with ongoing training, planning and system improvements strengthening the municipality's resilience and capacity to respond to emergencies.

Together, these efforts demonstrate Council's commitment to responsible leadership, robust governance and continuous improvement. By strengthening the foundations that support decision-making, risk management and service delivery, Council is building the confidence, capability and resilience required to deliver both day-to-day services and long-term outcomes for the Buloke community.



Quarterly Organisational Performance Report FY2025/26 Q2

Quarterly Capital Works Update

The Capital Works Program is progressing across multiple asset classes with the majority of projects On Track early in the financial year. Several projects are flagged At Risk – Intervention Required, primarily due to procurement delays, dependency on external approvals, or required scope clarification.

Major contributing spend continues to be within the flood rehabilitation program, cabin accommodation rollout, and streetscape upgrades. Several programs are not yet commenced but are scheduled for delivery from February onward.

The Capital Works Program totals \$46.55 million for the 2025/26 Financial Year. As of the end of December (Quarter 2), \$5.11 million has been delivered. While most projects are progressing to plan, several key areas require intervention, particularly fleet procurement and projects reliant on external approvals.

High Priority Concerns:

- *Heavy Fleet procurement on hold pending completion of the asset management plan.*
- *Several community and recreation projects presenting timing risks requiring intervention.*
- *Multiple overspends across isolated projects (e.g., RV Dump Point, Nullawil Toilets).*

Schedule & Delivery Performance

On Track

Major programs progressing as expected:

- *Flood Recovery & Road Rehabilitation (\$31.4M program) – sustained delivery as approvals confirmed.*
- *Safer Local Roads – funding agreement secured for six projects.*
- *Reseal & Resheet Programs – early works underway.*
- *Wycheproof Recreation Reserve Toilets & Watchem Septic Replacement – contractors appointed.*
- *Regional Worker Accommodation – cabins installed, services being connected.*
- *Birchip Cenotaph – progressing with installation phase scheduled for early February.*

At Risk – Intervention Required

Key areas requiring executive attention:

- *Heavy Fleet Replacement – procurement paused pending asset management plan, which may pose a high operational impact risk.*
- *Sea Lake Housing Development – negative budget position and waiting for Statements of Compliance from GWMWater to finalise the subdivision.*
- *Nullawil Drainage (Calder Hwy) – delays in scoping and tendering which may require carryover to 2026/27 for delivery.*
- *Tiny Towns Program – multiple variation requests and dependency on external approvals.*
- *Wycheproof Wetlands & Regional Cabins – defects and approval delays impacting timelines.*

Completed



Quarterly Organisational Performance Report FY2025/26 Q2

- *Charlton Swing Bridge Deck Replacement*
- *Flagpole Upgrades*
- *RV Dump Point – Tchum Lake*
- *Nullawil Public Toilets*
- *Sea Lake Streetscape Lighting*
- *Memorial Park Changing Places (minor demolition outstanding)*
- *Sea Lake Apex Park Shelter*

Key Portfolio Risks and Emerging Issues

- *Procurement Delays – several projects reliant on contractor availability or complex tender processes.*
- *External Approvals – GWMWater, DEECA, funding bodies influencing timelines.*
- *Budget Overruns – overspend in streetscape, and RV facility projects.*
- *Carryover Risks – multiple drainage, recreation and building projects unlikely to commence until late Q3.*
- *Flood Works Dependencies – timing contingent on DTP approval cycles.*
- *Community led Projects – multiple requiring funding variation approvals.*
- *Contractor Shortages – impacting minor works scheduling.*



Quarterly Organisational Performance Report FY2025/26 Q2

Quarterly Financial Update

Council's overall result for the second quarter shows a year-to-date variance of \$3.788 million¹ under budget, primarily reflecting the timing differences in the recognition of operating and capital grants. Capital works expenditure for the period stands at \$5.108 million. Further details of these variances are provided in the tables below.

Operating Income is \$2.709 million below the year-to-date budget, while capital income is \$655,000 lower than anticipated. This is largely due to FY 2026 budgeted Financial Assistance Grants received in advance during FY2025 and unearned capital grants due to delays in project completion.

Operating Expenditure shows an unfavorable variance of \$424,134, which is mainly due to the depreciation charge on assets capitalised at year end as well as unbudgeted contributions.

Key areas of the Quarterly financial position include:

- Unfavorable income variation from Operating Grants due to the timing difference of the 50% balance of Financial Assistance Grants and the unearned Council Flood Support Fund to the sum of \$300,000 (income will be recognised when acquittals approved on a quarterly basis).
- Unfavorable Contribution income variance of \$462,768 primarily due to a combination of Fire Services Levy administration charges received for FY2024/25 and FY25/26 and an unsuccessful insurance outcome in relation to the Birchip Netball Court.
- Unfavorable income variance from Capital Grants, mainly due to a delay in the delivery of projects, such as resheets, reseals, septic replacements at Watchem and Wooroonook Lakes, Birchip RSL and the Nandaly tennis courts as well as pending acquittal outcomes for Roads to Recovery.
- The unfavorable variance of \$141,137 in Material and Services due to unbudgeted external consultant and contractor costs outweighs the favorable expenditure variance of 121,573 for employee costs during Q2, due to staff vacancies and terminations.
- Depreciation for the quarter is over budget due to the capitalisation of assets at year end.
- Unfavorable variance in Other Expenses is due to unbudgeted contributions towards the Wimmera Southern Mallee Council Alliance and the Birchip Community Forum, specifically for the Ray Neville Silo Art

Cash balance at the end of the second quarter (including investments) stands at \$22.701 million.

A detailed financial report (including statements) with commentary will be provided and should be read in conjunction with the performance report.

¹ Capital grants related to flood recovery has been re-phased to Q4. Hence the huge difference in Q1 and Q2 year-to-date variance

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

STRATEGIC OBJECTIVE 1: SERVICES SUPPORTING OUR COMMUNITIES TO THRIVE

Strategy: Active advocacy and participation in service networks

1.1	Actively participate in and provide leadership to service networks.					Council’s role in achieving:		
						Partnering	Advocacy	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Children and Youth	Support and deliver the Youth Advisory Group program and initiatives to further support young people to be active change makers in their community.	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
Two Youth Advisory Group meetings were held with outcomes including a debrief review of YouthFest and planning for next YAG year. A recruitment campaign for 2026 Youth Advisory Group members commenced.								
Children and Youth	Support Early Learning Centre Management	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
Meetings were held with YMCA Ballarat, Shine BRIGHT EYM, and Mallee Track Health & Community Service, to discuss preparations and transition arrangements moving into Pre-Prep (Four-Year-Old Kindergarten) in 2026.								
Engagement with local Early Years Centre Parent Advisory Groups provided the opportunity to address concerns and support planning for upcoming projects.								
Children and Youth	Facilitate and support a local Youth Network.	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
A Buloke Youth Network meeting was held and attended by representatives from Neighbourhood Houses, local schools, North Central Local Learning and Employment Network and East Wimmera Health Service.								
Topics discussed included the promotion of information sharing amongst youth services, support and encouragement for the development of partnerships between youth development agencies, reducing the duplication of programs and funding applications, and assisting young people in activities or projects they undertake.								
Children and Youth	Facilitate and support a local Early Years Network.	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
A Buloke Early Years Forum was established and attended by representatives from Neighbourhood Houses, local Primary Schools, Early Learning Centres, Mallee Family Care and North Central Local Learning and Employment Network and East Wimmera Health Service.								

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

Topics discussed included; improving outcomes for Buloke children, connecting with other early years providers in Buloke Shire, broadening our knowledge of local and external resources and funding, increasing our collaboration and promote other organisations programs and events, reducing the potential duplication of services in the same communities, and using existing resources to develop the best solutions for children and families in the Buloke community.

1.2	Advocate for improvement in the accessibility of health and community services.					Council’s role in achieving:		
						Advocacy		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Community Development	Review and develop a new 10-Year Municipal Public Health and Wellbeing Plan in accordance with the LGA2020.	Complete	March 2025	October 2025	100%	100%	<div><div></div>Green</div>	
Endorsed by Council at the Ordinary Meeting in October 2025.								
Community Safety & Development Services	Ensure the statutory, delegated and procedural obligations of Local Government under relevant legislation and established guidelines in relation to Environmental Health.	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
A total of 26 food premise inspections were carried out in the towns of Birchip (10), Donald (10), Watchem (1) and Wycheproof (10) in Q2.								
Children and Youth	Develop and deliver a program of Maternal and Child Health community education sessions.	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
Throughout Q2, the Maternal and Child Health team hosted a six-week First Time Parents Group in Donald, with weekly sessions attended by six families.								

1.3	Champion the benefits of living locally.					Council’s role in achieving:		
						Partnering		Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Customer Engagement	Develop and distribute regular community newsletters, media releases and corporate publications	On Track	July 2025	June 2026	50%	100%	<div><div></div></div> Green	





Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

The benefits of living locally were promoted throughout Q2 via the distribution of 180x Facebook posts (incl. shares), 29x X posts (incl. shares), 11x Community Update newsletters and three media releases.

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29



STRATEGIC OBJECTIVE 1: SERVICES SUPPORTING OUR COMMUNITIES TO THRIVE



Strategy: Accessible and Responsive Health and Community Services

1.4	<i>Support the provision of quality early years services for families and children.</i>					Council's role in achieving:	
						Delivering	Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Safety & Development Services	Coordinate the implementation of the National Immunisation Program	On Track	July 2025	June 2026	50%	100%	 Green
A total of 18 Immunisation sessions were held across the towns of Wycheproof, Sea Lake, Birchip, Charlton and Donald.							
Children and Youth	Support and manage the delivery of the Universal Maternal and Child Health Service.	On Track	July 2025	June 2026	50%	100%	 Green
During this period the Maternal and Child Health nurses received 11 birth certificates and conducted 115 key ages and stages consultations. The Maternal and Child Health Team also conducted a weekly First Time Parents Group in Donald for six weeks, attended by 6 families.							
Children and Youth	Support and manage the delivery of the Enhanced Maternal Child Health service.	On Track	July 2025	June 2026	50%	100%	 Green
Maternal and Child Health nurses supported 13 Enhanced clients during this period. The Enhanced Maternal and Child Health program provides additional support to vulnerable children and families who experience challenges or risk factors.							
Children and Youth	Develop and deliver a local Supported Playgroup program	On Track	July 2025	June 2026	50%	100%	 Green
Fifteen supported playgroup sessions were delivered across Birchip, Charlton, and Wycheproof, engaging 24 families and 34 children.							

