



**WELLINGTON**  
SHIRE COUNCIL

# **Agenda Ordinary Council Meeting**

**Tuesday 5 May 2026, commencing at 5:00 PM**

**Meeting to be held at**

**Wellington Centre – Wellington Room, Foster Street, Sale**

**or stream online at <https://www.youtube.com/@wellingtonshire>**

**ORDINARY MEETING OF COUNCIL**  
**TABLE OF CONTENTS**

<b>0.1. TABLE OF CONTENTS .....</b>	<b>2</b>
<b>1. APOLOGIES .....</b>	<b>4</b>
<b>2. DECLARATION OF CONFLICT/S OF INTEREST .....</b>	<b>4</b>
<b>3. CONFIRMATION OF MINUTES OF PREVIOUS COUNCIL MEETING/S.....</b>	<b>4</b>
3.1. ADOPTION OF MINUTES OF PREVIOUS COUNCIL MEETING .....	4
<b>4. BUSINESS ARISING FROM PREVIOUS MEETINGS .....</b>	<b>5</b>
<b>5. ACCEPTANCE OF LATE AND URGENT ITEMS .....</b>	<b>5</b>
<b>6. NOTICE/S OF MOTION .....</b>	<b>5</b>
<b>7. RECEIVING OF PETITION OR JOINT LETTERS .....</b>	<b>5</b>
7.1. OUTSTANDING PETITIONS .....	5
<b>8. INVITED ADDRESSES, PRESENTATIONS OR ACKNOWLEDGEMENTS .....</b>	<b>5</b>
<b>9. QUESTION/S ON NOTICE .....</b>	<b>5</b>
9.1. OUTSTANDING QUESTION/S ON NOTICE .....	5
<b>10. DELEGATES REPORT.....</b>	<b>6</b>
<b>11. GENERAL MANAGER CORPORATE SERVICES .....</b>	<b>7</b>
11.1. ASSEMBLY OF COUNCILLORS.....	7
11.2. CEO EMPLOYMENT AND REMUNERATION POLICY .....	11
11.3. S11B INSTRUMENT OF APPOINTMENT AND AUTHORISATION (ENVIRONMENT PROTECTION ACT 2017) .....	24
<b>12. GENERAL MANAGER DEVELOPMENT .....</b>	<b>29</b>
12.1. DISABILITY INCLUSION AND ACCESS PLAN .....	29
<b>13. FURTHER GALLERY AND ONLINE COMMENTS.....</b>	<b>57</b>
<b>14. IN CLOSED SESSION .....</b>	<b>58</b>

## **COUNCIL MEETING INFORMATION**

*Members of the public gallery should note that the Council records and publishes Council meetings via YouTube to enhance the accessibility of Council meetings to the broader Wellington community. These recordings are also published and archived on Council's Website for viewing by the public. Recordings may be used for publicity or information purposes.*

*Members of the public in attendance at the Council meeting who wish to communicate with the Council regarding an agenda item or any other matter should advise the Mayor, ideally prior to the meeting starting, to ensure that their submission is called at the appropriate time during the meeting.*

*Would gallery visitors, Councillors and invited online attendees please ensure that mobile phones and other electronic devices are turned off or in silent mode for the duration of the meeting.*

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## **MISSION STATEMENT**

*Working together to make a difference. We listen and lead to provide quality services that improve life for all.*

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## **ACKNOWLEDGEMENT OF COUNTRY**

*We acknowledge the Traditional Custodians of the land, the Gunaikurnai people. We pay our respects to their Elders past and present and acknowledge their ongoing cultural and spiritual connections to their land and waters.*

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## **RECOGNITION OF COMMUNITY**

*We recognise the entire Wellington Shire community, including visitors to our shire, for their collective efforts in protecting and preserving the land, water, air, and history, and for making this a better place to live and work for current and future generations.*

## 1. APOLOGIES

## 2. DECLARATION OF CONFLICT/S OF INTEREST

## 3. CONFIRMATION OF MINUTES OF PREVIOUS COUNCIL MEETING/S

### 3.1. ADOPTION OF MINUTES OF PREVIOUS COUNCIL MEETING

#### **ACTION OFFICER: MANAGER GOVERNANCE**

#### **OBJECTIVE**

To adopt the minutes of the Ordinary Council Meeting of 21 April 2026.

#### **RECOMMENDATION**

*That Council adopt the minutes and resolutions of the Ordinary Council Meeting of 21 April 2026.*

#### **CONFLICT OF INTEREST**

No staff and/or contractors involved in the compilation of this report have declared a conflict of interest.

#### **4. BUSINESS ARISING FROM PREVIOUS MEETINGS**

**ACTION OFFICER: CHIEF EXECUTIVE OFFICER**

<b>ITEM</b>	<b>FROM MEETING</b>	<b>COMMENTS</b>	<b>ACTION BY</b>
NIL			

#### **5. ACCEPTANCE OF LATE AND URGENT ITEMS**

#### **6. NOTICE/S OF MOTION**

#### **7. RECEIVING OF PETITION OR JOINT LETTERS**

##### **7.1. OUTSTANDING PETITIONS**

**ACTION OFFICER: CHIEF EXECUTIVE OFFICER**

<b>ITEM</b>	<b>FROM MEETING</b>	<b>COMMENTS</b>	<b>ACTION BY</b>
NIL			

#### **8. INVITED ADDRESSES, PRESENTATIONS OR ACKNOWLEDGEMENTS**

#### **9. QUESTION/S ON NOTICE**

##### **9.1. OUTSTANDING QUESTION/S ON NOTICE**

**ACTION OFFICER: CHIEF EXECUTIVE OFFICER**

<b>ITEM</b>	<b>FROM MEETING</b>	<b>COMMENTS</b>	<b>ACTION BY</b>
NIL			

## **10. DELEGATES REPORT**

## 11. GENERAL MANAGER CORPORATE SERVICES

### 11.1. ASSEMBLY OF COUNCILLORS

#### ACTION OFFICER: MANAGER GOVERNANCE

#### PURPOSE

To report on all assembly of Councillor records received for the period 13 April 2026 to 26 April 2026.

#### RECOMMENDATION

*That Council note and receive the attached Assembly of Councillor records for the period 13 April 2026 to 26 April 2026.*

#### BACKGROUND

Section 80A of the *Local Government Act 1989* required a written record be kept of all assemblies of Councillors, stating the names of all Councillors and Council staff attending, matters considered and any conflict of interest disclosures made by a Councillor. These records were required to be reported at an ordinary meeting of the Council and recorded in the minutes. Under the new *Local Government Act 2020*, this requirement is no longer provided for however, in accordance with good governance, Council will continue to provide records of assemblies of Councillors to ensure that the community are kept informed of Councillors activity and participation.

Following is a summary of all Assembly of Councillor records received for the period 13 April 2026 to 26 April 2026.

#### ATTACHMENTS

1. Assembly of Councillors - 21 April 2026 Council Workshops [11.1.1 - 2 pages]

#### OPTIONS

Council has the following options:

1. Note and receive the attached Assembly of Councillors records; or
2. Not receive the attached Assembly of Councillors records.

#### PROPOSAL

That Council note and receive the attached Assembly of Councillors records during the period 13 April 2026 to 26 April 2026.

#### CONFLICT OF INTEREST

No staff and/or contractors involved in the compilation of this report have declared a conflict of interest.

## **COUNCIL PLAN 2025-29**

While this report does not meet a specific Council Plan strategic objective, it aligns with good governance.

## **GENDER IMPACT ASSESSMENT (GIA)**

Officers understand the requirements in relation to conducting GIA's to ensure Council remains compliant with obligations outlined in the *Gender Equality Act 2020*. The following determination was made.

A Gender Impact Assessment was not conducted as the policy, program or service does not meet the assessment requirement criteria.

## **FINANCIAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNICATION IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **LEGISLATIVE IMPACT**

The reporting of written records of assemblies of Councillors to the Council in the prescribed format complied with Section 80A of the *Local Government Act 1989* however, without prescription under the *Local Government Act 2020*, Council will continue to provide these records in accordance with good governance.

## **COUNCIL POLICY IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **RESOURCES AND STAFF IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNITY IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **ENVIRONMENTAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **ENGAGEMENT IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **RISK MANAGEMENT IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## ASSEMBLY OF COUNCILLORS AND OFFICERS IN ATTENDANCE - COUNCIL DAY

COUNCIL WORKSHOPS – 21 APRIL 2026			
COUNCILLOR	ATTENDANCE	OFFICERS IN ATTENDANCE	
<i>Cr Cindy Madeley (Mayor)</i>	YES	<b>David Morcom</b>	Chief Executive Officer
<i>Cr Liz Foot (Deputy Mayor) (Leave of absence)</i>	NO	<b>Arthur Skipitaris</b>	General Manager Corporate Services
<i>Cr Catherine Bannerman (Leave of absence)</i>	NO	<b>Chris Hastie</b>	General Manager Built and Natural Environment
<i>Cr Scott Rossetti</i>	YES	<b>Ross McWhirter</b>	Acting General Manager Development
<i>Cr Edward Lowe</i>	NO		
<i>Cr Garry Stephens (Online)</i>	YES		
<i>Cr Carmel Ripper</i>	YES		
<i>Cr John Tatterson</i>	YES		
<i>Cr Geoff Wells</i>	YES		
CONFLICTS OF INTEREST NOTED*			
NIL			

\* In accordance with Rule 18.5 of the Wellington Shire Council Governance Rules a Councillor who has a conflict of interest must not participate in discussion of matters that will come before Council for a decision, or if a decision will be made by a member of staff acting under delegation.

