



WHITEHORSE
CITY COUNCIL

Whitehorse City Council

AGENDA

Released Confidential Council Meeting Report

on

Monday 11 May 2026 at 7:00 PM

**To be held in the
Council Chamber
Nunawading Civic Centre**

Members: Cr Kirsten Langford Mayor
Cr Kieran Simpson Deputy Mayor
Cr Peter Allan
Cr Blair Barker
Cr Prue Cutts
Cr Andrew Davenport
Cr Daniel Griffiths
Cr Jarrod Gunn
Cr Jason Martin
Cr Ben Stennett
Cr Hayley Weller

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TABLE OF CONTENTS

12 PREVIOUSLY CONFIDENTIAL REPORT 5
 12.1 Domestic Animal Management Committee, Disability Advisory
 Committee and the Reconciliation Advisory Committee
 Membership Endorsement..... 5

13 CONFIDENTIAL REPORT 15
 13.1 Possible Acquisition of Land 15

124 CLOSE MEETING 25

12 Previously Confidential Report**12.1 Domestic Animal Management Committee, Disability Advisory Committee and the Reconciliation Advisory Committee Membership Endorsement****Department**

Community Safety and Connected Communities
 Director City Development and Director Community Life

Confidential

This report has been prepared for consideration by Council in a closed meeting, pursuant to Section 66 (1) and 66 (2) (a) of the *Local Government Act 2020*. This report and information contained in it and any attachment is designated as confidential information pursuant to section 3 (1) (f) as it is personal information, being information which if released would result in the unreasonable disclosure of information about any person or their personal affairs.

This ground applies because the matter concerns disclosure of personal information.

Attachment

SUMMARY

This report seeks endorsement from Council to appoint nominees for the following Committees:

1. Six nominees to the Domestic Animal Management Committee (DAMAC) for a four-year term (2026 to 2030). The DAMAC includes two Councillors, Cr Blair Barker and Cr Hayley Weller.
2. Fifteen nominees to the Whitehorse Disability Advisory Committee (WDAC) for a four-year term (2026 to 2030). The WDAC includes two Councillors, Cr Hayley Weller (Chair) and Cr Daniel Griffiths.
3. Eight nominees to the Whitehorse Reconciliation Advisory Committee (WRAC) for a four-year term (2026 to 2030). The WRAC includes two Councillors, Cr Jarrod Gunn (Chair) and Cr Daniel Griffiths.

RECOMMENDATION

That Council appoints:

1. [REDACTED] to the Whitehorse Domestic Animal Management Committee for a period of four years (2026 to 2030).

12.1 (cont)

2. [REDACTED]
[REDACTED]
[REDACTED] and [REDACTED] to the Whitehorse Disability Advisory Committee for a period of four years (2026 to 2030)
3. [REDACTED]
[REDACTED] and [REDACTED] to the Whitehorse Reconciliation Advisory Committee for a period of four years (2026 to 2030).
4. Resolve that unreleased aspects of the report, attachments and discussion relating to it remain confidential, except to the extent that the Director City Development Services/ Director Community Life (or delegate) must disclose aspects of it to give effect to these resolutions.
5. Upon resolution of this item, authorise the release of the confidential minutes to be incorporated in the Open Minutes and a redacted version of the report be uploaded on Council's website on the Transparency Hub.

KEY MATTERS**1. Domestic Animal Management Plan**

The Domestic Animal Management Advisory Committee (DAMAC) is a committee established by Whitehorse City Council to provide advice and guidance on domestic animal management across the municipality. The committee contributes to the development, implementation and review of the Domestic Animal Management Plan, which sets out how Council manages issues relating to dogs and cats in the community.

The committee brings together community members and stakeholders with an interest or experience in animal related matters such as veterinary services, animal welfare, compliance and pet ownership. Members provide input on responsible pet ownership initiatives, community education, animal welfare and opportunities to improve Council's programs and services. Through this collaboration, the committee helps Council promote responsible pet ownership and support safe, positive outcomes for animals, their owners and the wider community.