1.5	<i>Advocate for improved transport connections including public and community transport.</i>					Council's role in achieving:	
						Advocacy	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target



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Assets and Delivery	Participation in Central Murray Transport Advocacy Committee, Calder Hwy Improvement Committee, Wimmera Sth Mallee Transport Advocacy Group, Sunraysia Hwy Committee, Rail Alliance Committee	On Track	July 2025	June 2026	50%	100%	 Green
Advocacy for Buloke infrastructure and transport connections essential to the local economy and livability of the area.							
Assets and Delivery	Notice of Motion – Call to Action for State Funding commitment	On Track	July 2025	June 2026	50%	100%	 Green
Advocacy for Buloke infrastructure and transport connections essential to the local economy and livability of the area.							

1.6	Support Neighbourhood Houses to deliver vibrant programs and services and support lifelong learning.				Council's role in achieving:		
					Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Partnerships	Partnership for library services and community connection through literacy	On Track	July 2025	June 2026	50%	25%	 Green
Library services were delivered to all ten townships across the Buloke Shire, providing collection development, resource rotation, and promotion of audio and eBook services, supported by book clubs and community reviews. Throughout Q2 there were 638 borrowers, 1866 loans and 30 new members.							
Community Partnerships	Develop and support partnerships to enhance community wellbeing in Buloke.	On Track	July 2025	June 2026	50%	100%	 Green
Continued to work in partnership with the Mallee Neighbourhood House network to address community wellbeing needs and service gaps, with a focus on communities facing barriers related to diversity, multiculturalism, socio-economic disadvantage, and overall wellbeing.							

1.7	Deliver library programs and services to support literacy and learning and community connections.				Council's role in achieving:		
					Delivering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target

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Community Partnerships	Partner with local Neighbourhood Houses, schools and community organisations to develop, promote and provide library resources, services and programs that meet the needs of our local community communities.	On Track	July 2025	June 2026	50%	100%	 Green
<p>The development of the new Wycheproof Library Service, in partnership with the Wycheproof Community Resource Centre, has continued to progress, supporting improved local access to library resources and programs.</p> <p>Partnerships with Birchip P-12 School and Tyrrell College remain well established, with regular library services continuing to be delivered to students and the broader community, ensuring ongoing engagement and access to library services across the Shire.</p>							
Children and Youth	Develop and deliver a Story Times program	On Track	July 2025	June 2026	50%	100%	 Green
Two Storytime sessions have been held in Donald supported by seven families and 14 children.							




1.8	<i>Promote information about services and activities in our community and how to access them.</i>				Council's role in achieving:		
					Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Customer Engagement	Develop and distribute weekly Community Update newsletters for local print media.	On Track	July 2025	June 2026	50%	100%	 Green
Throughout Q2 there were 11x Community Update newsletters distributed to local media outlets and Neighbourhood Houses as well as uploaded onto Council's website and promoted on Facebook.							

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STRATEGIC OBJECTIVE 2: VIBRANT AND CONNECTED COMMUNITIES

Strategy: Strengthen Community Activity and Connections

2.1	<i>Promote opportunities for the community to be more involved in local activities and initiatives including arts and culture, library activities, community events and festivals, sport and recreation.</i>					Council's role in achieving:	
						Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Partnerships	Facilitate the FY2025/26 Buloke Shire Council Community Grants and Sponsorships Programs.	On Track	July 2025	June 2026	50%	25%	 Green
Throughout Q2, \$2,308 in grant funding was allocated to three local community organisations to support community-initiated projects, events, and activities across the Buloke Shire Council.							


2.2	<i>Facilitate and support local community planning processes to identify and respond to long term community aspirations, to celebrate achievements of the local community plans and encourage community connections and collaboration.</i>					Council's role in achieving:	
						Delivering	Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Partnerships	Development of the Aquatic Strategy	Delayed	2024	April 2026	65%	100%	 Orange
Detailed costing and condition assessments are under review. Further refinements will be undertaken ahead of the strategy being reported back to Council for endorsement to proceed to public exhibition in Q3.							
Community Partnerships	Development of the Birchip Recreation Reserve Masterplan	Complete	2023	August 2025	100%	100%	 Green
Endorsed by Council at the Ordinary Meeting in August 2025.							
Community Partnerships	Completion of all 10 Community Plans	Delayed	2023	September 2025	95%	100%	 Red

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Wycheproof Community Plan remains outstanding and is due to be completed with graphic designer in Q3.							
Community Partnerships	Development of the Sea Lake Recreation Masterplan	Delayed	2025	June 2026	40%	100%	 Orange
Draft Plan being reviewed before taking back to community for feedback in Q3. Project was previously delayed from previous financial year.							
Community Partnerships	Development of the Donald Recreation Masterplan	Delayed	2025	December 2026	10%	50%	 Red
Project delayed due to competing priorities. Sea Lake Masterplan to be undertaken first. Project was previously delayed from previous financial year.							

2.3	<i>Promote and support volunteerism to enable community participation in sport, recreation, cultural and community programs, and respond to emergency situations.</i>				Council's role in achieving:		
					Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Emergency Management	Work with communities to enhance their resilience toward emergency.	On Track	July 2025	June 2026	50%	100%	 Green
In conjunction with recent fire and heatwave readiness, response, relief and recovery activities, collaboration with local communities, neighborhood houses, health services, emergency agencies, and support organizations has been undertaken to work together and enhance resilience. A community information session held in Charlton post the Charlton fire in December 2025, provided the opportunity to strengthen relationships that support longer term preparedness and resilience.							
Community Partnerships	Work with the relevant Committees of Management and Council departments to support the delivery and operations of the local recreation reserves, halls and community organisations.	On Track	July 2025	June 2026	80%	100%	 Green
Throughout Q2, a total of \$267,650 Recreational Funding was allocated across ten recreation reserve Committees of Management, \$3,500 Christmas and Australia Day funding was allocated across ten local community organisations and \$20,000 was allocated across the ten Community Planning Forums.							




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2.4	<i>Build meaningful relationships with our First Nations people and their supporting organisations.</i>				Council's role in achieving:		
					Partnering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Partnerships	Regularly engage with local First Nations people and their representative organisations through consultation, collaboration, and participation in community events and initiatives.	On Track	July 2025	June 2026	50%	100%	 Green
Liaised with the First Peoples – State Relations Group, DJAARA and Barengi Gadjin Land Council regarding local initiatives and projects as well as attended the DJAARA Showcase for local government in October 2025.							

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STRATEGIC OBJECTIVE 2: VIBRANT AND CONNECTED COMMUNITIES

Strategy: EMPOWER AND SUPPORT ORGANISATIONS TO MAKE A DIFFERENCE IN THEIR COMMUNITIES

2.5	Partner with community organisations and townships to provide community, cultural and heritage activities and events.					Council's role in achieving:	
						Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Office of the CEO	Citizenship Ceremonies	On track	June 2025	July 2026		100%	 Green
Citizenship ceremony held in Wycheproof on October 29							
Community Partnerships	Support the recognition and achievements of local schools, students and their community.	On track	July 2025	June 2026	50%	100%	 Green
Awarded School Sponsorship/Awards funding totaling \$900 across five local schools as part of their annual student awards and recognition nights.							
Economic Development	Develop and implement new Event Planning Guide	On Track	July 2025	June 2026	50%	100%	 Green
Draft Event Planning Guide developed in consultation with the local community, is currently on public exhibition and due for endorsement by Council in Q3.							

2.6	Support recreation and sporting organisations to provide social and competitive opportunities and activities, and support opportunities for women, girls and older adults to participate in recreation and sporting activities.					Council's role in achieving:	
						Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Partnerships	Develop and introduce the activation of Access Keys for local community facilities to inform and support inclusive access for all users of community recreation reserves.	On Track	August 2024	June 2026	30%	100%	 Orange
Draft access key supporting documents scheduled to be finalised and distributed to local community recreation facilities in Q3.							

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2.7	<i>Support community groups including Neighbourhood Houses, playgroups, community gardens, theatre and arts groups and book clubs to provide responsive community programs and activities.</i>					Council's role in achieving:	
						Partnering	
<i>Service Area</i>	<i>Key Initiative, Action or Project</i>	<i>Status</i>	<i>Start Date</i>	<i>End Date</i>	<i>%Complete</i>	<i>Target</i>	<i>On Target</i>
Community Partnerships	Support local groups and organisations in the planning and delivery of events, programs, and activities that respond to local community needs.	On Track	July 2025	June 2026	TBC%	100%	 Green
Throughout Q2, a total of \$2,000 was allocated to each of the five local Neighbourhood Houses to deliver community events and activities.							

2.8	<i>Partner with community organisations and townships to provide opportunities for community connections including Senior Citizens Clubs, Men's Sheds, CWA, Probus, youth groups and playgroups.</i>					Council's role in achieving:	
						Partnering	
<i>Service Area</i>	<i>Key Initiative, Action or Project</i>	<i>Status</i>	<i>Start Date</i>	<i>End Date</i>	<i>%Complete</i>	<i>Target</i>	<i>On Target</i>
Community Partnerships	Facilitate the FY2025/26 Buloke Shire Council Community Grants and Sponsorships Programs.	On Track	July 2025	June 2026	80%	100%	 Green
Throughout Q2, \$2,308 in grant funding was allocated to three local community organisations to support community-initiated projects, events, and activities across the Buloke Shire Council.							