WORKSHOP DETAILS – 21 APRIL 2026		
ITEM NO.	WORKSHOP TITLE	PRESENTERS
1.1	<b>REVIEW OF 2026 PROPERTY REVALUATIONS</b>	<ul style="list-style-type: none"> <li><i>Elise Morahan, Manager, Regional Rating Authority Valuations</i></li> <li><i>Daniel Scarfo, Director Gippsland Property Valuations</i></li> <li><i>Mat Dyce, Coordinator Rates &amp; Revenue</i></li> </ul> <i>Conflict of Interest: NIL</i>
1.2	<b>RESIDENTIAL ROAD AND STREET CONSTRUCTION PLAN</b>	<ul style="list-style-type: none"> <li><i>Sam Pye, Manager Built Environment</i></li> <li><i>Zac Elliman, Acting Coordinator Infrastructure Development</i></li> </ul> <i>Conflict of Interest: NIL</i>

## ASSEMBLY OF COUNCILLORS AND OFFICERS IN ATTENDANCE - COUNCIL DAY

WORKSHOP DETAILS – 21 APRIL 2026		
ITEM NO.	WORKSHOP TITLE	PRESENTERS
1.3	<b>NATURAL ENVIRONMENT AND PARK QUARTERLY UPDATE INCLUDING FOGO</b>	<ul style="list-style-type: none"> <li>• <i>David Harper, Manager Natural Environment &amp; Parks</i></li> <li>• <i>Liam Cole, Open Space Planning Officer</i></li> <li>• <i>Samantha Nock, Coordinator Waste &amp; Sustainability</i></li> </ul> <i>Conflict of Interest: NIL</i>
1.4	<b>DEVELOPMENT DIVISION UPDATE</b>	<ul style="list-style-type: none"> <li>• <i>Barry Hearsey, Manager Planning and Building</i></li> <li>• <i>Ross McWhirter, Acting General Manager Development</i></li> <li>• <i>Rosie Davidson-Tuck, Manager Community Development</i></li> <li>• <i>Andrew Thomson, Creative Director of Performing Arts</i></li> </ul> <i>Conflict of Interest: NIL</i>
1.5	<b>REVIEW OF RISK APPETITE STATEMENTS</b>	<ul style="list-style-type: none"> <li>• <i>Carly Bloomfield, Manager Governance</i></li> <li>• <i>Keisha Roy, Coordinator Governance and Strategy</i></li> </ul> <i>Conflict of Interest: NIL</i>
1.6	<b>COUNCIL QUARTERLY PERFORMANCE REPORT - MARCH 2026</b>	<ul style="list-style-type: none"> <li>• <i>Peta Crawford, Acting Manager Corporate Finance</i></li> </ul> <i>Conflict of Interest: NIL</i>

## 11.2. CEO EMPLOYMENT AND REMUNERATION POLICY

### ACTION OFFICER: GENERAL MANAGER CORPORATE SERVICES

#### PURPOSE

For Council to approve and adopt the revised CEO Employment and Remuneration Policy as attached.

#### RECOMMENDATION

***That Council approve and adopt the revised CEO Employment and Remuneration Policy, as attached.***

#### BACKGROUND

Under section 45 of the *Local Government Act 2020*, Council is required to develop and adopt a Chief Executive Officer Employment and Remuneration Policy.

Wellington Shire Council's current CEO Employment and Remuneration Policy meets all the *Local Government Act 2020* requirements, and as legislation and processes change, we ensure that this policy reflects these changes

The CEO Employment and Remuneration Committee (CERC) have reviewed the current Chief Executive Officer Employment and Remuneration Policy and have included suggested amendments to this policy based on an external review by Council solicitors and input from the CERC's independent advisor.

The attached and revised CEO Employment and Remuneration Policy, provides marked up details of the proposed amendments.

#### ATTACHMENTS

1. CEO Employment and Remuneration Policy May 2026 with markups [11.2.1 - 10 pages]

#### OPTIONS

Council has the following options available:

1. Approve and adopt the revised CEO Employment and Remuneration Policy, as attached and as required under section 45 of the *Local Government Act 2020*; or
2. Not approve the revised CEO Employment and Remuneration Policy, as attached and as required under section 45 of the *Local Government Act 2020* and seek further information.

#### PROPOSAL

For Council to approve and adopt the revised CEO Employment and Remuneration Policy, as attached.

## **CONFLICT OF INTEREST**

No staff and/or contractors involved in the compilation of this report have declared a conflict of interest.

## **COUNCIL PLAN 2025-29**

While this report does not meet a specific Council Plan strategic objective, it aligns with good governance.

## **GENDER IMPACT ASSESSMENT (GIA)**

Officers understand the requirements in relation to conducting GIA's to ensure Council remains compliant with obligations outlined in the *Gender Equality Act 2020*. The following determination was made.

A Gender Impact Assessment was not conducted as the policy, program or service does not meet the assessment requirement criteria.

## **FINANCIAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNICATION IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **LEGISLATIVE IMPACT**

Section 45 of the *Local Government Act 2020* requires Council to develop, adopt and keep in force a Chief Executive Officer Employment and Remuneration Policy.

## **COUNCIL POLICY IMPACT**

The CEO Employment and Remuneration Policy must be approved by Council resolution and can be amended at any time outside of legislated and annual review requirements. It is also included in Council's suite of policies, which are reviewed annually.

## **RESOURCES AND STAFF IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNITY IMPACT**

The introduction of the CEO Employment and Remuneration Policy will clearly and deliberately inform the public about the process regarding the Chief Executive Officer's employment and performance monitoring.

**ENVIRONMENTAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

**ENGAGEMENT IMPACT**

This impact has been assessed and there is no effect to consider at this time.

**RISK MANAGEMENT IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## CEO EMPLOYMENT AND REMUNERATION POLICY

<b>Policy Number:</b>	2.4.11
<b>Approved by:</b>	Council
<b>Date Approved:</b>	May <del>2025</del> 2026
<b>Date of Next Review:</b>	May <del>2026</del> 2027
<b>Applicable to:</b>	Organisation
<b>Responsible Officer:</b>	General Manager Corporate Services
<b>Statutory Reference:</b>	<i>Local Government Act 2020 - Section 45</i> <i>The Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019 - section 21</i> <i>Victorian Charter of Human Rights and Responsibilities Act 2006 Fair Work Act 2009</i> <i>Charter of Human Rights Act 2008</i> <i>Human Rights and Equal Opportunity Commission Act 1986 (Commonwealth)</i>

### AUTHORISATION

This Policy was endorsed by resolution of Council at a Council Meeting on ~~20~~5 May ~~2025~~2026.

#### 1. Purpose of Policy

This is the Chief Executive Officer Employment and Remuneration Policy (**Policy**) of Wellington Shire Council (**Council**), made in accordance with section 45 of the [Local Government Act 2020 \(Act\)](#).

This Policy provides for the following matters which Council is responsible for under the Act and/or as a requirement of this Policy:

- (a) the recruitment and appointment of the Chief Executive [Officer \(CEO\)](#) ensuring that:
  - (i) the recruitment decision is based on merit;
  - (ii) the recruitment processes support transparency in the recruitment process and, subject to Council's discretion to offer re-appointment in accordance with section 44(3) of the Act, the public advertising of the position; and
  - (iii) regard is had to gender equity, diversity and inclusiveness;
- (b) approving the Contract of Employment entered into between Council and the Chief Executive Officer;
- (c) the CEO will appoint the Acting CEO from one of the General Managers under advice to all councillors, and if this period of appointment is to exceed 2 weeks, it must be approved by the Mayor, and if it exceeds 4 weeks by all of Council.
- (d) the provision of independent professional advice in relation to the matters dealt with in the Policy;
- (e) the monitoring of the Chief Executive Officer's performance;
- (f) an annual review of the Chief Executive Officer's performance; and
- (g) determining the Chief Executive Officer's remuneration.

## 2. Date of Commencement

2.1 This Policy commences operation on ~~20-5~~ May ~~2025~~2026.

## 3. Definitions

3.1 In this Policy, unless the context suggests otherwise the following words and phrases mean:

**Act** means the *Local Government Act 2020*.

**Annual Review Report** has the meaning given in clause 12.1.

**Chief Executive Officer** or **CEO** means the Chief Executive Officer of Council.

**Committee** means the CEO Employment and Remuneration Committee established under this Policy.

**Contract of Employment** means the contract of employment between Council and the CEO, including any schedules.

**Council** means Wellington Shire Council.

**Councillors** means the individuals holding the office of a member of Wellington Shire Council.

**Council meeting** has the same meaning as in the Act.

**Executive Search Consultant** means an independent consultant with specialist expertise in sourcing and evaluating candidates for senior executive roles.

**Independent Advisor** means the consultant appointed by Council from time to time to provide independent advice in accordance with section 45(2)(a) of the Act.

**KPIs** means Key Performance Indicators or performance criteria however described.

**Mayor** means the Mayor of Council.

**Performance Plan** means the annual performance plan setting out KPIs for the CEO.

**Policy** means this CEO Employment and Remuneration Policy adopted in accordance with section 45 of the Act.

**Public Sector Wages Determination** means any Determination that is currently in effect under section 21 of the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* in relation to remuneration bands for executives employed in public service bodies.

**Recruitment Policy** means the recruitment policy adopted by the CEO under section 48(2) of the Act.

**Regulations** means the Regulations made under Division 7 of Part 2 of the Act.

**Remuneration Package** means the total gross remuneration package paid to the CEO pursuant to the Contract of Employment.

**Resolution** means a resolution of Council made at a properly constituted Council meeting.

## 4. Overview

4.1 This Policy outlines the mechanisms which support Council in fulfilling its obligations regarding the CEO's employment and under the Act.

4.2 The aims of the CEO in relation to this Policy are to:

4.2.1 work collaboratively with the Committee in determining the Performance Plan on an annual basis;

4.2.2 actively participate in the performance appraisal process as required by

- the Committee;
- 4.2.3 make use of constructive feedback from Councillors and Committee Members in relation to performance appraisals;
- 4.2.4 undertake professional development on an as needed basis, and/or as part of the Performance Plan; and
- 4.2.5 promptly draw the Committee's attention to any situation where any variation of the Performance Plan may be required in light of the current circumstances.
- 4.3 The aims of Council (including via the Committee) in relation to this Policy are to:
  - 4.3.1 establish the Committee;
  - 4.3.2 provide processes for the recruitment of a natural person, and their appointment, to the position of CEO;
  - 4.3.3 draft and approve the Contract of Employment entered into between Council and the CEO;
  - 4.3.4 seek and be guided by independent professional advice in relation to the matters dealt with in this Policy;
  - 4.3.5 provide processes for determining and reviewing the Remuneration Package;
  - 4.3.6 provide processes for the monitoring of the CEO's performance including setting the Performance Plan and conducting an annual review;
  - 4.3.7 determine, as required, any variations to the Remuneration Package and terms and conditions of employment of the CEO; ~~and~~
  - 4.3.8 provide processes for the appointment of an Acting Chief Executive Officer; and
  - 4.3.9 have regard to all legal, contractual and statutory obligations owed to the CEO.

## 5. CEO Employment and Remuneration Committee

- 5.1 Council will establish a CEO Employment and Remuneration Committee (**Committee**).
- 5.2 The Committee will be an advisory committee to Council and will meet at least twice per year.
- 5.3 The purposes of the Committee ~~are~~ is to consider, and make recommendations to Council with respect to, the:
  - 5.3.1 selection and appointment of the Independent Advisor;
  - 5.3.2 ~~receipt of~~ ve independent advice from time to time from the Independent Advisor;
  - 5.3.3 performance monitoring of the CEO, including with respect to achievement of the KPIs;
  - 5.3.4 annual review of the CEO's performance, including against agreed KPIs;
  - 5.3.5 CEO's remuneration;
  - 5.3.6 recruitment and appointment of a CEO, if required;
  - 5.3.7 provisions to be included in the Contract of Employment from time to time;
  - 5.3.8 appointment of an Acting CEO; and
  - 5.3.9 implementation of this Policy.
- 5.4 ~~The Committee will include the Mayor, Deputy Mayor and Remuneration-Committee Chair one Councillor. An alternative Councillor will also be appointed but will only participate in the absence of any Committee member. The Committee will be chaired by:~~
  - 5.4.1 ~~the Mayor; or~~

5.4.2 if the Mayor is absent, the Deputy Mayor.