2. Whitehorse Disability Advisory Committee (WDAC)

Councils are required to engage with their communities (*Local Government Act 2020*), and the WDAC provides opportunities to engage with people with disability and their families and carers in the City of Whitehorse.

Council undertook a broad review of Council's advisory committees which concluded October 2025 alongside the endorsement of the WDAC Terms of Reference.

12.1 (cont)

The Volunteer policy guided Committee recruitment undertaken between February and March 2026.

3. Whitehorse Reconciliation Advisory Committee (WRAC)

Councils are required to engage with their communities (*Local Government Act 2020*). The WRAC provides opportunities to engage with Aboriginal and Torres Strait Islander communities in alignment with the Reconciliation in Whitehorse Action Plan, adopted by Council in June 2025.

Council undertook a broad review of Council's advisory committees which concluded October 2025 alongside the endorsement of the WRAC Terms of Reference.

The Volunteer policy guided Committee recruitment undertaken between February and March 2026.

DISCUSSION, OPTIONS AND ANALYSIS

Analysis pertaining to each committee are outlined as sub-sections of this report.

1. Domestic Animal Management Advisory Committee (DAMAC)

In accordance with the DAMAC Terms of Reference, members have been appointed based on their experience and knowledge across animal management, domestic animal services and responsible pet ownership, as well as their understanding of the role of community education in promoting animal wellbeing and compliance. The committee will comprise a mix of Council representatives, community members and specialised animal related agencies to ensure a balanced range of perspectives and expertise.

The membership includes four community representatives with experience in areas such as pet ownership, community involvement and animal welfare, together with two representatives from specialised animal related agencies who bring professional knowledge of animal services and industry practices. This combination of community and professional expertise will support informed discussion and advice to Council on domestic animal management matters. In accordance with the Terms of Reference, the committee will meet a minimum of two times per calendar year. Should Council not endorse the appointment of the recommended nominees outlined in this report, the committee will be unable to commence operating.

Recruitment

The recruitment process for the committee was undertaken in January 2026 but due to applicants withdrawing through the process, was readvertised in April 2026. Both recruitments were advertised through Council's website, social media, e newsletters and community networks to encourage interest from residents and industry stakeholders across the municipality. Applicants were invited to apply online and provide information about their experience, interest in animal management and community involvement.

Following a review of applications, candidates participated in an initial phone discussion and a formal interview with Council officers. The recruitment

12.1 (cont)

process also included the completion of relevant checks to confirm suitability for participation on the committee. All applicants who applied were ultimately selected to join the committee.

2. Whitehorse Disability Advisory Committee (WDAC)

Criteria for the WDAC membership contained in the Terms of Reference has been utilised in the selection of candidates.

Members of the WDAC must live, work, study or have strong connection to the City of Whitehorse.

Preference is given to people with lived experience of disability, including:

- People with Disability (8 members)
- Family members and carers of people with disability (4 members)
- Service providers/other representatives (3 members)
- Other relevant representatives

It is also anticipated that a broad range of disability groups will be represented, including sensory, physical, intellectual, neurological, acquired brain injury, and people with lived experience of mental illness.

From February to March 2026, recruitment for the WDAC members commenced with an Expression of Interest (EOI) and was followed by a formal application form. This volunteer opportunity was publicised on Council's website channels, the Community Connect newsletter, Whitehorse News and through community networks including disability service and advocacy providers.

Recruitment

a. EOI and application forms

A total of thirty-two (32) people lodged an EOI and completed the application form.

Council Officers reviewed EOI information to ensure candidates met membership criteria before issuing application forms. All candidates advanced to the interview phase.

b. Interview process

Four one-hour group interview sessions were held with candidates on 23 March and 30 March 2026.

Although all thirty-two Candidates were invited to attend an interview only twenty-two candidates attended.

Six candidates did not contact Council to reschedule or discuss their circumstances and were not further considered.

Four people withdrew from the recruitment process due to health issues, not being able/willing to obtain a Working with Children's Check and not being able to commit to the meeting schedule.

12.1 (cont)

A selection matrix for the WDAC interviews was developed to evaluate candidates against the Terms of Reference.