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STRATEGIC OBJECTIVE 3: BUILT AND NATURAL ENVIRONMENT

Strategy: ADVOCATE AND PLAN FOR, AND MANAGE COMMUNITY BUILDINGS, ROADS AND TRANSPORT NETWORKS

3.1	Regularly report on the planning and delivery of capital works projects.					Council's role in achieving:		
						Delivering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Assets and Delivery	Regional Workers Accommodation – Capital Project.	On Track	March 2025	June 2026	85%	70%	<div><div></div></div> Green	
All cabins have been delivered to site, with service connection underway. Installation of cabins expected to be completed by end Q3.								
Assets and Delivery	Deliver Council's 2025/26 Capital Works Program (excluding Flood Recovery Works).	On Track	July 2025	June 2026	30%	40%	<div><div></div></div> Orange	
Council is targeting minimum 80% overall completion rate for the new 2025/26 Capital Works projects. Further details for the status of each project are contained within the Quarterly Financial Report.								
Assets and Delivery	Deliver Council's Carry-Forward Capital Works Program (excluding Flood Recovery Works).	On Track	July 2025	June 2026	60%	50%	<div><div></div></div> Green	
Council is targeting minimum of 90% overall completion rate for existing carry-forward Capital Works projects. Further details for the status of each project are contained within the Quarterly Financial Report (refer Capital Works Statement).								
Assets and Delivery	Deliver Council's Renewal Program for Roads Infrastructure.	On Track	July 2025	April 2026	35%	60%	<div><div></div></div> Orange	
Delivery of Council's annual Reseal Program, Resheet Program and Road Shoulder Resheet Program expected to be completed by end of Q3.								
3.2	Review Council's role in managing built and natural assets on Crown Land.					Council's role in achieving:		
						Delivering	Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	

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Assets and Delivery	Review and Adoption of Asset Management Policy	Complete	June 2025	October 2025	100%	100%	 Green
Policy reviewed and updated in July, prior to being presented to the August Ordinary Meeting for adoption							
Assets and Delivery	Prepare an Asset Management Strategy	On Track	June 2025	April 2026	75%	100%	 Green
Draft Asset Management Strategy is in final draft to be presented to Executive for endorsement in Quarter 3.							
Assets and Delivery	Review and Prepare Asset Management Plans for Transport and Drainage	On Track	February 2025	June 2026	60%	100%	 Green
Draft Asset Management Plans for Transport and Drainage are in final draft to be presented to Executive for endorsement in Quarter 3.							

3.3	<i>Regularly review and implement the Road Management Plan, partnering with VicRoads and other agencies on road network planning and maintenance, transport networks and infrastructure.</i>				Council's role in achieving:		
					Delivering	Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Assets and Delivery	Review and adoption of the Road Management Plan 2025	Complete	June 2025	October 2025	100%	100%	 Green
Adopted by Council at the Ordinary Meeting in October 2025.							
Assets and Delivery	Review and adoption of the Naming of Roads, Features and Localities Policy	Complete	June 2025	October 2025	100%	100%	 Green
Policy reviewed in July and Councillors briefed in July ahead of the policy being brought to the August Ordinary Meeting for adoption.							

3.4	<i>Facilitate a network of walking and cycling paths in towns to enhance connectivity and promote physical activity.</i>				Council's role in achieving:		
					Delivering	Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target

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Assets and Delivery	Complete programmed Hazard Inspections to identify any hazards as described in the Road Management Plan	Complete	July 2025	December 2025	100%	100%	 Green
Footpath and Cycleway programmed inspections were completed in December 2025 (as per the Road Management Plan requirements). All hazards identified were logged in Confirm.							
Assets and Delivery	Rectify all footpath and cycleway hazards within the timeframes nominated by the Road Management Plan	On Track	July 2025	June 2026	50%	100%	 Green
Through Council's asset management system, officers investigate and remediate hazards identified by Council's Asset inspectors and reports from the community. Intervention levels and required actions are inline with Councils Road Management Plan.							


3.5	<i>Review Council's portfolio of community buildings and promote shared and multi-purpose use in response to community needs.</i>				Council's role in achieving:		
					Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Assets and Delivery	Adopt 10 Year Asset Plan	Completed	June 2025	October 2025	100%	100%	 Green
Adopted by Council at the Ordinary Meeting in October 2025.							
Assets and Delivery	Review and Prepare Asset Management Plans for Buildings and Open Spaces	On Track	February 2025	June 2026	60%	60%	 Green
Draft Asset Management Plans for Buildings and Open Spaces are in final draft to be presented to Executive for endorsement in Quarter 3.							
Assets and Delivery	Prepare Disposal Surplus Assets Strategy	On Track	February 2025	April 2026	25%	50%	 Orange
Draft Disposal Surplus Assets Strategy is being prepared. The Strategy will align with the Land Disposal Policy and provide guidelines for consideration and process for assessing and prioritization of land to be disposed of. Strategy expected to be finalized in Q3.							


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STRATEGIC OBJECTIVE 3: BUILT AND NATURAL ENVIRONMENT

Strategy: WELCOMING AND ACCESSIBLE PARKS AND OPEN SPACE

3.6	<i>Plan for and implement a targeted capital works program for key parks and open space areas, lakes and waterways.</i>					Council's role in achieving:	
						Delivering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Assets and Delivery	Playspaces Project – supporting infrastructure and maintenance	Completed	2024	September 2025	100%	100%	 Green
Playspaces Projects have been completed in Birchip, Charlton, Wycheproof, Donald and Berriwillock.							

3.7	<i>Work with community groups to improve stewardship of parks and open space.</i>					Council's role in achieving:	
						Delivering	Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Works	Surge workforce & Town Blitz projects	On Track	July 2025	June 2026	50%	100%	 Green
Town Blitz projects will continue to be delivered, with the timing and scheduling of blitz works to best align with key town events.							

3.8	<i>Support integrated planning approaches when infrastructure investments and / or upgrades are proposed in towns to promote community connections and avoid duplication of facilities.</i>					Council's role in achieving:	
						Delivering	Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Assets and Delivery	Buloke Aerodrome Strategy (Shire Wide)	On Track	June 2025	June 2026	10%	20%	 Orange
Consultant engagement being finalised.							

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STRATEGIC OBJECTIVE 3: BUILT AND NATURAL ENVIRONMENT

Strategy: CARING FOR OUR ENVIRONMENT


3.9	Support and promote community environmental programs and initiatives.					Council’s role in achieving:		
						Delivering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Community Safety & Development Services	Coordinate the delivery of the Roadside Weeds and Pests Program	On Track	July 2025	June 2026	50%	100%	<div><div></div>Green</div>	
Works have commenced to undertake the removal of Boxthorn, Horehound, Cactus and rabbits and the works are expected to be completed in Q3.								

3.10	Actively manage and care for our lakes and their natural and recreation values and work with partners to advocate for access to adequate recreational water in our lakes and waterways.					Delivering Partnering Council’s role in achieving:		
						Delivering	Partnering	Advocacy
Service Area		Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Assets and Delivery		Capital works program – Lake Improvements	On Track	July 2025	June 2026	75%	95%	<div><div></div></div> Green
See Capital Works updates for lake improvements. Council supports the community lake committees to maintain facilities and services to support the local environment and visitor attractions.								

3.11	Prepare for, respond and adapt to the risks and impacts of a changing climate on our community, environment, infrastructure and services.					Council’s role in achieving:		
						Delivering	Partnering	Advocacy
Service Area	Key Initiative, Action or Project		Status	Start Date	End Date	%Complete	Target	On Target


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Assets and Delivery	Buloke LIDAR and flood studies	On Track	July 2025	June 2027	5%	5%	 Green
Contract awarded for shire wide LIDAR survey to commence in January 2026.							
Community Safety & Development Services	Review and update the Climate Change Mitigation and Adaptation Strategy and Plan	On Track	July 2025	June 2026	50%	100%	 Green
A review of the Climate Change Mitigation and Adaptation Strategy and Plan has commenced.							
Community Safety & Development Services	Coordinate the annual municipal fire prevention program	On Track	October 2025	March 2026	50%	100%	 Green
Inspections of all townships were undertaken in the lead up to, and during the Fire Danger Period with 291 Fire Prevention Notices issued to properties requiring works.							

3.12	<i>Enhance streetscapes and town entrances to improve their attractiveness and encourage community pride.</i>					Council's role in achieving:	
						Delivering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Works	Surge workforce & Town Blitz projects	On Track	July 2025	June 2026	50%	100%	 Green
Town Blitz projects will continue to be delivered, with the timing and scheduling of blitz works to best align with key town events.							

3.13	<i>Explore innovative waste management strategies to minimise waste to landfill and maximise recycling and re-use and educate and support the community in adopting waste minimisation and composting activities.</i>					Council's role in achieving:	
						Delivering	Partnership
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target



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Works	Circular Economy Household Education Fund project	On Track	July 2025	January 2026	80%	85%	 Green
Promotion and advocacy for recycling program and 'glass out' campaign continuing through Q3.							

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STRATEGIC OBJECTIVE 4: PROSPEROUS AND GROWING ECONOMY


Strategy: ATTRACT INNOVATIVE, CREATIVE AND SUSTAINABLE BUSINESSES



4.1	<i>Support and encourage investment that assists industry and economic growth and diversification.</i>				Council's role in achieving:		
					Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Safety & Development Services	Ensure the statutory, delegated and procedural obligations of Local Government under relevant legislation and established guidelines in relation to Statutory Planning.	On Track	July 2025	June 2026	50%	100%	 Green
A total of 13 planning applications has been received with 11 decisions made. Of these 11 decisions, 6 were processed within the required timeframes.							
Community Safety & Development Services	Ensure the statutory, delegated and procedural obligations of Local Government under relevant legislation and established guidelines in relation to Building.	On Track	July 2025	June 2026	50%	100%	 Green
A total of 33 building permits were issued during the Q2 program by Private Building Surveyors with a total estimated value of \$5,267,606. In addition, three reports and consent applications were processed.							


4.2	<i>Support sustainable agricultural pursuits and their contribution to Buloke and the broader community.</i>				Council's role in achieving:		
					Partnering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
No reportable activities or initiatives for Quarter 2							

4.3					Council's role in achieving:		
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<i>Provide spaces, places and opportunities that develop, and actively support our creative industries.</i>					Delivering		Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Economic Development	Participate in and promote the Regional Arts Victoria membership and initiatives	On Track	October 2025	June 2026	50%	100%	 Green
Continued supporting the RAV membership by attending the November Local Government Creative Connections meeting.							

4.4	<i>Advocate for timely and constructive consultation on renewable energy proposals and maximise the community and economic benefits from investments in renewable energy infrastructure.</i>				Council's role in achieving:		
					Advocacy		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Office of the CEO	Submission to Engage Victoria – Victorian Transmission Plan	Complete	June 2025	July 2025	100%	100%	 Green
Submission made to Engage Vic and published on Council's website.							
Office of the CEO	Submission to Engage Victoria – PILOR Review	Complete	June 2026	July 2025	100%	100%	 Green
Submission made to Engage Vic and published on Council's website.							

4.5	<i>Establish and encourage collaboration and partnerships with key industries and organisations.</i>				Council's role in achieving:		
					Delivering		Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Economic Development	Engage with local, regional and state Economic and Tourism stakeholders	On Track	July 2025	June 2026	50%	100%	 Green


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Attended the Grampians Wimmera Mallee Tourism Christmas Networking event, engaged with regional and state tourism stakeholders. Engaged with GWMT in-region monthly. Monthly engagement with Buloke Tourism Board supporting local tourism stakeholders. Attended two Wimmera Mallee Economic Development forums hosted by RDV.