5-45.5 The Committee is to hold meetings as often as is necessary to:

5.4-15.5.1 prepare documentation relevant to the CEO's employment and remuneration, including Council reports and contractual documents, for the approval of Council;

5.4-25.5.2 conduct and maintain appropriate records regarding performance reviews of the CEO; and

5.4-35.5.3 review the Remuneration Package and conditions of employment of the CEO.

5-55.6 The Committee will provide a report to Council following each meeting describing its activities and making recommendations about any action to be taken by Council.

5-65.7 The Committee will determine its procedures at its first meeting, which will include:

5.6-15.7.1 the rules for its meetings, noting that meetings should be conducted with as little formality and technicality as appropriate to fulfil the Committee's purposes;

5.6-25.7.2 how often the Committee will meet, provided that the Committee meets at least twice in each year;

5.6-35.7.3 quorum, provided that the quorum is not less than 2 (must include the Mayor or Deputy Mayor) and two Councillors or, if the Mayor is absent, three Councillors;

5.6-45.7.4 means of attendance at Committee meetings (e.g. in person or electronically); and

5.6-55.7.5 authorising administrative support, including the taking of the minutes of the Committee meetings,

and will communicate the procedures to Council.

5-75.8 For the avoidance of doubt, nothing in this Policy requires Council to accept any or all of the Committee's recommendations.

## **6. Recruitment of CEO**

6.1 The Committee will establish and manage the process to recruit the CEO, designed to ensure that Council can select the best available candidate from a short list of preferred candidates (with or without a recommendation from the Committee).

6.2 The Committee will determine, and make a recommendation to Council, as to:

6.2.1 whether there is a need to engage an Executive Search Consultant to run the recruitment process; and, if so

6.2.2 the Executive Search Consultant to be appointed to run the recruitment process.

6.3 If an Executive Search Consultant is engaged, the Committee, the Chair of the Committee or a member of Council staff nominated by the Committee must liaise with the Executive Search Consultant in connection with the recruitment process.

6.4 When considering the recruitment of the position of CEO ~~to~~, the Committee must:

6.4.1 ensure that the recruitment decision is based on merit;

6.4.2 support transparency in the recruitment process and the public advertising of the position; and

6.4.3 ensure that regard is had to gender equity, diversity and inclusiveness.

6.5 The Committee must ensure that the Executive Search Consultant publicly advertises

the CEO role.

- 6.6 The Executive Search Consultant will be appointed on the terms agreed by Council, including that the Executive Search Consultant will prepare, and provide to Council, a schedule of dates for key decisions to be made by Resolution throughout the recruitment process.
- 6.7 The Committee must provide a report and recommendation to Council so that each key decision identified in the schedule prepared under clause 6.6 can, if necessary, be made by Resolution. This may include recommendations as to:
- 6.7.1 the preferred candidate; and
- 6.7.2 [the proposed high level contract terms \(including the term of employment and Remuneration Package\).](#)

- 6.8 [The Committee will conduct candidate interviews as required throughout the recruitment process. Other Councillors who are not appointed to the Committee are prohibited from conducting candidate interviews and may participate as observers only.](#)

## 7. Appointment of the CEO

- 7.1 Council will receive a report from the Committee on the completion of its role in the recruitment process, and Council will proceed to decide on a preferred candidate with the support of the Committee to negotiate and finalise the Contract of Employment.
- 7.2 The Committee will provide a recommendation to Council on the provisions to be contained in the proposed Contract of Employment.
- 7.3 The appointment of the CEO must be made by Council Resolution.

## 8. Reappointment of the CEO

- 8.1 Within 9 months and not less than 6 months prior to the expiry of the current CEO's Contract of Employment, the Committee will provide a recommendation to Council on:
- 8.1.1 whether the CEO should be reappointed under a new Contract of Employment; ~~and~~
- 8.1.2 if the recommendation is to reappoint the CEO, the proposed provisions of the further Contract of Employment.
- 8.2 Any reappointment of the current CEO must be made by Council Resolution.
- 8.3 ~~Where the Contract of Employment is for a term of 12 months or less, the period of months referred to in clause 8.1 shall be 2 months.~~ [Where the Contract of Employment is for a term of 12 months or less, the period of months referred to in clause 8.1 may be adjusted according to Council's discretion, provided that Council must advise the CEO whether it wishes to offer re-appointment at least 2 months prior to the expiration of the period of employment.](#)

## 9. Contract of Employment

- 9.1 The Contract of Employment is to be read in conjunction with this Policy (but the terms of this Policy are not incorporated into the Contract of Employment).
- 9.2 The Contract of Employment will, at a minimum, outline the following:
- 9.2.1 the employment term, which must not exceed 5 years in accordance with section 44(2) of the Act;
- 9.2.2 the responsibilities and duties of the position, including compliance with the Act and the Code of Conduct for Council staff;
- 9.2.3 how conflicts of interest will be managed;

- 9.2.4 the CEO's Remuneration Package and other entitlements;
  - 9.2.5 legislative and contractual obligations, including those during and continuing after appointment;
  - 9.2.6 the CEO's leave entitlements;
  - 9.2.7 processes for managing unsatisfactory performance;
  - 9.2.8 This policy recognises the CEO's current contract's provisions for termination notice and this policy does not override this clause. However, in the absence of this current contract, the following applies. A notice of a minimum 4 months with notice of termination by Council will apply with a maximum of up to 6 months; and
  - 9.2.9 any other matters required to be contained in the Contract of Employment by the Regulations.
- 9.3 The Contract of Employment may only be varied by a Council Resolution with the CEO's acceptance, with such variation to be recorded in a deed of variation, except to the extent that the Contract of Employment expressly provides for a change or variation to take effect by operation of the Contract of Employment (without a deed of variation).

## **10. Remuneration and Expenses**

- 10.1 The Remuneration Package provided to the CEO will form part of the Committee's annual review, having regard to (in accordance with section 45(3) of the Act):
  - 10.1.1 any statement of policy issued by the Government of Victoria which is in force with respect to its wages policy (or equivalent);<sup>1</sup> and
  - 10.1.2 any Public Sector Wages Determination.<sup>2</sup>
- 10.2 Remuneration will be reviewed on an annual basis, in accordance with the CEO's Performance Plan and contractual requirements.
- 10.3 Council will meet expenses incurred by the CEO in relation to:
  - 10.3.1 membership and subscription fees payable to professional associations which are reasonably necessary in order to carry out duties;
  - 10.3.2 reasonable costs incurred where attending conferences, seminars or other networking functions; ~~and~~
  - 10.3.3 reasonable costs incurred in performance of required duties; and
  - ~~10.3.3~~10.3.4 professional development and training.

## **11. Performance monitoring**

- 11.1 Council will adopt an annual Performance Plan for the CEO, which will include KPIs. The Performance Plan must be developed by the Committee in consultation with the CEO and confirmed by a Council Resolution.
- 11.2 The CEO is to provide progress reports against the Performance Plan to the Committee on a quarterly basis.
- 11.3 The Committee may meet with the CEO following each progress report to discuss the matters contained in the progress report and any feedback from Council.

<sup>1</sup> Section 45(3)(a) of the Act requires Council to have regard to any statement of policy issued by Government of Victoria which is in force with respect to its wages policy (or equivalent). The current Victorian Government Wages Policy applies in the public sector from 1 January 2022. See: <https://www.vic.gov.au/moving-new-wages-policy-2022>.

<sup>2</sup> Section 45(3)(b) of the Act requires Council to have regard to the published remuneration bands for executives employed in public service bodies. See: <https://www.vic.gov.au/tribunals-determination-vps-executive-remuneration-bands>

- 11.4 Following the initial 6 months of the CEO's term, a workshop with Councillors and the CEO should be arranged quarterly so that:
- 11.4.1 the CEO can prepare and present their views formed since their appointment on any related matters, and highlight any projections or forecasts of relevance to Council during their tenure;
  - 11.4.2 Councillors can provide feedback to the CEO on their perspective of the CEO's performance during the initial period of the CEO's employment; and
  - 11.4.3 Council and the CEO can consider projects and priorities for inclusion in the CEO's Performance Plan and KPIs.
- 11.5 Nothing in this Policy prevents the Committee and/or Council from monitoring the CEO's performance on an ongoing basis.
- 12. Annual review**
- 12.1 In preparation for Council's review, the Committee is required to submit an annual review report (**Annual Review Report**) to Council which includes recommendations on the following:
- 12.1.1 whether, and to what extent, the CEO has met the KPIs under the Performance Plan;
  - 12.1.2 whether, and to what extent or in what respect, any KPIs or other criteria ought to be varied under the Performance Plan;
  - 12.1.3 whether, and to what extent, the Remuneration Package ought to be varied; and
  - 12.1.4 any other necessary matters.
- 12.2 The Committee will submit the Annual Review Report to Council only after meeting with the CEO to discuss the Committee's proposed recommendations.
- 12.3 Council shall, after receipt of the Annual Review Report, review the recommendations in the Annual Review Report, resolve upon the matters described in clause 12.1 and advise the CEO of the terms or effect of the Resolution.
- 13. Acting CEO**
- 13.1 Council must appoint an Acting CEO when there is a vacancy in the office of the CEO or the CEO is unable to perform their duties under the Contract of Employment for a period exceeding 28 days.
- 13.2 The appointment of the Acting CEO must be made by a Resolution unless the Acting CEO is appointed for a period not exceeding 28 days, in which case the CEO may appoint an Acting CEO under delegation from Council pursuant to section 11(3) of the Act.
- 13.3 Where applicable, the Committee may advise Council on the selection and appointment of an Acting CEO.
- 14. Independent advice**
- 14.1 The Independent Advisor is responsible for providing independent professional advice in relation to the matters dealt with under this Policy in accordance with section 45(2)(a) of the Act.
- 14.2 Council will determine the:
- 14.2.1 term of appointment of the Independent Advisor; and
  - 14.2.2 remuneration of the Independent Advisor,
- and ensure the Independent Advisor keep confidential all information which the Independent Advisor acquires by virtue of the engagement.