Interview sessions utilised scenario based interactive activities requiring candidates to demonstrate their expertise, communication skills, collaborative abilities, and capacity to represent the voices of people with disability.

c. Referee, Police and Working with Children's Check.

In line with Council's Volunteer Recruitment process, Council Officers completed referee checks for the recommended WDAC candidates along with Police and Working with Children Checks.

d. Successful candidates

Fifteen successful Candidates were selected based on the Terms of Reference criteria and their interview outcome. The Candidates consist of eight people with disability, four family or carers of people with disability and three organisational or community representatives with their interview scores ranging from 80 percent to 63 percent. Seven candidates, although meeting the Terms of Reference criteria, scored below this range and were not recommended for the WDAC.

3. Whitehorse Reconciliation Committee (WRAC)

Criteria for the WRAC membership contained in the Terms of Reference has been utilised in the selection of candidates. Members of the WRAC must live, work, study or have strong connection to the City of Whitehorse.

Preference is given to Wurundjeri Woi-wurrung community members and other Aboriginal and Torres Strait Islander people with a connection to Whitehorse.

Committee members may also include:

- Representatives from Aboriginal and Torres Islander Community Organisations
- Community representatives with an interest in reconciliation
- Community, health and/or education organisations

Membership is limited to one representative from any one organisation or community group, to ensure the broadest possible representation and to attract new Committee members.

Recruitment for WRAC members was undertaken between February to March 2026. Recruitment commenced with an EOI and was followed by a formal application form. This volunteer opportunity was publicised on Council's website channels, the Community Connect newsletter, Whitehorse News and through community networks, including Mullum Mullum Indigenous Gathering Place and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.

12.1 (cont)

Recruitment

a. Expression of interest and application forms

A total of thirteen (13) people lodged an EOI and completed the application form.

Council Officers reviewed EOI information to ensure applicants met membership criteria before issuing application forms. All candidates advanced to the interview phase.

b. Interview process

Two one-hour group interview sessions were held with candidates on 25 March 2026.

A selection matrix for the WRAC interviews was developed to evaluate candidates against the Terms of Reference.

Interview sessions utilised scenario based interactive activities requiring candidates to demonstrate their expertise, communication skills, collaborative abilities, and capacity to represent the voices of Aboriginal and Torres Strait Islander people.

Where people were not able to attend interview sessions, candidates were provided with the opportunity to a written response to the interactive activities was provided. The evaluation of written responses focused on demonstrated understanding of Aboriginal and Torres Strait Islander communities, the quality and relevance of ideas, and the clarity of explanation.

c. Referee, Police and Working with Children's Check.

d. In line with Council's Volunteer Recruitment process, Council Officers completed referee checks for the recommended WRAC candidates along with Police and Working with Children Checks. Successful candidates

Eight (8) successful candidates were selected based on their interview outcome with scores ranging from 95 percent to 63 percent. Five candidates scored below this range and were not recommended for the WRAC.

The successful candidates reflect the following membership criteria outlined in the Terms of Reference:

- Two people identified as Aboriginal people with an additional person acknowledging that members of her extended family identify as Aboriginal. The remaining five are community representatives.

12.1 (cont)

Overarching Governance Principles and Supporting Report Details

Strategic Alignment	Community, We aim to foster a connected, inclusive, safe and active community where everyone feels a sense of belonging.
Financial and Resource Implications	<p>Council supports the WDAC and WRAC through a small funding allocation within the operational budget. Funding is also allocated to the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation for the inclusion of Wurundjeri Woi Wurrung Elders to attend meetings. In addition, Council Officers provide secretariat support to the Committees outlined in this report.</p> <p>There are no other financial or resource implications arising from the recommendation contained in this report.</p>
Legislative and Risk Implications	<p>There are no legal or risk implications arising from the recommendation contained in this report, however the WDAC and WRAC will support the following legislative requirements:</p> <p><i>Local Government Act 2020:</i></p> <p><i>Section 9:</i> Overarching governance principles and supporting principle (d) the municipal community is to be engaged in strategic planning and strategic decision making</p> <p><i>Section 56:</i> Community Engagement Principles</p> <p>The WDAC will also support the following legislative requirements:</p> <p><i>Disability Discrimination Act 1992 (Cth) and Victorian Disability Act 2006</i> with WDAC deliberations focused on reducing barriers experienced by people with disability including discriminatory attitudes and practices</p>
Equity, Inclusion, and Human Rights Considerations	<p>DAMAC:</p> <p>It is considered that the subject matter does not raise any human rights issues.</p> <p>WDAC:</p> <p>The protection and promotion of the rights of people with disability is embedded in the deliberations of the WDAC therefore contribute to Council's obligations under the following legislation:</p>