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STRATEGIC OBJECTIVE 4: PROSPEROUS AND GROWING ECONOMY

Strategy: INVEST IN OUR YOUNG PEOPLE

4.6	<i>Support regional approaches for education, training and workforce development and involve young people in decision making.</i>				Council's role in achieving:		
					Partnering	Advocacy	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Children and Youth	Participate in regional education, training and workforce development initiatives, working with schools and key partners to support youth voice and strengthen local education and employment pathways.	On Track	July 2025	June 2026	50%	100%	 Green
Continue to regularly meet with North Central Local Learning and Employment Network to plan for career development programs in 2026.							

4.7	<i>Collaborate with education and training organisations to facilitate local opportunities and pathways.</i>				Council's role in achieving:		
					Partnering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Children and Youth	Support Schools and North Central Local Learning and Employment Network to deliver the Broader Horizons program and Schools to Work Program.	On Track	July 2025	June 2026	50%	100%	 Green
Throughout Q2, one student was supported to undertake work experience with the Buloke Shire resulting in them starting an apprenticeship with the Buloke Shire Council. Support was also provided to the NCLLEN and Wycheproof P/12 College Real Industry Job Interviews.							


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4.8	<i>Promote employment opportunities with Council.</i>				Council's role in achieving:		
					Delivering	Partnering	Advocacy
<i>Service Area</i>	<i>Key Initiative, Action or Project</i>	<i>Status</i>	<i>Start Date</i>	<i>End Date</i>	<i>%Complete</i>	<i>Target</i>	<i>On Target</i>
People & Culture	Implementation of Employment Hero HR Platform for Recruitment and Retention	On Track	July 2025	June 2026	25%	25%	 Green
Implementation of the Employment Hero platform for recruitment and retention remains on track and aligned with the Council Plan and strategies. People & Culture mapped the end-to-end recruitment process to identify gaps, inefficiencies and improvement opportunities. The performance appraisal project was successfully completed in December 2025 using Employment Hero, in accordance with the approved project plan. The project involved a comprehensive review of Council's performance appraisal framework, tools and supporting guidance to ensure consistency, fairness and alignment with Council values and strategic priorities. Continued enhancement of recruitment and performance management frameworks strengthens Council's employment brand and supports attraction and retention of a capable, engaged and future-ready workforce.							

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STRATEGIC OBJECTIVE 4: PROSPEROUS AND GROWING ECONOMY


Strategy: PROMOTE BULOKE AS A GREAT PLACE TO VISIT, LIVE AND INVEST


4.9	<i>Promote collaboration and leadership within the business community</i>					Council's role in achieving:	
						Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Economic Development	Develop, foster and maintain local business relationships and networks	On Track	July 2025	June 2026	50%	100%	 Green
Continued supporting local businesses and networks through the Grampians Wimmera Mallee Tourism Industry Partner Program and regular attendance at the Regional Development Victoria's Economic Development Activation Forum - Wimmera Southern Mallee.							

4.10	<i>Actively support innovative approaches to increase the diversity, supply, and sustainability of housing and identify successful initiatives implemented by other communities</i>					Council's role in achieving:	
						Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Development	Participate in the Loddon Mallee Housing Leadership Group.	On Track	Oct 2025	June 2026	50%	100%	 Green
Attendance at the Loddon Mallee Housing Leadership Group meeting in December 2025.							

4.11	<i>Promote and support the local and regional visitor economy and highlight Buloke’s unique qualities and attractions.</i>					Council’s role in achieving:		
						Delivering	Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Economic Development	Develop and implement an Economic Development and Tourism Strategy	Delayed	July 2025	December 2025	75%	100%	<div><div></div></div> Orange	

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

Draft Economic Development and Tourism Strategy in development. Document being refined through extensive consultation with Council and relevant stakeholders.							
Economic Development	Provide support to the Buloke Tourism Board to ensure the promotion and advocacy for localised tourism projects and initiatives.	On Track	July 2025	June 2026	50%	100%	 Green
Two facilitated workshops were held to create a strategic document to guide the Buloke Tourism Board, ensuring that local tourism projects and initiatives are adequately promoted.							
Economic Development	Support implementation of the Buloke Local Area Action Plan	On Track	July 2025	June 2026	50%	100%	 Green
Two strategic planning sessions with Buloke Tourism Board held to support local efforts to implement the Buloke Local Area Action Plan.							





4.12	<i>Support the development of an increased range of options for visitor accommodation.</i>				Council's role in achieving:		
					Delivering	Partnering	Advocacy
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Economic Development	Work with the relevant Committees of Management and Council departments to support the delivery and operations of the Cabins Projects.	On Track	July 2025	June 2026	50%	100%	 Green
A roundtable forum was held with relevant Committees of Management in November 2025. Topics discussed included an update on the Cabins Project delivery and future operational needs. Regular email updates also provided throughout Q2.							

4.13	<i>Advocate for improved access to NBN and mobile phone coverage.</i>				Council's role in achieving:		
					Advocacy		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
No reportable activities or initiatives for Quarter 2							






Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

STRATEGIC OBJECTIVE 5: COUNCIL LEADERSHIP AND ENGAGEMENT



Strategy: RESPONSIBLE LEADERSHIP AND DECISION MAKING




5.1	<i>Demonstrate strong leadership through open decision making and a commitment to local democracy.</i>				Council's role in achieving:		
					Delivering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Governance	Coordination of scheduled Council Meetings and Councillor Briefings	On Track	July 2025	December 2025	100%	100%	 Green
Council meetings and briefings are held in accordance with the adopted Council meeting schedule. Council has held six Ordinary Meetings of Council, seven Councillor Briefings, three Special Meetings of Council and the Council Meeting for the Election of the Mayor.							
Governance	Review and Update Council's Fraud and Corruption Policy and undertake complimentary staff training.	Complete	June 2025	July 2025	100%	100%	 Green
Staff training was undertaken in late June 2025 at the All Staff event, facilitated by Macquarie Lawyers who also undertook the legal review of Council's existing policy ahead of its review by officers and presentation to a Councillor briefing for discussion and then the July Ordinary Meeting for Adoption.							
Governance	Adoption of a Councillor Internal Resolution Procedure	Complete	July 2025	August 2025	100%	100%	 Green
Under Section 140 of the Act, Schedule 1A of the LG Regulations, Council are required to adopt an internal resolution procedure for the benefit of establishing the parameters for which Councillors would resolve disputes. The intention of the procedure and requirement under the Act is to first seek to resolve disputes internally in the first instance. The Councillor internal resolution procedure was adopted in the August Ordinary Meeting of Council.							
Financial Strategy	Review and updating of Council's Procurement Policy	Complete	May 2025	October 2025	100%	90%	 Green
Coordination of internal working group and external industry consultation, then refined through a legal review, the Policy was adopted in October 2025. Supporting documentation has been developed and circulated to officers.							

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29


5.2	Implement financial planning and reporting processes to support Council's ongoing financial sustainability.				Council's role in achieving:		
					Delivering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Financial Strategy	Review and Update of Council's 10 Year Financial Plan in accordance with the LGA2020.	Complete	June 2025	October 2025	100%	100%	 Green
Council undertook a review of the 10 Year Financial Plan and engaged with internal staff, Councillors, the broader community (through public exhibition) and then in a more targeted approach - a community reference group. Consultation was undertaken to establish a new Financial Plan 2025-2035 in accordance with the requirements of the Local Government Act 2020, which stipulates that Council's Financial Plan will be reviewed and adopted by the end of October following a Council Election.							
Financial Strategy	Complete year-end audit process in conjunction with Council appointed auditors and VAGO	Complete	July 2025	September 2025	100%	100%	 Green
Council actively participated in and completed the year-end annual auditing process and received positive feedback via the resulting management letter from the Auditors. The resulting audited financial and performance statements were presented to Council's Audit and Risk Committee in September, where they were endorsed for signing and inclusion in the Annual Report.							
Financial Strategy	Develop and Adopt a Discretionary Financial Reserves Policy.	Complete	May 2025	September 2025	100%	100%	 Green
In the September 2025 Ordinary meeting, Council adopted a new Discretionary Financial Reserves Policy.							
Financial Strategy	Undertake an independent external review of Council's 10 Year Financial Plan 2025-35	Complete	August 2025	September 2025	100%	100%	 Green
External consultants with suitable expertise were engaged to undertake a review of the Financial Plan and provide recommendations to officers for consideration ahead of the adoption of the Plan in October and the review planned during the next Annual Budget development process in 2026.							
Works	Plant Replacement Strategy	On Track	July 2025	March 2026	30%	80%	 Orange
Consultant is progressing with the Plant Replacement strategic assessment. Draft expected by end of Q3.							

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

5.3	<i>Maintain an innovative and responsive policy and planning framework to sustain future growth and development of the Shire.</i>				Council's role in achieving:		
					Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Community Safety & Development Services	Seek approval of Amendment C044blok.	On Track	July 2025	June 2026	50%	100%	 Green
Amendment C044blok was adopted by Council at the November 2025 meeting to be sent to the Minister for Planning for approval.							
Community Safety & Development Services	Seek approval of Amendment C047blok.	On Track	July 2025	June 2026	50%	100%	 Green
Council Officers have requested Authorisation from the Minister for Planning to prepare Planning Scheme Amendment C47blok.							

5.4	<i>Ensure a commitment to customer service excellence including effective processes for follow up of community service requests.</i>				Council's role in achieving:		
					Delivering		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Customer Engagement	Continue to provide a high level of customer service.	On Track	July 2025	June 2026	50%	100%	 Green
Throughout Q2, the Customer Engagement Team received: 54 email queries, 1714 phone calls and 220 walk-in visits to the Wycheproof Customer Service Centre in Wycheproof.							
Customer Engagement	Review the online customer service request processes	Delayed	July 2025	December 2025	80%	100%	 Orange
Review has been undertaken and new online Customer Request System developed and it is due to be launched early Q3.							
Customer Engagement	Review and upgrade Council's website.	On Track	July 2025	June 2026	50%	100%	 Green
Project scope in development. Contract to be awarded and project to commence in Q3.							