- 14.3 Council, or the Committee with the approval of a Resolution, can, on an as needed basis, obtain additional independent professional advice in relation to the matters dealt with under this Policy.
- 15. Dispute Resolution**
- 15.1 In relation to any matter under this Policy or the CEO's Contract of Employment that may be in dispute, either the CEO or Council may:
- 15.1.1 give written notice to each other of the particulars of any matter in dispute, and
- 15.1.2 within 14 days of receiving a notice specified in clause 15.1.1, a meeting will be convened between the Committee and the CEO in an attempt to resolve the dispute.
- 15.2 If the dispute is not resolved, Council (in consultation with the CEO and on the recommendation of the Committee) will either within 14 days:
- 15.2.1 refer the dispute to an independent mediator (as agreed by the CEO and Council, or if they cannot agree a mediator appointed by the Executive Director of Local Government Victoria) and the Committee/Council agree to participate in any mediation process in good faith; or
- 15.2.2 nominate one or more external persons for the purpose of conducting further investigation and discussion (including any consultation with the CEO, as required) and making a recommendation to Council. Persons nominated for this purpose will have had no prior involvement in the dispute.
- 15.3 The cost of any mediation or investigation will be met by Council.
- 15.4 Having regard to any proposed outcome from any mediation under clause 15.2.1, or the recommendation made in accordance with clause 15.2.2, Council will make a final decision regarding the dispute which shall be binding on the parties.
- 15.5 During this process, no party shall be prejudiced as to the final resolution of the dispute. The parties will co-operate to ensure that the steps required to reach a resolution are carried out as expeditiously as possible for the benefit of all concerned.
- 15.6 Council and/or the CEO may nominate a representative (including a legal representative) to assist it and/or the CEO in this process. The CEO and/or Council will each be responsible for meeting the cost of any nominated representative used by them or it.
- 15.7 Neither the Committee nor the Mayor can make any binding decision under any dispute resolution process, without a Council Resolution.
- 16. Administrative Support**
- 16.1 Council acknowledges that, in implementing this Policy, it, the Committee and/or the Independent Advisor will from time to time require the assistance of members of staff, including assistance in relation to governance and human resources matters, and (where relevant) procurement and contract management.
- 16.2 Council, the Committee and/or the Independent Advisor may from time to time request a member of staff to provide assistance in implementing this Policy, recognising that the position of the member of staff is made difficult because they are accountable to the CEO (or a person acting as CEO) and therefore requests for assistance need to be limited to no more than those which are reasonably necessary.
- 16.3 The CEO should be kept informed of any decisions made to utilise Council staff for the purposes outlined in this section.
- 17. Interaction with Act and Regulations**
- 17.1 This Policy applies subject to any inconsistent obligations in the Act or the Regulations.

**18. Confidentiality**

- 18.1 Council is not required to disclose any personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.

**19. Delegations**

- 19.1 As set out in clause 13.2, Council must not delegate the power to appoint the CEO, whether on a permanent or acting basis, however, it may delegate to the CEO the power to appoint an Acting CEO for a period not exceeding 28 days (sections 11(2)(d) and 11(3) of the Act).
- 19.2 Council must not delegate the power to make any decision in relation to the employment, dismissal or removal of the CEO (section 11(2)(e) of the Act).

**20. Review of Policy**

- 20.1 This Policy will be reviewed within 12 months of its adoption by Council.
- 20.2 This Policy will thereafter be reviewed at least every 2 years by the Committee and within 6 months of each Council election, and the Committee will make a recommendation to Council with respect to any suggested changes.

**REVISION HISTORY**

VERSION	DATE	SUMMARY OF CHANGES
1.0	Not applicable	No review required as this policy is still valid
2.0	March 2023	Full review and rewrite of the policy to align with the legislative requirements as set out in the <i>Local Government Act 2020</i>
3.0	April 2024	Minor update to wording
3.1	May 2025	Update to review date
<u>3.2</u>	<u>May 2026</u>	<u>Updates to wording and review date</u>

### 11.3. S11B INSTRUMENT OF APPOINTMENT AND AUTHORISATION (ENVIRONMENT PROTECTION ACT 2017)

#### ACTION OFFICER: MANAGER GOVERNANCE

#### PURPOSE

To seek Council's approval for the designated Council Officers responsible for administration and enforcement of the *Environment Protection Act 2017* to be appointed and authorised as an Authorised Officer under the *Environment Protection Act 2017*.

#### RECOMMENDATION

- 1. That Council appoint and authorise the Council Officers referred to in the attached instrument titled 'S11B Instrument of Appointment and Authorisation (Environment Protection Act 2017)' as set out in the instrument.**
- 2. That the instrument come into force immediately upon being signed by Council's Chief Executive Officer and remain in force until Council determines to vary or revoke the instrument.**
- 3. That Council revoke the S11B Instrument of Appointment and Authorisation (Environment Protection Act 2017) dated 18 June 2025.**

#### BACKGROUND

Authorised Officers are Council Officers appointed under section 242(2) of the *Environment Protection Act 2017* and authorised under section 313 of the *Local Government Act 2020*, either generally or in a particular case, to institute proceedings for offences against the Acts and regulations described in the attached instrument of authorisation.

The S11B Instrument of Appointment and Authorisation has been updated to reflect a new Environmental Health Officer, Daniel Heymann, and acting Local Laws Officer, Aaron Hill, as well as the removal of Local Laws Officers who have resigned, and will allow for other documents to be updated accordingly.

#### ATTACHMENTS

1. S11B Instrument of Appointment and Authorisation by Council May 2026 [11.3.1 - 2 pages]

#### OPTIONS

Council has the following options available:

1. To appoint and authorise the Council Officers referred to in the attached 'S11B Instrument of Appointment and Authorisation (*Environment Protection Act 2017*)' and revoke the S11B Instrument of Appointment and Authorisation (*Environment Protection Act 2017*) dated 18 June 2025; or
2. Not appoint and authorise the Council Officers referred to in the attached S11B Instrument of Appointment and Authorisation and seek further clarification and information to be provided in a report at a future meeting.

## **PROPOSAL**

It is proposed that Council appoint and authorise the Council Officers referred to in the attached 'S11B Instrument of Appointment and Authorisation (*Environment Protection Act 2017*)' and revoke the S11B Instrument of Appointment and Authorisation (*Environment Protection Act 2017*) dated 18 June 2025.

## **CONFLICT OF INTEREST**

No staff and/or contractors involved in the compilation of this report have declared a conflict of interest.

## **COUNCIL PLAN 2025-29**

While this report does not meet a specific Council Plan strategic objective, it aligns with good governance.

## **GENDER IMPACT ASSESSMENT (GIA)**

Officers understand the requirements in relation to conducting GIA's to ensure Council remains compliant with obligations outlined in the *Gender Equality Act 2020*. The following determination was made.

A Gender Impact Assessment was not conducted as the policy, program or service does not meet the assessment requirement criteria.

## **FINANCIAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNICATION IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **LEGISLATIVE IMPACT**

Section 242(2) of the *Environment Protection Act 2017* provides Council with the authority to approve the S11B Instrument of Appointment and Authorisation.

## **COUNCIL POLICY IMPACT**

This impact has been assessed, and it aligns with Council's Authorisations and Appointments Policy.

## **RESOURCES AND STAFF IMPACT**

Following adoption, all staff with altered or new delegations are notified and Council procedures updated as required.

### **COMMUNITY IMPACT**

This impact has been assessed and there is no effect to consider at this time.

### **ENVIRONMENTAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

### **ENGAGEMENT IMPACT**

The instrument of appointment and authorisation is a statutory document under the *Environment Protection Act 2017* and is based on information supplied by Council's solicitors.

### **RISK MANAGEMENT IMPACT**

Authorised Officers must act within their authorisation and in accordance with all Council policies and procedures and any relevant legislation.



WELLINGTON  
SHIRE COUNCIL

# ***S11B Instrument of Appointment and Authorisation (Environment Protection Act 2017 only)***



## **Instrument of Appointment and Authorisation (*Environment Protection Act 2017*)**

In this Instrument 'officer' means –

**Aaron Hill**  
**Aimee Channing**  
**Alan Armitage**  
**Alishia Maddaluno**  
**Andrew Fairhall**  
**Craig Stewart**  
**Daniel Heymann**  
**Klaus Schneider**  
**Peter Thompson**  
**Samantha King**  
**Wayne Craft**

**By this Instrument of Appointment and Authorisation Wellington Shire Council –**

under s 242(2) of the *Environment Protection Act 2017* ('Act') and the Instrument of Delegation of the Environment Protection Authority under the Act dated 4 June 2021 - appoints the officers to be authorised officers for the purposes of exercising the powers and functions set out in the Instrument of Direction of the Environment Protection Authority under the Act dated 4 June 2021.

**It is declared that** this Instrument -

- revokes all previous S11B Instruments of Appointment and Authorisation (*Environment Protection Act 2017*);
- comes into force immediately upon its execution;
- remains in force until varied or revoked.

This Instrument is made by the Chief Executive Officer of Wellington Shire Council in the exercise of his authority to act on Council's behalf, which includes the authority conferred by resolution of Council made on 5 May 2026.

**DAVID MORCOM**  
**Chief Executive Officer**  
**Wellington Shire Council**

Date: X / 05 / 2026

## 12. GENERAL MANAGER DEVELOPMENT

### 12.1. DISABILITY INCLUSION AND ACCESS PLAN

#### ACTION OFFICER: GENERAL MANAGER DEVELOPMENT

##### PURPOSE

For Council to adopt the Disability Inclusion and Access Plan 2026-2030 as the operational strategy to continually improve Wellington Shire Council's access, equity, and inclusion for people living with disability.

##### RECOMMENDATION

***That Council adopt the Disability Inclusion and Access Plan 2026-2030 as the operational strategy to continually improve Wellington Shire Council's access, equity, and inclusion for people living with disability.***

##### BACKGROUND

Local governments are required by law to prepare and implement a Disability Action Plan. This requirement is established under Section 38 of the *Disability Act 2006 (Vic)*, which mandates that public sector bodies, including councils, must develop and regularly review a plan that identifies actions to:

- Reduce barriers to people with disability accessing goods, services and facilities;
- Reduce barriers to people with disability obtaining and maintaining employment;
- Promote inclusion and participation in the community of people with disability; and
- Achieve tangible changes in attitudes and practices that discriminate against people with disability.

Wellington Shire Council's previous Disability Action Plan was the Wellington Access and Inclusion Plan 2017 – 2022 (WAIP). The WAIP concluded in 2022. The Victorian Local Government delayed renewing Disability Action Plans as there was expected changes to the *Disability Act 2006* announced by State Government. Adding further pressure to Local Government, a significant fiscal restraint occurred in 2022 when 'Rural Access' funding ended and the associated 1. Equivalent Full Time (EFT) position was ceased.

Council, in partnership with KF Consulting, created the Wellington Disability Inclusion and Access Plan 2026-2030 (the Plan), a dynamic, integrated whole-of-council approach that leverages and strengthens business as usual with an accessibility and inclusion lens. The plan will be monitored and reviewed through the 'Continuous Cycle of Improvement' model with the assistance of the Wellington Disability Advisory Committee.

The plan was informed by a comprehensive community consultation of internal and external stakeholders conducted over many months. Furthermore, extensive data analysis shaped the plan which included the Live Well in Wellington Municipal Scan 2025-2029 and alignment to Inclusive Victoria: State Disability Plan 2022-2026.