12.1 (cont)


	<ul style="list-style-type: none"> • <i>Charter of Human Rights and Responsibilities Act 2006</i> • <i>United Nations Convention on the Rights of Persons with Disability</i> • <i>Disability Discrimination Act 1992</i> • <i>Disability Act 2006</i> <p>Proposed WDAC members are all adults however their deliberations are likely to contribute to <i>Child Safe Standards</i> with a particular focus the rights of children and young people with disability.</p> <p>WRAC:</p> <p>The protection and promotion of the rights of people with disability is embedded in the deliberations of the WDAC therefore contribute to Council's obligations under the following legislation:</p> <ul style="list-style-type: none"> • <i>Charter of Human Rights and Responsibilities Act 2006</i> • <i>International Declaration on the Rights of Indigenous Peoples 2007,</i> • <i>International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), 1965</i> • <i>Racial Discrimination Act 1975</i> <p>Proposed WRAC members are all adults however their deliberations are likely to contribute to <i>Child Safe Standards</i> with a particular focus the rights of children and young people.</p>
<p>Community Engagement</p>	<p>DAMAC:</p> <p>Council Officers from Community Safety, and People and Culture worked collaboratively to develop the online application form via the Better Impact platform, as well as to plan and deliver a targeted recruitment campaign. This campaign included social media promotion and e-newsletters. In addition, recruitment information was distributed via email to community organisations and service partners, as well as other interested community groups. This approach aimed to reach a diverse range of applicants.</p> <p>WDAC and WRAC:</p> <p>No direct community engagement activities were conducted to recruit WDAC and WRAC members.</p>

12.1 (cont)

	However, a comprehensive communications plan was implemented to promote the opportunity widely across the community.
Innovation and Continuous Improvement	<p>DAMAC:</p> <p>There are no Innovation and Continuous Improvement matters arising from the recommendation contained in this report.</p> <p>WDAC and WRAC:</p> <p>The review of Council's Advisory Committees provides the groundwork for continuous improvement for the WDAC and WRAC including changes to meeting frequency and stronger strategic alignment, along with the formal amalgamation of the Internal Reconciliation Working Group within the WRAC.</p>
Collaboration	To ensure compliance with all relevant Council policies and maintain transparency in decision-making, ongoing collaboration occurred between Governance and Integrity, Communication Advocacy and Investment, People and Culture, and Community Strengthening Teams throughout the process
Conflict of Interest	Council officers involved in the preparation of this report have no conflict of interest in this matter.


ATTACHMENT

- 1 Domestic Animal Management Advisory Committee Candidate Assessment Summary for all Applicants

Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns personal information for an advisory committee 

- 2 Domestic Animal Management Advisory Committee Terms of Reference - Adopted 27 October 2025 

- 3 Whitehorse Disability Advisory Committee Confidential Candidate Report

Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns personal information for an advisory committee. 

12.1 (cont)

- 4 Whitehorse Reconciliation Advisory Committee Confidential Candidate Report May 2026

Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns personal information for an advisory committee.

- 5 RAC Applications - Full List - April 2026

Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns personal information for an advisory committee.

- 6 DAC Applications - Full List - April 2026

Whitehorse City Council designates this attachment and the information contained in it as Confidential Information pursuant to Section 3 (1) (f) of the *Local Government Act 2020*. This ground applies because the matter concerns personal information for an advisory committee.