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

5.5	<i>Review employment practices to assist attraction and retention of a capable and committed workforce.</i>				Council's role in achieving:		
					Delivering	Partnering	
<i>Service Area</i>	<i>Key Initiative, Action or Project</i>	<i>Status</i>	<i>Start Date</i>	<i>End Date</i>	<i>%Complete</i>	<i>Target</i>	<i>On Target</i>
People and Culture	Leadership Development Program and Frontline Management Program	On Track	June 2025	June 2026	25%	25%	 Green
The Leadership Development Program and Frontline Management Program remain on track. Council continued to invest in sector collaboration and inclusive leadership as key enablers of workforce sustainability. A strong cohort of employees attended the Women in Local Government Conference (October 2025), supporting professional development and leadership capability building. Council delivered a Gender Equity Day (December 2025) featuring Gender Equity Commissioner Dr Nikki Vincent, strengthening organisational understanding of gender equity impacts on workforce participation, leadership and retention.							

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

STRATEGIC OBJECTIVE 5: COUNCIL LEADERSHIP AND ENGAGEMENT

Strategy: ADVOCACY AND PARTNERING TO DELIVER ON PRIORITIES

5.6	Advocate to stakeholders and key decision makers on matters of strategic importance to Council and the community.					Council’s role in achieving:		
						Advocacy		
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Office of the CEO (in conjunction with other service areas)	New webpage - activities and advocacy related to the Federal and State Government’s Transmission Planning, Renewable Energy and Mineral Sands Mining projects and planning.	Complete	August 2025	September 2025	100%	100%	<div><div></div></div> Green	
<p>A new webpage has been developed and added to Council’s website to provide transparency for Community and stakeholders in relation to the activities and advocacy work that Council has undertaken in relation to the transmission planning, renewable energy planning and proposed mining projects intended to impact the Buloke Shire Council. The webpage was developed following Council’s submission to the State Government’s consultation phase for the Victorian Transmission Plan prior to the end of the financial year (June 2025). The webpage is intended to provide relevant links to government agencies responsible for these projects and assist in information sharing.</p> <p>It also provides one central point for the community to visit and learn more about the role in which the Buloke Shire Council play in relation to these proposed project and present more transparency on what Council currently knows and are doing.</p>								


5.7	Actively seek external sources of funding.					Council’s role in achieving:		
						Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
Community Development/Infrastructure and Delivery	Identify and pursue external funding opportunities to support Council projects, programs and services.	On Track	July 2025	December 2025	100%	100%	<div><div></div></div> Green	
Throughout Q2, one application for external funding was submitted: <ul style="list-style-type: none">Sports and Recreation 2025-26 Local Sports Infrastructure Fund Community Facilities Stream application for the Wycheproof Netball Court Redevelopment and Lighting Upgrade – Outcome announced from April 2026.								

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

5.8	Actively pursue partnerships and collaborative relationships with government agencies, local businesses and community organisations to progress our community's shared interests.					Council's role in achieving:	
						Delivering	Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
No reportable activities or initiatives for Q2.							

5.9	Work with key partners to proactively plan for and respond to emergency events.					Council's role in achieving:	
						Delivering	Partnering
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
Emergency Management	Development and endorsement of the new Buloke Municipal Emergency Management Plan (MEMP).	On Track	July 2025	December 2025	100%	100%	 Green
The Buloke Municipal Emergency Management Plan was endorsed by the Municipal Emergency Management Planning Committee in August 2025.							
Emergency Management	Plan and provide training for key emergency management roles across the organisation.	On Track	July 2025	June 2026	50%	100%	 Green
Training and exercises undertaken throughout Q2 strengthened Council's emergency management capability and readiness. Training included Crisisworks, Municipal Emergency Manager, Emergency Management Common Operating Picture, Emergency Management Liaison Officer and AIIMS-ICC training, supported by the Flood Levee and Contaminated Water exercises, involving approximately 20 outdoor staff and 12 indoor staff members.							
Emergency Management	Develop new emergency management operational guidelines and procedures.	On Track	July 2025	June 2026	50%	100%	 Green
Projects delivered throughout Q2 strengthened Council's emergency management readiness and response through updated Municipal Operations Coordination Centre activation procedures, improved situation reporting, a new operations guide and Frequently Asked Questions for Council and response agencies, enhanced essential contacts, a dedicated relief and recovery webpage, and a temporary fencing in emergencies procedure.							

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

Governance	Facilitate and complete the internal audit for Emergency Management.	Complete	May 2025	December 2025	100%	100%	 Green
The Audit and Risk Committee received the final Internal Audit Report – Emergency Management – Esoteric Festival at its meeting held Wednesday, 10 December 2025.							

Organisational Performance Report – Quarter 2 FY2025/26: Alignment to Council Plan 2025-29

STRATEGIC OBJECTIVE 5: COUNCIL LEADERSHIP AND ENGAGEMENT

Strategy: CONSULTING WITH AND INFORMING OUR COMMUNITY

5.10	Promote collaboration and leadership within the business community.					Council’s role in achieving:		
						Delivering		
Service Area		Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
No reportable activities or initiatives for Quarter 1								

5.11	Actively support innovative approaches to increase the diversity, supply, and sustainability of housing and identify successful initiatives implemented by other communities.					Council’s role in achieving:		
						Delivering		Partnering
Service Area		Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target
No reportable activities or initiatives for Quarter 1								

5.12	Promote and support the local and regional visitor economy and highlight Buloke’s unique qualities and attractions.					Council’s role in achieving:		
						Delivering	Partnering	
Service Area	Key Initiative, Action or Project	Status	Start Date	End Date	%Complete	Target	On Target	
No reportable activities or initiatives for Quarter 1								



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8.3 FINANCIAL REPORTS

8.3.1 QUARTERLY FINANCIAL REPORT – QUARTER 2 FY2025/26

Author's Title: Manager Financial Strategy

Directorate: Corporate and Organisational Performance

File No: FM/09/08

Relevance to Council Plan 2025 - 2029

Strategic Council leadership and engagement

Objective: Responsible leadership and decision making

PURPOSE

The purpose of this report is to present to Council the financial reports for the period ended 31 December 2025 (Quarter 2) in accordance with the requirements of Section 97 of the *Local Government Act 2020*.

SUMMARY

Council adopted its 2025/2026 Annual Budget at the Council meeting on the 18 June 2025. The attached report includes a comparison of the operating and capital works budgets with actuals for the period ended 31 December 2025 as well as the Cash Flow Statement and Balance Sheet. It also includes Council's forecasted comprehensive income statement for year end June 2026.

RECOMMENDATION

That Council:

1. Receives and notes the Quarterly Financial Report for period ended 31 December 2025.
2. Receives and notes the Statement of Capital Works for period ended 31 December 2025.
3. Notes that the Chief Executive Officer acknowledges in accordance with the Act that there is no need for a revised annual budget.

DISCUSSION

For the quarter ending 31 December 2025, Council's financials reflect a negative variance of \$3.788 million. Council's operating income is \$2.7 million below the year-to-date budget, while capital income is \$655K below budget. Operating expenditure shows an unfavorable variance of \$424K compared with the year-to-date budget.

Council forecasts a full-year operating surplus of \$8.364 million, reflecting an unfavorable variance of \$20.468 million against the budgeted surplus of \$28.832 million. This variance is not driven by overspending but mainly relates to approximately \$14 million in capital grant funding under the Disaster

Recovery Funding Arrangements (DRFA) that has not yet been received, with Council currently negotiating with Emergency Recovery Victoria (ERV).

Capital works expenditure is forecast at \$23.314 million compared with the approved budget of \$46.735 million.

Council continues to forecast a cash neutral position as of June 2026 by expecting the total cash and cash equivalents at year-end to exceed \$30 million, similar to year-end balance of June 2025.

A detailed analysis of variances has been tabled below.

COMPREHENSIVE INCOME STATEMENT

While Council's comprehensive year-to-date (YTD) income statement reflects an unfavorable variance of \$3.788 million, its forecasted result reflects an unfavorable variance of \$20.468 million. Reasons for which are detailed within the table below:

Detail	YTD Variance Comments	Forecasted Variance Comments
Income		
Rates and charges	Against YTD budget has a favorable variance of \$45K.	Favorable variance forecasted due to supplementary valuations.
Statutory fees and fines	Favorable variance primarily due to a one-off fee earned from subdivision of land.	Favorable variance forecasted due to a one-off fee earned from subdivision of land, remaining items travelling close to budget.
User fees	Unfavorable variance of approx. \$36K primarily due to lower-than-expected services such as public health, building and compliance.	Unfavorable variance forecasted due to lower-than-anticipated level of operations in the building and compliance service areas.
Grants – operating	Unfavorable variance of \$2.27 million YTD due to <ul style="list-style-type: none"> Timing difference of the Financial Assistance Grants receipt (approx.\$2 million, first 50% received in FY24/25). Non-recognition of Council Flood Support Fund of \$300K received in advance. Income will be recognised when acquittals are approved on a quarterly basis. 	Unfavourable variance forecasted of \$3.9 million is primarily due to Financial Assistance Grants for financial year 2025/26 received in advance during financial year 2024/25. Council is not forecasting to receive an advance for FY2026-27 in FY2025-26.
Grants - capital	Unfavorable variance due to delays in project delivery, including Birchip RSL, Tiny Towns, and the Watchem and Wooroonook septic replacement projects which has resulted in income not yet being recognised. Income against Roads to Recovery will be recognised once Q2 acquittal reports are acquitted.	Unfavorable variance is forecasted primarily due to unearned income from flood recovery works funded by – <ul style="list-style-type: none"> DRFA for flood recovery approx. \$14.4 million. Local Roads and Community Infrastructure (LRCI) phase 4 approx. \$439,000.

Contributions	An unfavorable variance of \$463K is reported mainly due to the Birchip Netball Courts' unsuccessful insurance claim. Additional income received for administration support received under the Essential Services and Volunteers Fund has reduced the overall unfavorable result.	Unfavorable variance forecasted primarily due to the Birchip Netball Courts' unsuccessful insurance claim of approx. \$500,000.
Other income	Unfavorable variance of \$19K is mainly attributed to interest income on investments not received as investments being redeemed for working capital. This has been partially offset by fuel tax credits; funding received from the Department of Transport and Planning for the LED Transformation project and reimbursements from community groups leasing Council properties for utility expenses.	Unfavorable variance forecasted due to lower-than-anticipated interest income on investments not received, as investments being redeemed primarily to fund flood works until Council receives the grant funding.
Expenditure		
Employee costs	Favorable variance to date of \$121K due to internal staff associated with flood recovery works being capitalised along with minor vacancies within the organisation and vacant positions not filled.	Favorable variance forecasted due to vacancies.
Materials and services	An unfavorable variance of approximately \$141K is mainly due to unbudgeted external consultants hired, outweighing savings in other areas.	Unfavorable variance forecasted mainly due to unbudgeted external consultants costing approx. \$693,000 and membership fee savings towards Wimmera Southern Mallee Development costing approx. \$65,000.
Depreciation and Amortization	Depreciation for the period is over budget due to the capitalisation of assets at year end.	Unfavorable variance forecasted due to depreciation charge on assets capitalised at year end.
Right of use assets	Staff vacancies have led to fewer vehicles being required resulting in a favorable variance.	Favorable variance forecasted as staff vacancies have led to fewer vehicles being hired.