## Wellington Context

- 25.7% of Wellington residents have a self-reported disability
- 7.1% need assistance with core activities
- The number of people accessing the National Disability Insurance Scheme (NDIS) in Wellington Shire has significantly increased. In 2021, 1,089 people accessed NDIS and this rose to 1,481 in early 2025, representing a 36% increase over just three years.
- 9.5% Aboriginal and Torres Strait Islander people need assistance with core activities in Wellington.
- 65% of women with a disability have experienced violence since the age of 15, compared to 45% of women without a disability.

## ATTACHMENTS

1. Wellington Shire Council Disability Inclusion and Access Plan 2026-2030 DRAFT [12.1.1 - 24 pages]

## OPTIONS

Council has the following options available:

1. Adopt the Disability Inclusion and Access Plan 2026-2030 as the operational strategy to continually improve Wellington Shire Council's access, equity, and inclusion for people living with disability; or
2. Not adopt the Disability Inclusion and Access Plan 2026-2030 and seek further information for consideration at a future Council meeting.

## PROPOSAL

For Council to adopt the Disability Inclusion and Access Plan 2026-2030 as the operational strategy to continually improve Wellington Shire Council's access, equity, and inclusion for people living with disability.

## CONFLICT OF INTEREST

No staff and/or contractors involved in the compilation of this report have declared a conflict of interest.

## COUNCIL PLAN 2025-29

This report supports the achievement of the following Council Plan 2025-29 Strategic Objective/s:

**Strategic Objective One: Healthy and Connected Communities** – *Vibrant, healthy, connected and inclusive communities. Quality services accessible to everyone* – states the strategy:

- *Enabling utilisation, access and movement across places and spaces.*
- *Enriching community experiences through creativity, culture and history for all ages and abilities.*
- *Aligning services through a community-centred organisation.*

**Strategic Objective Two: Dynamic and Diverse Economy** – *An economy that enables sustainable growth, and enhances the social environment, lifestyle and unique characteristics of our communities* – states the following strategy:

- *Planning to support future growth and changing needs of our community.*

**Strategic Objective Three: Infrastructure, Spaces and Places** – *Strategically planned, designed and well-maintained infrastructure, spaces and places* – states the following strategy:

- *Fostering inclusive and accessible spaces for community connection, creativity and activities.*

## **GENDER IMPACT ASSESSMENT (GIA)**

Officers understand the requirements in relation to conducting GIA's to ensure Council remains compliant with obligations outlined in the *Gender Equality Act 2020*. The following determination was made.

A Gender Impact Assessment was conducted as the policy, program or service meets the assessment requirement criteria. Officers undertook the GIA in accordance with the *Gender Equality Act 2020* to ensure potential gendered impacts were identified, considered and appropriately addressed.

## **FINANCIAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNICATION IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **LEGISLATIVE IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COUNCIL POLICY IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **RESOURCES AND STAFF IMPACT**

This impact has been assessed and there is no effect to consider at this time.

## **COMMUNITY IMPACT**

This impact has been assessed and there is no effect to consider at this time.

**ENVIRONMENTAL IMPACT**

This impact has been assessed and there is no effect to consider at this time.

**ENGAGEMENT IMPACT**

This impact has been assessed and there is no effect to consider at this time.

**RISK MANAGEMENT IMPACT**

This impact has been assessed and there is no effect to consider at this time.

# Disability Inclusion and Access Plan

2026-2030





**Acknowledgement of Country**

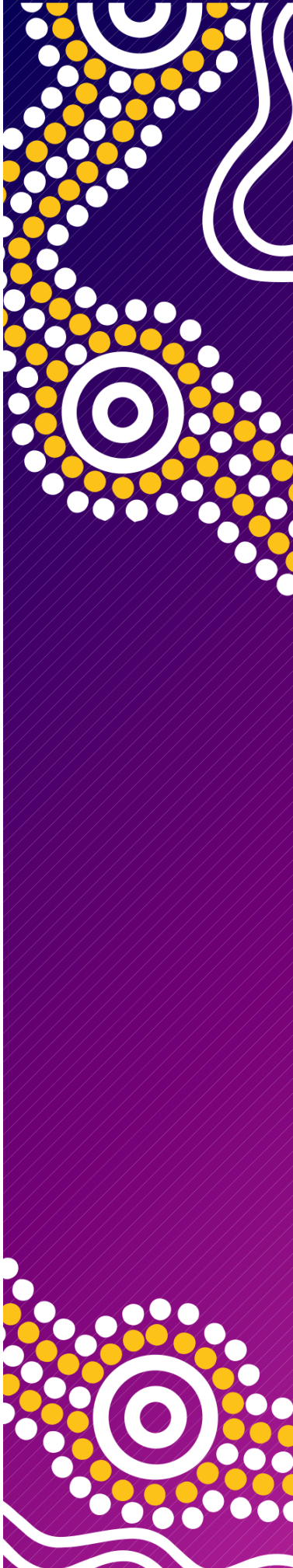
Wellington Shire Council acknowledges our offices are located on the traditional lands of the Gunaikurnai nation. We pay our deep respects to their Elders past, present and future and acknowledge their ongoing cultural and spiritual connections to their land and waters.



**Aunty Eileen Harrison**  
 (born Australia 1948)  
 Gunaikurnai  
*Celebration of our Culture, 2018*  
 Acrylic on canvas 140x240cm

Collection Gippsland Art Gallery  
 Purchased with the assistance of  
 the Robert Salzer Foundation and  
 Friends of the Gallery, 2025  
 © The artist





## Contents

<b>A Message from the Mayor</b>	<b>4</b>
<b>About the Disability Inclusion and Access Plan</b>	<b>5</b>
<b>Language</b>	<b>5</b>
<b>Understanding the Policy and Service Context</b>	<b>6</b>
The Role of the NDIS and Emerging Reform	7
The Role of Local Government	8
How the Plan was Developed	9
Wellington at a Glance	10
Key Data Insights	11
Council Plan 2025-2029	12
Live Well In Wellington 2025-29	13
<b>The Action Plan</b>	<b>15</b>
Strategic Alignment, Integration and Implementation Considerations	15
<b>Conclusion</b>	<b>20</b>
<b>References</b>	<b>21</b>
<b>Acronyms</b>	<b>22</b>



## A Message from the Mayor Cr Cindy Madeley

**Everyone wants to live in a place where they feel connected, where everyone, no matter their background, age, ability or circumstances, can feel part of something. That's the kind of community we're working to build - one that is inclusive, accessible and welcoming to all.**

This report is about more than meeting requirements. It's about recognising that inclusive communities are intentionally created. By removing barriers and designing with everyone in mind, we can build a place that supports a thriving local economy, protects our natural environment, and ensures a more sustainable and equitable future for everyone.

In Wellington Shire, a significant portion of the population at almost 30% self-report having a disability, with 7.1% requiring assistance with core daily activities. We believe every single one of our residents deserves the opportunity to enjoy and make full use of public facilities like parks, libraries, footpaths or community events. Access is not just about entering a building or getting from one place to another. It's also about being able to find, understand and engage with information, services and activities in ways that are meaningful and relevant to each person.

One of our guiding principles is to foster connected and accessible communities. That means promoting inclusivity, supporting social integration, and ensuring everyone has equal access to services, infrastructure and transport. We want people of all ages and abilities to feel seen, valued and supported.

This Access and Inclusion Plan is a step towards that goal. It reflects what we've heard from the community, and it sets out a practical path forward. Most importantly, it reminds us that creating a more inclusive society benefits everyone, not just those who face barriers. Because when more people can participate fully in everyday life, our whole community becomes stronger, more vibrant and more resilient.



Wellington Disabilities Group

## About the Disability Inclusion and Access Plan

The Disability Inclusion and Access Plan 2026-2030 marks a renewed and innovative commitment by Wellington Shire Council to advance access, equity, and inclusion for people living with disability.

This plan reflects contemporary community expectations and the lived experiences of people within the municipality. It demonstrates Council's commitment not only to fulfilling legislative obligations, but to actively contribute to inclusive communities where all individuals can participate fully, equitably, and with dignity.

The DIAP demonstrates that every aspect of Council has an agreed commitment and responsibility to access and inclusion. This plan was developed through a whole of council approach starting from leadership all the way through to casual staff. The DIAP encapsulates key strategies across all of Council divisions and enhances already established projects, processes and policies to ensure best practice is all aspects of Council.

## Language

Language is a powerful tool in promoting inclusion, fostering disability pride and changing community understanding and attitudes. We know language is always changing and we recognise that words are powerful and have different meaning for different people.

We have chosen to use 'person-first' and 'identity-first' language in the Wellington Disability Inclusion and Access Plan (the Plan). Person first language puts the person before the disability. Person-first language is used to emphasise a person's right to an identity beyond their disability.

## Understanding the Policy and Service Context

**The Disability Inclusion and Access Plan 2026-2030 aligns with key strategic frameworks including The Australian Disability Strategy 2021-2031, Inclusive Victoria: State Disability Plan 2022-2026, and the National Disability Insurance Scheme (NDIS), which collectively shape the expectations, rights and supports available to people with disability. At the same time, it has been developed in the context of an evolving national and state disability policy landscape and a rapidly shifting service system.**

Crucially, the Plan anticipates major system reforms, including the proposed introduction of foundational supports, a new approach to universal services and community engagement intended to complement the NDIS. While the full design of these reforms is still emerging, the commitment by both Commonwealth and State governments signals a significant shift toward more inclusive, locally responsive service delivery. Within this context, the role of local government in fostering accessible, inclusive communities is expected to be both reaffirmed and elevated.

### The Australian Disability Strategy 2021-2031

*The Australian Disability Strategy 2021-2031* provides the national direction for building a more inclusive society and improving life outcomes for people with disability. Structured around seven outcome areas: Employment and Financial Security; Inclusive Homes and Communities; Safety, Rights and Justice; Personal and Community Support; Education and Learning; Health and Wellbeing; and Community Attitudes, the Strategy offers a comprehensive approach to addressing systemic disadvantage and promoting equal opportunity.

Central to the *Australian Disability Strategy* is the social model of disability, which reframes disability not as an individual deficit but as the result of barriers in the environment, systems, and attitudes. This perspective underpins the design of inclusive policies and services that actively remove obstacles to participation. For local governments like Wellington Shire Council, the Strategy serves as a guiding framework to align local actions with national priorities, helping to ensure consistency and accountability at the community level. The *Australian Disability Strategy* sets a national vision for change and acknowledges the role of local governments in leading changes at a local level.



### Inclusive Victoria: State Disability Plan 2022-2026

Over the past decade, the Victorian Government's role in the disability sector has undergone a significant transition, coinciding with the phased implementation of the National Disability Insurance Scheme (NDIS). The NDIS primarily operates as a mechanism for funding individualised disability supports. In parallel, the Victorian Government has progressively reduced its direct funding for various local and cross-sector disability initiatives. These include programs related to capacity building, sector development, and foundational support.

This shift has contributed to changes in the availability and delivery of community capacity building programs and supports, which have historically facilitated collaboration, workforce development, and community-based inclusion activities.

In this context, *Inclusive Victoria: State Disability Plan 2022-2026* sets out a framework for an inclusive and equitable society by focusing on key reform priorities: a modernised Disability Act aligned with human rights principles; embedding co-design with people with disability; advancing Aboriginal self-determination; adopting intersectional approaches; promoting universal design and accessible communication; and building inclusive, disability-confident workforces. These priorities are supported by a commitment to data-informed planning, accountability, and system-wide transparency, but not necessarily by funding to enable genuine local translation of these aspirations.

For Wellington Shire Council, this policy and legislative environment provides both a clear obligation alongside a capacity challenge and emerging opportunities. As foundational supports are progressively introduced to address gaps in the current system, Council is in a strong position to lead the next phase of inclusive community development. This includes supporting community partnerships and enabling place-based responses that reflect local needs.



### The Role of the NDIS and Emerging Reform

Introduced in 2013 and progressively implemented across the country, the NDIS has fundamentally reshaped the way disability services are funded and delivered in Australia. It provides eligible individuals with personalised support plans centred on choice, and control over services and providers. While the NDIS has delivered meaningful benefits for many, both the *Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (2023)* and the *Independent Review of the NDIS* have identified critical areas for reform. These include persistent service gaps, inequities in access, and the need for stronger safeguarding and system-wide accountability to ensure people with disability are safe, respected, and fully included in Australian society.

In response, the Australian Government is progressing a suite of reforms, including the introduction of a new tier of disability support: foundational supports. This service and systems layer is expected to include community inclusion initiatives, advocacy, early intervention, peer support, and systems navigation support, helping to close the service gap and enable greater inclusion at the local level.



### The Role of Local Government

Local governments are uniquely positioned in the development of inclusive, accessible, and equitable communities for people with disability. As the level of government closest to the community, councils play a crucial role in translating national and state policies into practical, localised actions that shape the daily lives of residents and influence the broader service landscape.

Under the *Victorian Disability Act 2006*, councils are required to prepare Disability Action Plans (DAPs) that identify and address barriers to participation for people with disability. This legislative responsibility is reinforced by the *Gender Equality Act 2020* and the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*. Additionally, strategic guidance is provided through frameworks such as *Inclusive Victoria: State Disability Plan 2022-2026* and the *Australia's Disability Strategy 2021-2031*.

Although local governments typically do not deliver disability services, their role in ensuring that services, such as libraries and recreation facilities, are inclusive and accessible is vital. During emergencies such as natural disasters, councils' local knowledge and connections with vulnerable communities, including people with disability, can be critical to effective response and recovery efforts.

Councils also have direct responsibility for designing and maintaining Council-owned public buildings, parks, and community infrastructure. These assets must be planned and delivered with accessibility considerations at the forefront. Equally important is the role of councils

in fostering inclusive governance and civic participation, ensuring that people with disability have opportunities to contribute to community life and decision-making.

Local government is well-placed to foster partnerships within the local service system, advocate for service improvements, and support community education initiatives that promote inclusion and shift community attitudes. However, while councils recognise the importance of this role, limited resourcing and the absence of dedicated funding often constrain their capacity to actively support the service sector and drive systemic change. This limitation means a dynamic, innovative and resourceful DIAP needed to be developed.

As employers, and leaders within the community, councils also have a responsibility to lead by example. By implementing inclusive recruitment practices and fostering a disability-confident workplace culture, councils can provide meaningful employment opportunities for people with disability and build internal organisational capability.

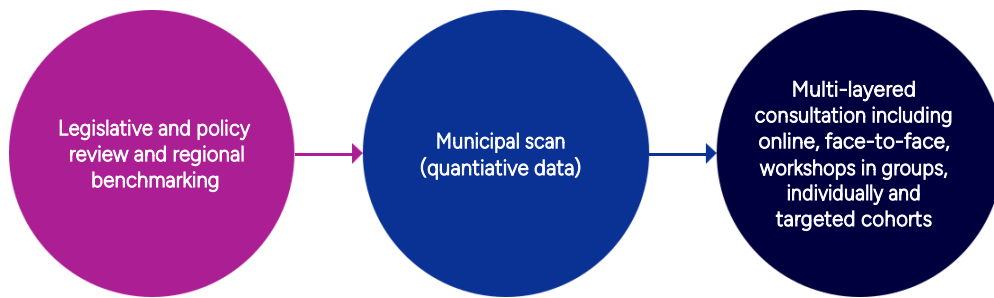
### Wellington Shire Context

Developing a Disability Inclusion and Access Plan that is responsive, targeted, and effective requires an understanding of the demographic profile, lived experiences, and structural inequalities within Wellington Shire. This plan has been informed by the *Live Well in Wellington Municipal Scan 2025-2029* and a Background Paper developed by KF Consulting that collated and analysed data specific to Wellington Shire and the broader Outer Gippsland region.

**How the Plan was Developed**

The development of the DIAP has been shaped by a comprehensive, multi-layered process of consultation and analysis. This has ensured the plan is both evidence-informed and grounded in local experience.

Figure 1: Evidence base for the development Wellington Disability Inclusion and Access Plan



Consultation activities included:

- Two targeted workshops with internal Wellington Shire Council (WSC) staff; and
- Online and face-to-face engagement with people with disability, carers, former members of the Wellington Access and Inclusion Group (WAIG), and current members of the newly established Wellington Disability Advisory Committee (WDAC).

Targeted workshops with:

- People with a disability;
- Students from the Sale and District Specialist School;
- Members of the Wellington Youth Council;
- Participants from the George Gray Centre;
- Service providers and carers;
- Wellington Shire Council staff; and
- Additional online and in-person meetings with local service providers.

To complement this engagement, a benchmarking review of Disability Action Plans and interviews with other Gippsland local governments was undertaken. This was augmented by a desktop analysis of relevant legislative, policy, and sector developments across local, state, and Commonwealth contexts.

Insights from these processes were synthesised into a background discussion paper, which informed a subsequent workshop that brought together Council staff and another with people with disability, carers, and service providers to explore new possibilities and refine priorities.

The nuanced and considered feedback from all participants, together with the desktop review and regional benchmarking, has shaped a plan that is both strategic and deeply informed by local voices.

'By implementing inclusive recruitment practices and fostering a disability-confident workplace culture, councils can provide meaningful employment opportunities for people with disability and build internal organisational capability.'

### Wellington at a Glance

The 2025-2029 Municipal Scan, conducted as part of *Live Well in Wellington 2025-2029*, Council's Municipal Public Health and Wellbeing Plan, forms a cornerstone of data for this Disability Access and Inclusion Plan. It provides a detailed and evidence-driven understanding of the local context by identifying key demographic, social, and health indicators relevant to people with disability across Wellington Shire. This municipal analysis is complemented by further data and insight captured in the Background Paper prepared specifically to inform this Plan.

Together, these data sources present a clear picture of the disproportionate barriers and needs experienced by people with disability, and the compounded disadvantage created by intersecting factors such as age, cultural identity, gender, and socioeconomic status.

These findings reinforce the critical importance of applying an intersectional lens to all actions and strategies within this Plan.

'These data sources present a clear picture of the disproportionate barriers and needs experienced by people with disability, and the compounded disadvantage created by intersecting factors such as age, cultural identity, gender, and socioeconomic status.'

Indicator	Wellington Shire Data	Victorian Data
Total population in 2021	45,639	Approx. 6,500,000
Women	49.6%	50.8%
LGBTQIA+ residents in 2023	9.6%	11%
Aboriginal and Torres Strait Islander peoples in 2021	2%	1%
Residents born overseas in 2021	11%	30
Proportion of people who had a self-reported disability in 2023	25.7%	19.9%
People needing assistance with core activities in 2021	7.1%	5.9%
NDIS participants in Outer Gippsland as at 30 September 2024	2,897	182,330
People with autism	994*	64,028
People with intellectual disability	528*	25,322
Average NDIS plan budgets	Stroke \$233,000 Acquired Brain Injury \$166,000 Cerebral Palsy \$158,000	
NDIS plan utilisation	Autism 65% Down Syndrome 80% Visual Impairment 87%	

\*Outer Gippsland, including Wellington Shire

**Key Data Insights**

- **Disability Prevalence** – An estimated 25.7 percent of Wellington residents self-identify as living with a disability – substantially higher than the Victorian average of 19.9 percent.<sup>1</sup>
- **Assistance Requirements** – 7.1 percent of residents report needing assistance with core activities, increasing to 9.5 percent among Aboriginal and Torres Strait Islander community members.<sup>2</sup>
- **Age Distribution** – While support needs increase with age, data also capture the presence of disability in younger cohorts, underlining the need for responsive and age-appropriate supports across the lifespan.
- **Gendered Violence** – Around 65 percent of Australian women with disabilities have experienced violence since the age of 15, compared to 45 percent of women without disabilities.<sup>3</sup>
- **Workplace Harassment** – In the workplace, 54 percent of women with disabilities report having experienced sexual harassment in the past five years, compared to 38 percent of men with disabilities.



<sup>1</sup>Live Well in Wellington 2025-2029 Municipal Scan  
<sup>2</sup>Profile.id.com.au/wellington-Vic  
<sup>3</sup>Respect Victoria (2022) Prevalence of violence against women with disability

People with disability experience structural and systemic disadvantage that impacts every aspect of life:

- **Employment** – Unemployment affects 18.8 percent of people needing assistance, with a further 8.8 percent actively seeking part-time work. These figures point to significant barriers to labour market participation and financial independence;
- **Housing** – There is a shortage of affordable and accessible housing options, contributing to increased social isolation and associated health risks;
- **Education** – People with disability are less likely to attain tertiary qualifications, reflecting persistent barriers in education access and retention;
- **Transport** – Limited availability of accessible public and community transport restricts participation in work, education, healthcare, and social life;
- **Early Childhood** – Rural isolation contributes to delays in diagnosis and limited access to early intervention services, often due to long waiting lists and service gaps;
- **Youth** – Adolescents with disability are more likely to disengage from education and experience adverse mental health outcomes;
- **Working-Age Adults** – Adults frequently encounter long-term unemployment, underemployment, and inadequate access to workplace accommodations;
- **Older People** – As residents age, many experience compounded health and accessibility issues. Limited specialist services in the region make it difficult to manage complex health conditions associated with ageing and disability;
- **Mental Health** – Rates of psychological distress are high. People with disability face increased exposure to risk factors such as social isolation, stigma, and discrimination;
- **Chronic Illness** – There is a disproportionately higher incidence of chronic conditions including diabetes, cardiovascular disease, and musculoskeletal disorders; and
- **Access to Healthcare** – Timely and equitable access to healthcare is limited, resulting in increased rates of preventable illness and avoidable hospital admissions.

These findings underscore the urgent need for coordinated, inclusive, and targeted action across local government planning, service delivery, infrastructure, and community engagement. The Disability Access and Inclusion Plan directly responds to these needs by embedding equity, participation, and accessibility at the heart of its strategic priorities.