Finance costs	Interest on light vehicles leased is close to YTD budget	Favorable variance in lines with right of use assets.
Other expenses	Unfavorable variance of approximately \$55K due to Council contributions towards Wimmera Southern Mallee Council Alliance Group, Safer Together grant obligations, Birchip Community specifically for Ray Neville Silo Art as part of the Tourism Business Innovation grant obligations.	Unfavourable variance of \$98K due to Council contributions towards Wimmera Southern Mallee Council Alliance Group, Safer Together grant obligations, Birchip Community specifically for Ray Neville Silo Art as part of the Tourism Business Innovation grant obligations as well as increased audit fees, mayor and councillor allowances.

BALANCE SHEET AS AT DECEMBER 2025

Detail	Commentary
Assets	
Trade and other receivables	These have increased due to rates being raised in August 2025. Forecasted to reduce as rate revenue receipts are anticipated.
Cash and cash equivalents	Cash and cash equivalents stand at \$2.701million, which when compared to year ended 30 June 2025 decreased by \$427K.
Other financial assets	Reduced due to investments being redeemed for working capital requirements.
Other assets	Forecasted to change due to prepayments at year end.
Property, infrastructure, plant and equipment	Adjusted for depreciation, and capital expenditure to date is included as work in progress. Forecasted to increase to include year-end capitalisation.
Liabilities	
Trade and other payables	These have decreased by approximately \$1.796 million as credit and payroll accruals recorded at year end as well as creditors due post year end have been paid.
Trust funds and deposits	Includes the fire services levy raised that will be payable to the State Government.
Contract and other liabilities	Increased due to external grants received including – Roads to Recovery \$309K and Regional Workers Accommodation (Cabins) \$1.5million.
Provisions	A decrease due to payout of Long Service Leave (approximately \$71.6K) netted off by YTD accruals.
Lease liabilities	No change.
Equity	
Accumulated surplus	Adjusted for last year's surplus and year-to-date earnings.
Reserves	No change.

STATEMENT OF CAPITAL WORKS AS AT DECEMBER 2025

Detail	Commentary
Land and land improvements	Minor unfavorable variance due to no budget allocated for FY2026.
Building improvements	Favorable variance as items under building improvements and replacement of public toilet facility at Watchem Park are being progressed as per timeline.
Plant and equipment	Favorable variance as the heavy plant and fleet strategy as agreed in budget development process is in progress.
Infrastructure	
Roads	Favorable variance majorly due to works including flood works now being under procurement phase and to commence construction soon.
Footpaths and cycleways	Favorable variance due to program being developed.
Drainage	Favorable variance due to program still under development.
Recreational, leisure and community facilities	<p>Favorable variance due to the delay in the delivery of major projects such as:</p> <ul style="list-style-type: none"> • Aquatic Renewals, where priority projects are being finalised. • Tiny Towns, being in progress in Berriwillock, Nandaly, Nullawil and Watchem. • Birchip Netball Court Remediation, not going ahead due to unsuccessful insurance outcome.
Parks, open space and streetscapes	<p>Favorable variance caused due to -</p> <ul style="list-style-type: none"> • Delay in delivery of major projects such as Septic Replacements at Watchem and Wooroonook which commence construction in February 2026. • Regional Workers Accommodation (Cabins) is progressing as per the timelines while other projects are in the procurement or final completion stages.
Aerodromes	Favorable variance due to projects still in the development phase.

RELEVANT LAW

The reports are consistent with the requirements of the *Local Government Act 2020*

RELATED COUNCIL DECISIONS

Council adopted the budget for FY2025-26 on 18 June 2025.

OPTIONS

Not applicable.

SUSTAINABILITY IMPLICATIONS

Not applicable.

COMMUNITY ENGAGEMENT

Not applicable.

INNOVATION AND CONTINUOUS IMPROVEMENT

Not applicable.

COLLABORATION

The attached reports and comments have been prepared in collaboration with various Council officers.

FINANCIAL VIABILITY

The reports provide a snapshot of Council's financial performance for the second quarter of the year, noting that there is no impact on the adopted budget.

REGIONAL, STATE AND NATIONAL PLANS AND POLICIES

Not applicable.

COUNCIL PLANS AND POLICIES

The report is an opportunity for Council to compare its financial performance against its annual budget and is in accordance with its Council Plan 2025-2029 commitment to manage its budgets responsibly to achieve long-term financial sustainability.

TRANSPARENCY OF COUNCIL DECISIONS

Quarterly financial reporting ensures Council and the Buloke community are aware of the financial implications of decisions and actions. Reporting Council's financial position allows Council to monitor and respond to financial risk.

CONFLICT OF INTEREST

No officer involved in the preparation of this report has a conflict of interest.

Attachments:

1. Attachment 8.3.1.1 - Quarterly Financial Statement Dec 2025
2. Attachment 8.3.1.2 - Capital Works Statement Dec 2025



COMPREHENSIVE INCOME STATEMENT

For quarter ending December 2025

	Full Year Budget	Jul 2025 - Dec 2025			Full Year Budget	Jun-26	
	Approved	Approved	Actuals	Variance	Remaining Budget	Forecasted	Variance
400 - Income/Revenue							
1 - Rates & Charges	\$15,905,298	\$15,865,298	\$15,910,398	\$45,100	(\$5,100)	\$15,946,136	\$40,838
2 - Statutory fees and fines	\$123,800	\$61,900	\$96,940	\$35,040	\$26,860	\$150,905	\$27,105
3 - User fees	\$498,750	\$173,375	\$136,965	(\$36,410)	\$361,785	\$463,877	(\$34,873)
4 - Grants - operating	\$9,455,512	\$5,040,312	\$2,769,089	(\$2,271,223)	\$6,686,423	\$5,513,456	(\$3,942,056)
6 - Grants - Capital	\$35,304,000	\$1,198,212	\$543,212	(\$655,000)	\$34,760,788	\$20,382,664	(\$14,921,336)
7 - Contributions	\$607,550	\$606,800	\$144,012	(\$462,788)	\$463,538	\$144,822	(\$462,728)
8 - Other Income	\$1,348,900	\$530,325	\$511,045	(\$19,280)	\$837,855	\$1,259,151	(\$89,749)
Total Income/Revenue	\$63,243,810	\$23,476,222	\$20,111,660	(\$3,364,562)	\$43,132,150	\$43,861,012	(\$19,382,798)
600 - Operating Expense							
1 - Employee Costs	\$13,415,316	\$6,532,090	\$6,410,517	\$121,573	\$7,004,798	\$12,915,811	\$499,505
2 - Materials and services	\$10,817,077	\$5,247,340	\$5,388,477	(\$141,137)	\$5,428,600	\$11,588,778	(\$771,701)
3 - Bad and doubtful debts	\$60,000	-	-	-	\$60,000	\$60,000	\$0
4 - Depreciation	\$8,852,407	\$4,426,204	\$4,787,827	(\$361,623)	\$4,064,581	\$9,575,653	(\$723,246)
5 - Right of use assets	\$464,564	\$232,282	\$220,423	\$11,859	\$244,141	\$457,931	\$6,633
6 - Finance costs - Leases	\$54,203	\$27,102	\$26,345	\$756	\$27,858	\$53,486	\$717
7 - Other expenses	\$747,285	\$194,351	\$249,912	(\$55,561)	\$497,373	\$845,038	(\$97,753)
Total Operating Expense	\$34,410,853	\$16,659,368	\$17,083,502	(\$424,134)	\$17,327,351	\$35,496,698	(\$1,085,845)
Operating Net Surplus/(Deficit)	\$28,832,958	\$6,816,854	\$3,028,159	(\$3,788,696)	\$25,804,799	\$8,364,314	(\$20,468,643)



BALANCE SHEET

As at 31 December 2025

	30 June 2025	31 December 2025	Movement
Assets			
Current Assets			
Trade and other receivables	3,811,406	16,657,687	12,846,281
Cash & Cash Equivalents	3,128,433	2,701,246	(427,187.50)
Other financial assets	28,000,000	20,000,000	(8,000,000.00)
Inventories	95,739	95,739	0
Other assets	553,247	224,590	(328,656.86)
Total Current Assets	35,588,826	39,679,263	4,090,437
Non-Current Assets			
Property, infrastructure, plant and equipment	306,648,161	306,972,906	324,745.07
Right-of-use assets	760,948	760,948	-
Investments in associates	212,916	212,916	-
Total Non-Current Assets	307,622,024	307,946,769	324,745.07
Total Assets	343,210,850	347,626,032	4,415,182
Liabilities			
Current Liabilities			
Trade and other payables	2,459,972	663,323	(1,796,648.64)
Trust funds and deposits	426,994	2,249,655	1,822,661
Contract and other liabilities	3,149,880	4,528,964	1,379,084
Provisions	1,787,650	1,769,578	(18,072.83)
Lease Liability	381,938	381,938	-
Total Current Liabilities	8,206,434	9,593,457	1,387,023
Non-current Liabilities			
Provisions	2,533,103	2,533,103	-
Lease Liability	449,651	449,651	-
Total Non-current Liabilities	2,982,754	2,982,754	-
Total Liabilities	11,189,188	12,576,211	1,387,023
Net Assets	332,021,662	335,049,821	3,028,159
Equity			
Accumulated surplus	131,464,078	134,492,236	3,028,159
Reserves	200,557,584	200,557,584	200,557,584
Total Equity	332,021,662	335,049,821	203,585,743