**Council Plan 2025-2029**

In August 2025, Council adopted the *Council Plan 2025-2029*. Created in close collaboration with the community the Council Plan sets out the work of Council for the next four years and outlines how Council will work toward the Community Vision 2041 while responding to challenges and opportunities facing the shire.

The Council Plan has four strategic objectives;

1. **Healthy and Connected Communities** – Vibrant, healthy, connected and inclusive communities. Quality services are accessible to everyone.
2. **Dynamic and Diverse Economy** – An economy that enables sustainable growth, enhancing the social environment, lifestyle and unique characteristics of our communities.
3. **Infrastructure, Spaces and Places** – Strategically planned, designed and well-maintained infrastructure, spaces and places.
4. **Natural Environment** – A healthy natural environment, protected and nurtured for generations to come.

Each Strategic Objective is supported by:

- Four Strategies;
- A set of Major Initiatives and Actions; and
- Strategic Indicators for measuring success.

The *Council Plan 2025-2029* has informed and shaped the Disability Inclusion and Access Plan and where possible the DIAP actions will be leveraged through the Major Initiatives and action in the Council Plan. This alignment ensures that inclusion and accessibility are heavily embedded in all current and future Council work.

'This alignment ensures that inclusion and accessibility are heavily embedded in all current and future Council work.'





**Priority 1  
Safe and Respectful**

**Objectives**

- Reduce gendered violence.
- Embed gender equality.
- Reduce harm from alcohol and other drugs.
- Reduce harm from tobacco and vapes.
- Reduce harmful industry influence.



**Priority 2  
Mental Health & Wellbeing**

**Objectives**

- Build connection to culture, Country and community.
- Celebrate and include all communities.
- Boost mental health knowledge and support.
- Reduce isolation and strengthen connections.



**Priority 3  
Healthy & Active**

**Objectives**

- Improve and create social and physical environments that support healthy eating.
- Improve and create social and physical environments that support active living.

**Priority Groups**

LWIW is a whole-of-community strategy that seeks to improve health and wellbeing outcomes for all residents. However, it explicitly recognises that certain population groups face disproportionate barriers to achieving optimal health and wellbeing. Among these groups are people with disability, whose experiences are often compounded by other factors such as low income, gender inequality, and cultural or racial marginalisation.

For this reason, the Disability Inclusion and Access Plan applies an intersectional lens – acknowledging that disability does not exist in isolation but frequently intersects with other forms of disadvantage. This approach ensures that strategies are responsive to the complex and layered realities of individuals’ lives and recognises the need for integrated, cross-sector and industry collective action to overcome systemic and structural barriers that people with a disability often experience.

**Continuous Improvement**

The Disability Inclusion and Access Plan applies the LWIW *Cycle of Continuous Improvement* to ensure ongoing responsiveness and accountability:

1. **Review** what has been done, what has worked, and what can be improved.
2. **Identify** current gaps, emerging needs, and opportunities for action.
3. **Plan** next steps in collaboration with the community and stakeholders.
4. **Act** by implementing and monitoring initiatives, then feeding results back into the cycle.

By adopting this cycle, the Disability Inclusion and Access Plan ensures that best practice is continually pursued through structured annual reviews and iterative refinement of the Action Plan.



## Live Well in Wellington Guiding Principles



### Inclusion

We address the health and wellbeing needs of diverse groups in Wellington, ensuring their voices are heard and promoting access, fairness, participation, and rights.



### Equity

We ensure everyone has a fair chance to achieve optimal health by providing access to opportunities and support without barriers related to age, gender, socioeconomic status, culture or sexual orientation.



### Evidence-Informed

We base our decisions on strong data and best practice. We use data-led insights, consider the social determinants of health, and engage with the community, to ensure our actions are informed by evidence.



### Partnership

We are committed to strong partnerships to achieve long-term health outcomes, recognising the experts each partner brings and aligning efforts across Wellington for collective impact.



'LWIW is a whole-of-community strategy that seeks to improve health and wellbeing outcomes for all residents.'

## Live Well In Wellington 2025-29

*Live Well in Wellington* (LWIW) is Wellington Shire Council's Municipal Public Health and Wellbeing Plan for 2025-2029. It sets out Council's collective vision for a healthy, safe, and equitable community. The *Disability Inclusion and Access Plan 2025-29* is intentionally aligned with the LWIW Plan. This alignment ensures that the Disability Inclusion and Access Plan supports and reinforces Council's broader strategic objectives around health, equity, and inclusion, maximising the impact of both plans and embedding disability inclusion across all areas of Council's work.

The Guiding Principles, Priority Groups and Continuous Improvement cycle outlined in the LWIW also form a core part of the DIAP.

### Guiding Principles

The Disability Inclusion and Access Plan has adopted the LWIW guiding principles because they reflect Council's shared values and approach to community wellbeing.

These guiding principles shape the lens through which all aspects of the Disability Inclusion and Access Plan actions are designed and implemented. The principles of inclusion and equity affirm that every resident, regardless of ability, has the right to equitable access to services, infrastructure, and opportunities that support full participation in community life. For the Disability Inclusion and Access Plan, this means addressing the physical, social, and systemic barriers that limit the participation of people with disability.

The principles of partnership and evidence-informed practice guide how Council listens, learns, and takes action. The Disability Inclusion and Access Plan has been shaped through meaningful co-design with people who have lived experience of disability, and in close collaboration with carers, service providers, and community organisations. In doing so, it reflects both data and local insight, ensuring that actions are not only evidence-informed but also relevant, inclusive, and responsive to community needs.

The principle of climate health highlights the growing imperative to consider the impacts of climate change on people with disability. For the Disability Inclusion and Access Plan, this means maintaining a disability-inclusive lens in emergency planning, supporting resilient infrastructure, and ensuring equitable access to health-promoting environments and climate initiatives.

Together, these principles ensure the Disability Inclusion and Access Plan is a strategic, future-focused plan embedded within Wellington Shire Council's broader commitment to equity, wellbeing, and sustainable community development.

## The Action Plan

The Disability Inclusion and Access Plan actions set out the practical steps Wellington Shire Council will take over the next four years to promote access, inclusion, and equity for people with disability. These actions are organised under each of the priority areas identified in the LWIW Plan and are aligned with corresponding LWIW strategies to ensure strategic alignment and maximise collective impact.

The Action Plan is not static – it is designed to be dynamic and responsive. Actions will be reviewed annually to ensure they remain relevant in the context of evolving community needs, service environments, and policy settings. Guided by the Cycle of Continuous Improvement, this review process will support adaptation and refinement where needed, accountability, and create evaluative data to support a review at the conclusion of the Disability Inclusion and Access Plan.

### Strategic Alignment, Integration and Implementation Considerations

The Disability Inclusion and Access Plan outlines a clear set of actions to strengthen disability inclusion across all aspects of Wellington Shire Council's operations and within the broader community. It builds upon Council's ongoing inclusion work and responds to identified gaps. The Plan presents an opportunity to embed a disability-inclusive lens some of the Council's existing strategic planning, service delivery, infrastructure development, and community engagement practices.



Nonetheless, several implementation challenges must be acknowledged. These include constrained resourcing, misaligned planning cycles across various Council strategies, and the risk of raising community expectations that may not be fully achievable without resource investment and State or Commonwealth funding. To mitigate the impact of these factors, the Disability Inclusion and Access Plan is deliberately aligned with existing Council frameworks – most notably the LWIW Plan. This approach supports the embedding of inclusive practice into core Council functions and enables more efficient use of available resources.

While not all Disability Inclusion and Access Plan actions map neatly to the LWIW strategies, some language has been adapted from other plans or strategies, to reflect the focus on people with a disability. This approach amplifies the importance of existing Council actions and commitments. The focus issues for some actions appear across multiple strategies with varied framing. This doesn't signal duplication but rather reinforces the strategic importance of the action to address barriers and challenges for people with a disability. In doing so, it reinforces Council's commitment to integrating inclusion across all aspects of its work, ensuring that disability inclusion is not treated in isolation but embedded within policy, planning, and operational activities.

Priority 1: People living with a disability are safe and respected

Action	Business Unit	Strategic Alignment	Timeline	
<b>We will support local prevention initiatives that raise awareness of gendered violence</b>				
1.1	1.1.1 Facilitate and strengthen the Wellington Prevention of Family Violence Network.	Community Development	Gender Equality Action Plan LWIW	Ongoing
	1.1.2 Ensure the specific needs, experiences, and risks faced by people with a disability are recognised, and embedded in prevention initiatives.	Community Development People and Capability	LWIW	Short Term
	1.1.3 Support gendered violence training and capacity building incorporating intersectionality for community organisations, clubs, and businesses.	Community Development Facilities and Emergencies	LWIW	Long Term
<b>We will promote safe and inclusive public spaces, events, and facilities that are welcoming to all and provide opportunities for connection and visibility</b>				
1.2	1.2.1 Collaborate and celebrate dates of significance with a focus on priority groups such as International Day of People with a Disability, IDAHOBIT, Seniors Festival, NAIDOC week.	Community Development	LWIW	Ongoing
	1.2.2 Improve accessibility of Council run events.	Economic Development Community Development	Council Plan	Short Term
	1.2.3 Improve the quality, accessibility and safety of open spaces for people with a disability in Wellington Shire through the Open Spaces strategy.	Parks and Natural Environment	Council Plan	Long Term
	1.2.4 Roll out disability awareness training to Committees of Management accessing Council owned infrastructure.	Facilities and Emergencies	LWIW	Short Term
<b>We will apply an intersectionality lens to planning, policy and service delivery within Council</b>				
1.3	1.3.1 Develop a plan to attract, develop and retain people from diverse backgrounds including those with a disability.	People and Capability	Council Plan	Long Term
	1.3.2 Develop a process for Council data to be disaggregated to recognise intersectionality, both internally and externally.	Community Development People and Capability	Council Plan GEAP	Short Term
	1.3.3 Training provided to WSC staff regarding gender equality, sexual harassment, bullying and discrimination to include a lens of intersectionality that explicitly includes people with a disability.	People and Capability	Council Plan	Ongoing
	1.3.4 Undertake Gender Impact Assessments for all relevant Council policies, strategies and events, with any data analysis to include disaggregated reporting for people with a disability.	Whole of Council	GEAP	Ongoing
<b>We will ensure our communication is inclusive and accessible</b>				
1.4	1.4.1 Ensure all Council communications and public information are available in Plain English and adhere to Web Content Accessibility Guidelines (WCAG) to enable access for people with disability across digital platforms.	Communications and Customer Service	Council Plan	Ongoing