STATEMENT OF CASH FLOWS
For the quarter ending December 2025

	<i>Inflows / (Outflows)</i>
Cash flows from operating activities	
Rates and charges	3,317,286
Statutory fees and fines	96,701
User fees	136,965
Grants - operating	2,754,089
Grants - capital	1,937,296
Contributions - monetary	144,012
Interest received	587,828
Trust funds and deposits taken	23,038
Other receipts	1,451,461
Net GST refund / payment	-
Employee costs	(7,078,216)
Materials and services	(6,188,394)
Short-term, low value and variable lease payments	-
Trust funds and deposits repaid	-
Other payments	(249,912)
Net cash provided by/(used in) operating activities	(3,067,847)
Cash flows from investing activities	
Payments for property, infrastructure, plant and equipment	(5,112,572)
Proceeds from sale of property, infrastructure, plant and equipment	-
Payments for investments	8,000,000
Proceeds from sale of investments	-
Loans and advances made	-
Payments of loans and advances	-
Net cash provided by/ (used in) investing activities	2,887,428
Cash flows from financing activities	
Finance costs	-
Proceeds from borrowings	-
Repayment of borrowings	-
Interest paid - lease liability	(26,345)
Repayment of lease liabilities	(220,423)
Net cash provided by/(used in) financing activities	(246,768)
Net increase/(decrease) in cash & cash equivalents	(427,187)
Cash and cash equivalents at the beginning of the financial year	3,128,433
Cash and cash equivalents as at 31 December 2025*	2,701,246

**Closing cash and cash equivalents reported as at the end of Quarter 1 FY2025–26, totalled \$25,936,379. This balance included \$22,000,000 in investments, which have since been reclassified as other financial assets on the Balance Sheet.*



CAPITAL WORKS STATEMENT
For period ending December 2025

Account	Full Year Budget	Year-to-date		Forecasted		Status	Comments
		Actuals	Variance	Spend	Variance		
Land improvements							
5022 - Sea Lake Housing Development	\$0	\$7,134	(\$7,134)	\$17,134	(\$17,134)	At Risk - Intervention Required	All required documentation has been submitted to GWMWater to facilitate the processing of the Statement of Compliance, enabling the issue of titles and the commencement of land sales.
Total Land improvements	\$0	\$7,134	(\$7,134)	\$17,134	(\$17,134)		
Building improvements							
5040 - Building improvements	\$232,047	\$13,341	\$218,706	\$232,047	\$0	On Track	Charlton Amenities Block – Contract has been awarded for the construction and installation of a prefabricated unit, with works scheduled to commence in February.
							Donald Police Camp – Further investigation is required to determine the root cause of stormwater ingress and rising damp issues. Procurement is currently underway for restumping works.
							Donald Office Gutters – Works have been awarded, with the contractor to confirm the construction timeline in January.
							Donald Hall Toilets – Works have commenced, including foundation preparation for plumbing and concreting. The detailed schedule of works is to be confirmed with local contractors in February.
5042 - Replacement of existing public toilet facility at Watchem Park	\$160,000	\$0	\$160,000	\$50,000	\$110,000	Potential Risk - Being Monitored	A meeting will be scheduled with Watchem community groups in January to discuss potential options for the utilisation of project funds, with consideration given to toilet requirements at the Park and Pool.
Total Building improvements	\$392,047	\$13,341	\$378,706	\$282,047	\$110,000		
Plant, machinery and equipment							
5060 - Plant, machinery and equipment	\$2,089,111	\$12,991	\$2,076,120	\$15,991	\$2,073,120	At Risk - Intervention Required	Procurement of Heavy Fleet has been placed on hold pending the completion of the Heavy Fleet asset management plan and funding strategy.
Total Plant, machinery and equipment	\$2,089,111	\$12,991	\$2,076,120	\$15,991	\$2,073,120		
Fixtures, fittings and furniture							
5065 - Fixtures, fittings and furniture	\$88,771	\$31,142	\$57,629	\$88,771	\$0	On Track	Heating and Cooling upgrades being scoped for council buildings.
Total Fixtures, fittings and furniture	\$88,771	\$31,142	\$57,629	\$88,771	\$0		
Computers and telecommunications							
5070 - Computers and Information Technology equipment	\$169,534	\$97,852	\$71,682	\$122,852	\$46,682	On Track	The first round of purchases have been made. Budget discussions still in progress as to the remainder of the allocation.
5075 - Library assets	\$9,486	\$0	\$9,486	\$9,486	\$0	On Track	
Total Computers and telecommunications	\$179,020	\$97,852	\$81,168	\$132,338	\$46,682		

Roads							
5085 - Second temporary levee Donald	\$718,729	\$69,659	\$649,070	\$587,659	\$131,070	On Track	Procurement for the construction of the second levee completed, and evaluation being finalised. Expect works to commence in March 2026.
5083 - Safer local roads	\$2,000,000	\$0	\$2,000,000	\$1,500,000	\$500,000	On Track	Funding agreement received for 6 projects.
5082 - Resheet program	\$1,250,000	\$120,127	\$1,129,873	\$1,250,000	\$0	On Track	
5086 - Jeffcott Road Rehabilitation & final seal	\$350,000	\$2,850	\$347,150	\$350,000	\$0	On Track	Contract rates reviewed and revised. Works to commence in February
5088 - Rehabilitation works	\$1,900,000	\$0	\$1,900,000	\$0	\$1,900,000	On Track	No projects identified at this stage. Funds are set aside to enable complimentary works to be completed that are not eligible for flood recovery works.
5080 - Rehabilitation and flood works	\$31,403,000	\$2,690,223	\$28,712,777	\$13,729,881	\$17,673,119	On Track	Flood recovery rehabilitation works underway and progresses as approval of eligibility of flood damage is approved by DTP. Project to carryover as works will continue into 26/27 financial year
5081 - Reseal program	\$1,291,629	\$8,078	\$1,283,551	\$1,291,629	\$0	On Track	
5084 - Major patching	\$100,000	\$282,306	(\$182,306)	\$282,306	(\$182,306)	At Risk - Intervention Required	
Total Roads	\$39,013,358	\$3,173,243	\$35,840,115	\$18,991,475	\$20,021,883		
Bridges							
5200 - Charlton Swing Bridge Refurbishment (timber deck replacemer	\$30,000	\$12,666	\$17,334	\$12,666	\$ 17,334.08	Complete	Works complete.
Total Bridges	\$30,000	\$12,666	\$17,334	\$12,666	\$17,334		
Footpaths and cycleways							
5220 - Footpath and cycleways	\$133,222	\$0	\$133,222	\$133,222	\$ -	Not Started	Works to be programmed in Feburary
Total Footpaths and cycleways	\$133,222	\$0	\$133,222	\$133,222	\$0		
Drainage							
5250 - Drainage Works	\$50,000	\$0	\$50,000	\$50,000	\$ -	Not Started	Works to be programmed in Feburary
5251 - Nullawil - West/East drainage (Calder Highway Pipeworks)	\$152,000	\$0	\$152,000	\$0	\$ 152,000.00	At Risk - Intervention Required	Works to be scoped and tendered. At risk to carryover into 26/27
5270 - Kerb and Channel	\$150,000	\$0	\$150,000	\$150,000	\$ -	Not Started	Works to be programmed in Feburary
Total Drainage	\$352,000	\$0	\$352,000	\$200,000	\$152,000		

Recreational, leisure and community facilities							
5280 - Aquatic facilities renewal works	\$100,000	\$0	\$100,000	\$50,000	\$50,000	Not Started	Project to be reviewed at end of pool season and informed by aquatics strategy
5284 - Flagpole upgrades	\$18,897	\$6,733	\$12,164	\$7,000	\$11,897	Completed	
5285 - Electric vehicle charger Birchip or Charlton	\$54,757	\$0	\$54,757	\$0	\$54,757	Not Started	Waiting for the feedback from the joint procurement exercise conducted by the Central Victorian Greenhouse Alliance.
5281 - Birchip netball court remediation	\$500,000	\$16,790	\$483,210	\$17,000	\$483,000	Not Started	
5286 - Tiny Towns	\$332,923	\$19,580	\$313,343	\$332,923	\$0	Potential Risk - Being Monitored	Berrillock Tennis Club - The club are submitting a funding variation request to allow a concrete apron at the entry to the courts to be constructed with remaining funds.
							Culgoa Signage - Works complete, funding acquittal underway.
							Nandaly Tennis Club - request for Land Owner Consent (LOC) submitted to DEECA to allow procurement to proceed.
							Nullawil Community Building - The committee are submitting a funding variation request to allow additional time to complete the works in order to process a change of use permit and fulfill all requirements for it at the same time as other works.
5283 - Recreational vehicle dump point	\$35,728	\$55,043	(\$19,315)	\$55,043	(\$19,315)	Completed	Watchem Streetscape - Funding variation request to be submitted to allow additional time to complete works, construction of foundations for the silo relocation have commenced.
5282 - Birchip recreation reserve generator	\$82,171	\$4,433	\$77,738	\$82,171	\$0	On Track	RV Dump Point installed at Tchum Lake.
5291 - Wycheproof Netball Court	\$0	\$19,110	(\$19,110)	\$19,110	(\$19,110)	At Risk - Intervention Required	Contractor appointed. Generator purchased and will be install by 28 February.
5292 - Wycheproof Multi Sport Facility	\$0	\$225	(\$225)	\$11,225	(\$11,225)	Not Started	Design Complete, funding application submitted, decision expected by funder from April onwards
Total Recreational, leisure and community facilities	\$1,124,476	\$121,914	\$1,002,562	\$574,472	\$550,004		Project did not proceed, funding application unsuccessful.

Parks, open space and streetscapes							
5420 - Wycheproof Recreation Reserve public toilets	\$92,798	\$15,611	\$77,187	\$92,798	\$0	On Track	Contractor appointed. Contractor will commence construction works by 1st February
5411 - Watchem septic replacement *	\$100,756	\$5,952	\$94,804	\$100,756	\$0	On Track	Contractor appointed. Works scheduled from February.
5410 - Regional worker accommodation (Cabins)	\$1,605,131	\$1,268,551	\$336,580	\$1,605,131	\$0	On Track	All cabins installed and working through a list of minor transport defects. Cabins currently being connected to the water, sewer and electricity services.
5416 - Playspace (Berri, Birchip, Charlton, Donald & Wycheproof)	\$0	\$38,600	(\$38,600)	\$48,600	(\$48,600)	At Risk - Intervention Required	Schedule for completion of remaining contract defects to be confirmed by contractor in Jan including stormwater repairs to Berriwillock shelter and lighting components at Donald and Birchip.
5413 - Birchip streetscape lighting	\$197,487	\$2,438	\$195,049	\$2,438	\$195,049	On Track	RFQ process completed. The prices came back over budget. Working with the preferred tenderer to review the project specifications and identify potential savings.
5418 - Nullawil public toilets	\$31,622	\$68,608	(\$36,986)	\$70,000	(\$38,378)	Complete	
5419 - Sea Lake streetscape lighting	\$81,474	\$14,518	\$66,956	\$29,518	\$51,956	Complete	
5417 - Memorial Park changing places	\$63,396	\$31,626	\$31,770	\$63,396	\$0	Complete	Remaining task is to demolish the former toilet block which has been scheduled.
5415 - Regional Infrastructure Fund Cabins	\$0	\$34,531	(\$34,531)	\$34,531	(\$34,531)	At Risk - Intervention Required	Only Sea Lake cabin works to be completed. Water flow back prevention devices have been delivered. Waiting for GWM to approve the main water line shutdown so that the flow back prevention devices can be installed.
5414 - Donald Streetscape	\$451,732	\$6,119	\$445,613	\$225,866	\$225,866	On Track	Remaining scope confirmed with Donald 2000 for installation of planter boxes and lighting along Woods Street from Hammill to Blair Street. Procurement in progress for design services required to inform RFQ for construction.
5421 - Wycheproof Wetlands	\$75,093	\$112,838	(\$37,744)	\$131,838	(\$56,744)	At Risk - Intervention Required	600 native fish have been stocked, initial water fill in the lake section nearing completion. Planning underway for final earthworks and vegetation establishment in the eastern wetlands section. Minor defects remaining to be rectified by contractor including alterations to pump program and repairs to a section of fence, schedule to be confirmed with the contractor in Jan.
5412 - Woornook septic replacement	\$295,540	\$7,054	\$288,486	\$295,540	\$0	on track	Contractor appointed. Works scheduled for March
5422 - Sea Lake Apex Park Shelter	\$0	\$10,717		\$10,717	(\$10,717)	Complete	
5423 - Birchip cenotaph refurbishment	\$103,000	\$20,626	\$82,374	\$103,000	\$0	On Track	Concreting works completed, final measurements for block seating confirmed with RSL allowing procurement to be finalised. Earthworks to prepare for seating and artificial turf to be completed in early February along with flagpole installation.
Total Parks, open space and streetscapes	\$3,098,029	\$1,637,789	\$1,470,957	\$2,814,128	\$283,901		
Aerodromes							
5530 - Aerodrome Audit Works	\$51,900	\$0	\$51,900	\$51,900	\$ -	On Track	Lighting upgrade procured at Birchip, contractor to confirm works schedule in January
Total Aerodromes	\$51,900	\$0	\$51,900	\$51,900	\$0		
Total capital works	\$46,551,934	\$5,108,072	\$41,454,579	\$23,314,144	\$23,237,790		

8.4 ORGANISATIONAL REPORTS

Nil

8.5 REPORTS FROM COUNCILLORS

8.5.1 REPORTS FROM COUNCILLORS

Name: Cr Bruce Stafford

Date: 4 December 2025 - 4 February 2026

Meetings Attended:

Date	Meeting / Event
09/12/2025	Meeting with Traveller's Rest Committee
09/12/2025	Charlton Hall Discussion
15/12/2025	CEO/Councillor Update – <i>Via Teams</i>
16/12/2025	Charlton Forum
17/12/2025	Council Meeting – <i>Wycheproof Supper Room</i>
23/12/2025	Charlton Fire Community Information Session
22/01/2026	Australian Citizenship Ceremony – <i>Charlton Park Community Complex</i>
22/01/2026	Buloke Australia Day Awards – <i>Charlton Park Community Complex</i>
26/01/2026	Charlton Australia Day Ceremony
02/02/2026	Charlton Park Committee
04/02/2026	Councillor Briefing – <i>Sea Lake Senior Citizens</i>

Name: Cr Charmaine Delaney

Date: 4 December 2025 - 4 February 2026

Meetings Attended:

Date	Meeting / Event
07/12/2025	Watchem Town Christmas Party
09/12/2025	Charlton Hall Discussion
10/12/2025	Audit and Risk Committee Meeting – <i>Wycheproof Supper Room</i>
14/12/2025	Donald 2000 Christmas Party
15/12/2025	Wycheproof P-12 College Presentation Night
16/12/2025	Donald High School Awards Presentation Night
17/12/2025	Council Meeting – <i>Wycheproof Supper Room</i>
20/12/2025	VRI Hall Christmas Carols
22/01/2026	Australian Citizenship Ceremony – <i>Charlton Park Community Complex</i>
22/01/2026	Buloke Australia Day Awards – <i>Charlton Park Community Complex</i>
26/01/2026	Donald 2000 Australia Day
04/02/2026	Councillor Briefing – <i>Sea Lake Senior Citizens</i>

Name: Cr Bernadette Hogan

Date: 4 December 2025 - 4 February 2026

Meetings Attended:

Date	Meeting / Event
10/12/2025	Audit and Risk Committee Meeting – <i>Wycheproof Supper Room</i>
17/12/2025	Council Meeting – <i>Wycheproof Supper Room</i>
22/01/2026	Australian Citizenship Ceremony – <i>Charlton Park Community Complex</i>
22/01/2026	Buloke Australia Day Awards – <i>Charlton Park Community Complex</i>
26/01/2026	Australia Day Breakfast – <i>Birchip</i>
02/02/2026	Advance Sea Lake Meeting – <i>Sea Lake</i>
04/02/2026	Councillor Briefing – <i>Sea Lake Senior Citizens</i>

9 OTHER BUSINESS**9.1 NOTICES OF MOTION****9.1.1 SUNSHINE REGIONAL LINK CROSSOVERS****Author's Title:** Cr Alan Getley**File No:** GO/09/01**Relevance to Council Plan 2025 - 2029****Strategic**

Council leadership and engagement

Objective:

Advocacy and partnering to deliver priorities

PURPOSE

The following Notice of Motion is for the purpose of the action of Council to acknowledge and write to the Premier of Victoria, the Hon. Jacinta Allan and Local Victorian members of the Legislative Council and Legislative Assembly to raise concerns regarding the removal of the Sunshine Regional Rail Links.

SUMMARY

By 2050 the freight task is predicted to triple, and by 2030 Melbourne is forecast to be the biggest city in Australia. Congestion within Melbourne is now a major factor and the cost of using Victoria's toll road system continues to climb well above CPI.

More than one in five vehicles on Melbourne's toll roads is now a heavy vehicle, this trend is not predicted to decrease. The challenge of moving this freight throughout Victoria whilst keeping people safe, keeping within designated emissions, and providing a liveable state will be a challenge over the next decades.

The increase in High Productivity Freight Vehicles in Victoria is predicted to increase. Victoria needs a fit for purpose rail freight system. An efficient rail system with complementary infrastructure is vital for Victoria and Australia's economic prosperity.

The Sunshine Super Hub is part of Victoria's Big Build of projects and is jointly funded by the Federal and Victorian Governments. Works are expected to begin in 2026 and be completed in 2030.

As part of the Sunshine Super Hub development, it is proposed that two Sunshine Regional Rail Link Crossovers would be removed. Rail Freight would primarily be diverted an additional 47 kilometres via Geelong. This would increase train transit and cycle times and incur additional expenses in crewing and fuel costs. The removal of these crossovers would have a detrimental impact on rail freight in Victoria, increasing rail costs and driving more freight to road.

RECOMMENDATION

That Council:

1. writes to the Premier of Victoria, the Hon. Jacinta Allan and Local Victorian members of the Legislative Council and Legislative Assembly to raise concerns regarding the removal of the Sunshine regional rail links.
2. notes the Mayor has signed a joint letter of Mayors to the Premier regarding the removal of the Sunshine Regional Rail Link Crossovers.

Attachments:

Nil

9.1.2 CHARLTON CFA FIRE STATION REPLACEMENT

Author's Title: Cr Bruce Stafford

File No: GO/09/01

Relevance to Council Plan 2025 - 2029

Strategic Objective: Council leadership and engagement
Advocacy and partnering to deliver priorities

PURPOSE

The following Notice of Motion seeks to formally advocate to the Minister for Emergency Services for immediate funding to enable construction of a fit-for-purpose facility that meets current operational, safety, and inclusion standards and supports the long-term sustainability of the Charlton CFA brigade.

SUMMARY

The Charlton CFA fire station was constructed approximately 95 years ago and was designed for significantly smaller appliances and very different operational requirements. While the building has served the community for many decades, it is now no longer capable of accommodating modern CFA vehicles or meeting contemporary emergency service standards.

A new CFA appliance delivered to the Charlton brigade around five fire seasons ago does not fit within the existing station. As an interim arrangement, the appliance is currently housed at the captain's business premises rather than at the fire station, resulting in additional travel time for volunteers and delays in emergency response.

In addition, the station lacks suitable facilities for female volunteers and provides substandard amenities for male members. These deficiencies create barriers to volunteer participation and are inconsistent with contemporary expectations around safety, inclusion, and volunteer wellbeing.

Land has already been acquired for the purpose of constructing a new Charlton CFA fire station.

RECOMMENDATION

That Council:

1. Notes that the Charlton Country Fire Authority (CFA) operates from a fire station that is approximately 95 years old and is no longer fit for purpose.
2. Notes that a modern CFA appliance delivered to the Charlton brigade approximately five fire seasons ago cannot be properly accommodated within the existing fire station due to building constraints.
3. Notes that, as a result, the fire truck is currently housed at the captain's business premises rather than at the fire station, adding minutes to emergency response times.
4. Notes that the existing station lacks appropriate amenities for volunteers, including the absence of suitable facilities for female members and substandard facilities for male members.
5. Recognises the critical role of CFA volunteers in protecting the Charlton community and surrounding district, and the importance of providing safe, functional, and inclusive infrastructure to support effective emergency response, training, and volunteer recruitment and retention.
6. Requests that Council formally write to the Minister for Emergency Services, The Hon. Vicki Ward as a matter of urgency seeking immediate funding for the construction of a new Charlton CFA fire station on land already acquired for that purpose.
7. Requests that a copy of Council's correspondence to the Minister for Emergency Services, The Hon. Vicki Ward, also be provided for information to the Local Victorian members of the Legislative Council and Legislative Assembly and the Federal Minister for Emergency Management, Hon Kristy McBain MP.

Attachments:

Nil

9.2 QUESTIONS FROM COUNCILLORS

9.3 URGENT BUSINESS

Nil.

9.4 ANY OTHER BUSINESS

Nil

9.5 MATTERS WHICH MAY EXCLUDE THE PUBLIC

Nil.

10 MEETING CLOSE