Action	Business Unit	Strategic Alignment	Timeline
<b>1.4</b>			
<b>1.4.2</b> Enhance the Middle of Everywhere website by ensuring alt text is added to images to describe their content.	Economic Development	Council Plan	Short Term
<b>1.4.3</b> Enhance Middle of Everywhere website by using captions and transcripts for audio and video content.	Economic Development	Council Plan	Short Term
<b>1.4.4</b> Enhance Middle of Everywhere website by adding accessibility icons to services and events, communicating the accessibility of the environment.	Economic Development	Council Plan	Short Term
<b>1.4.5</b> Ensure all Council-led advisory committee minutes are available on Council platforms to encourage transparency.	Community Development Communications and Customer Service	Council Plan	Short Term
<b>We will be a community leader in inclusion and accessibility</b>			
<b>1.5</b>			
<b>1.5.1</b> CEO and CMT to set and discuss baseline gender equality targets for Wellington Shire Council and what this will look like into the future, including gender diverse people with a disability.	CMT	GEAP Council Plan	Long Term
<b>1.5.2</b> CEO and CMT to complete a pay equity analysis within WSC to include analysis of pay gap for people with a disability.	CMT	GEAP	Long Term
<b>We will provide inclusive and accessible community funding opportunities</b>			
<b>1.6</b>			
<b>1.6.1</b> Integrate disability access and inclusion education into Council's grant programs by providing applicants with clear guidance materials, including checklists, inclusive design principles, and examples of good practice.	Facilities and Emergencies	LWIW	Ongoing
<b>1.6.2</b> Create and/or strengthen Council policies and sponsorship arrangements to minimise promotion of harmful industries such as gambling, alcohol, tobacco, and vaping.	Facilities and Emergencies Community Development	LWIW	Ongoing
<b>We will advocate to State and Federal government for the best interest of Wellington communities</b>			
<b>1.7</b>			
<b>1.7.1</b> Leverage Council's policy, planning, and advocacy roles to promote the development of affordable, accessible, and universally designed housing that meets the needs of people with disability.	Community Development Planning and Building	Council Plan	Long Term
<b>1.7.2</b> Identify opportunities to advocate for improved public transportation across the Shire. Where advocacy opportunities are identified, engagement with the WDAC to be included to ensure the higher needs of people with a disability are also identified.	CMT	Council Plan	Ongoing
<b>1.7.3</b> Advocate for improvement of accessibility and safety to the active and road transport networks that are State owned.	Built Environment	Council Plan	Long Term
<b>1.7.4</b> Review Council advisory committees and implement a plan to address critical gaps in community voice, knowledge and advocacy for priority groups	Community Development	LWIW Council Plan	Long Term

## Priority 2: People living with a disability are connected and supported

Action	Business Unit	Strategic Alignment	Timeline	
<b>We will support learning across the lifespan of Wellington residents</b>				
2.1	2.1.1 Continue the Central Registration Service to ensure young children access 3 and 4-year-old kindergarten across Wellington.	Community Development	Gender Equality Action Plan LWIW	Ongoing
	2.1.2 Support local initiatives that link young people with a disability into employment, work experience and volunteering, and traineeships.	Economic Development	Council Plan LWIW	Ongoing
<b>We will encourage volunteering, mentoring, and peer support as pathways to connection</b>				
2.2	2.2.1 Build capacity of volunteers by developing resources and delivering education and training that focuses on accessibility and inclusion.	Community Development Facilities and Emergencies	LWIW	Ongoing
<b>We will build our confidence as an inclusive workplace</b>				
2.3	2.3.1 Pursue traineeship and apprenticeship arrangements to support more diverse entry into non-traditional career pathways, with a focus on under-represented groups, including people living with disability.	Economic Development People and Capability	Council Plan	Ongoing
	2.3.2 Enhance the recruitment process by providing recruitment panels with targeted guidance and briefings on diversity, inclusion, and unconscious bias that explicitly address barriers faced by people with disability to ensure fair, inclusive, and accessible hiring practices.	People and Capability Community Development	Council Plan LWIW	Long Term
	2.3.3 Review and strengthen Council's procurement policy to identify opportunities for advancing socially responsible procurement practices, with a focus on creating inclusive opportunities for priority groups, including people with disability.	Finance	Council Plan	Long Term
<b>We will use infrastructure and planning processes to create welcoming spaces that bring people together</b>				
2.4	2.4.1 Where possible utilising existing resources and budgets, include universal design in all new major projects and upgrades, ensuring that accessibility is considered from planning to construction of infrastructure.	Whole of Council	Council Plan	Long Term
	2.4.2 Prioritise community facilities upgrades where the physical condition and accessibility has been identified as a key constraint for people with a disability.	Facilities and Emergencies	Council Plan LWIW	Ongoing
	2.4.3 Actively involve people with a disability in decision making about the future of community, through advisory processes.	Whole of Council	Council Plan	Ongoing
<b>We will foster inclusive opportunities for social participation in local places and spaces</b>				
2.5	2.5.1 Deliver targeted workshops designed to educate business owners on how to make their premises more accessible and inclusive for all members of the community.	Economic Development	Council Plan	Long Term

Action	Business Unit	Strategic Alignment	Timeline	
2.5	2.5.2 Facilitate opportunities for all community members to connect to Country, local history, heritage, and the environment.	Community Development	WIW	Ongoing
<b>We will include diverse representation in Council materials and public communications</b>				
2.6	2.6.1 Create and annually maintain a digital directory of providers, groups and activities with a disability lens.	Economic Development Community Development	Council Plan	Short Term
	2.6.2 Review and expand on the Middle of Everywhere events portal and include steps organisers can take to make events more accessible and appealing to older audiences (transportation, seating, toilet facilities).	Economic Development	Council Plan	Ongoing
	2.7.3 Ensure all messaging and communications are available in accessible formats, including plain language and formats compatible with assistive technologies, to ensure accessibility for people with disability.	Communications and Customer Service	Council Plan	Ongoing

**Priority 3: People living with a disability have opportunities to be healthy and active**

Action	Business Unit	Strategic Alignment	Timeline	
<b>We will encourage healthy food provision in council-owned and managed facilities and events</b>				
3.1	3.1.1 Support community members, groups and services to develop and grow ideas and projects that include people with a disability.	Facilities and Emergencies Community Development Culture and Leisure	LWIW	Ongoing
	3.1.2 Develop information for people with a disability, business and tourism partners about the availability of a Changing Places facility at Wellington Aqua Energy Redevelopment.	Culture and Leisure	Council Plan	Short Term
<b>We will provide accessible opportunities for people to be active</b>				
3.2	3.2.1 Invest in and promote walkable and rideable neighbourhoods for people with a disability through the implementation of the Urban Paths Plan.	Built Environment Community Development	Urban Paths Plan	Long Term
	3.2.2 Develop and deliver local campaigns to raise awareness of healthy eating and physical activity, with messages tailored for people with a disability.	Community Development Communications and Customer Service	LWIW	Ongoing
	3.2.3 Create a plan to annually review through a prioritisation model equitable access to Council-managed facilities, programs, and services, through the lens of disability with the aim of removing barriers.	Whole of Council	Fair Access Policy	Long Term

## Conclusion

*The Disability Inclusion and Access Plan 2026-2030 provides a clear roadmap for translating Council's commitment to access, equity, and inclusion into practical, measurable outcomes. It seeks to foster a community where people with disability can participate fully, feel valued, and thrive across all areas of civic, social, and economic life.*

Informed by local data, community consultation, and alignment with key strategies including the LWIW the Plan serves as a roadmap for embedding inclusive practice across Wellington Shire Council's operations. It reinforces that inclusion is not the responsibility of a single team or function, it requires shared commitment and coordinated action across all levels of Council and throughout the wider community.

Achieving genuine inclusion means confronting systemic barriers, respecting the diverse experiences of people with disability, and supporting communities where everyone feels safe, welcome, and supported to live well.

The Disability Inclusion and Access Plan outlines specific actions to advance this goal, from inclusive employment practices and accessible infrastructure to embedding lived experience in decision-making.

Ultimately, this plan reflects Council's belief that disability inclusion strengthens the social fabric of the entire community. It is both a statement of intent and a practical guide to action, setting the course for long-term cultural and structural change that benefits all.



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# Acronyms

**ABS**

Australian Bureau of Statistics

**CARMs**

Culturally and Racially Marginalised communities

**DAP**

Disability Action Plan

**DIAP**

Disability Inclusion and Access Plan

**DFFH**

Department of Families, Fairness and Housing (Victoria)

**ID**

Informed Decisions (demographic and spatial data platform)

**LGA**

Local Government Area

**LWIW**

Live Well in Wellington (Municipal Public Health and Wellbeing Plan)

**NDIS**

National Disability Insurance Scheme

**WDAC**

Wellington Disability Advisory Committee Group

**WSC**

Wellington Shire Council



**Wellington Shire Council**

**Sale Service Centre**

18 Desailly Street, Sale VIC 3850  
1300 366 244

**Yarram Service Centre**

156 Grant Street, Yarram VIC 3971  
03 5182 5100

[enquiries@wellington.vic.gov.au](mailto:enquiries@wellington.vic.gov.au)

[wellington.vic.gov.au](http://wellington.vic.gov.au)



### 13. FURTHER GALLERY AND ONLINE COMMENTS

*Gallery comments are an opportunity for members of the public to raise any particular matter they wish. This allows those in the gallery to speak directly to Councillors but is not a forum designed for open discussion or debate. We will listen respectfully to what you have to say and make the commitment that if your query requires a written response, we will advise you that a response will be forthcoming, and a copy of that response will be circulated to all Councillors.*

*This is not a forum for members of the public to lodge complaints against individuals, including Councillors and staff, particularly as that individual gets no public right of reply to any matter raised. We take complaints seriously, and in line with the guidance from the Victorian Ombudsman and the local Government Inspectorate, we request that any specific complaint against an individual be put in writing. This way, your concern can be properly dealt with while ensuring fairness to all parties concerned.*

*If you wish to speak, we remind you that this part of the meeting is being recorded and broadcast on our website. Council's official Minutes will record that you have spoken to Council and the subject you spoke to Council about but will not record specific comments. We ask you to state your name in full, where you are from, and you have three minutes.*

ONLINE COMMENTS –

FURTHER GALLERY COMMENTS –

Meeting declared closed at:

The live streaming of this Council meeting will now come to a close.

## 14. IN CLOSED SESSION

### COUNCILLOR

*That the meeting be closed to the public pursuant to section 66(2) of the Local Government Act 2020 to consider confidential matters under section 66(5)(b) as defined by section 3(1) being:*

- a) Council business information*
- b) Security information*
- c) Land use planning information*
- d) Law enforcement information*
- e) Legal privileged information*
- f) Personal information*
- g) Private commercial information*
- h) Confidential meeting information*
- i) Internal arbitration information*
- j) Councillor Conduct Panel confidential information*
- k) Information prescribed by the regulations to be confidential information*
- l) Information that was confidential information for the purposes of section 77 of the Local Government Act 1989*

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IN CLOSED SESSION

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### COUNCILLOR

*That Council move into open session and ratify the decision made in closed session.*

Meeting declared closed at: