

Operational Plan Goals and Actions

No.	Action	Measure	Status	Status %
1. Our Environment				
1.1. Is protected from degradation by practices which ensure environmental sustainability				
1.1.1	Establish a program to rehabilitate old roadworks and gravel pits	Program developed	Complete	100%
1.2 Benefits from the utilisation of renewable energy sources				
1.2.1	Lobby relevant agencies to install battery storage within the micro-grid of each town	Batteries installed at Ergon sites in Bedourie and Birdsville	Complete	100%
1.2.2	Rectify remaining issues with inverters in Bedourie (Q2)	Roof top solar systems working	Complete	100%
1.3. Is relatively free from pest weeds and animals				
1.3.1	Engage with regional bodies and participate in the development of regional environmental management plans and programs.	Number of regional meetings attended	In progress	20%
1.4. Is free from roadside waste				
1.4.1	Develop a program to clean up hard waste from town properties.	Program complete	Complete	100%%

Quarter 1 Review (Jul-Sep 2024)	Comments - Review 2 (Oct-Dec 2024)	Comments - Review 3 (Jan-Mar 2025)	Comments - Review 4 (Mar-Jun 2025)
Works Manager working through this	Waiting on Cultural Heritage approvals and/or Sales permits from Dept.	A program is in place with implementation ongoing. The program is now being documented and progressing into business as usual.	Complete
GBA and Ergon met 5/9/24, Bedourie Battery likely to be installed early 2025, due to higher needs from solar curtailment. Birdsville is still due to have a battery installed but there is no date yet.	Complete	Complete	Complete
Problems with inverters have been fixed, the issue is due to the management software on top of the system as well as the amount of Solar poweer being fed back into the system too much for our current power supply. Battery storage and implementation will fix this, see action 1.2.1 above.	Complete	Complete	Complete
CEO has delegated this to the DCS		Traning has been arranged for 15-17 July 2025 - Pest Management and 1080. On track.	
Advertised in Desert Yarns as part of the auctions to be held in Bedourie and Birdsville late October 2024, Will keep advertising	Extensive marketing and advertising to the public for Council to help clean up their yards in the form of hard rubbish removal was undertaken however, no one opted for the help in either town	The ongoing program is now business as usual with advertising of activities to encourage town clean ups.	Complete

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2. Our Community				
2.1. Recognises the value of preserving the unique culture of the area				
2.1.1	Meet obligations under Indigenous Land Use Agreements (ILUA's) and Cultural Heritage Act and Heritage Act. (Q4)	Obligations met	In progress	50%
2.1.2	Administer Cultural Awareness training to all staff through the Shire's Traditional Owner groups.	Training Complete	Complete	100%
2.1.3	Maintain support in accordance with Council's grants to community organisations policy	Percentage of grants made in line with Council policy.	In progress	65%
2.1.4	Enhance the organisation, support and management of the Shire's key events.	Plan developed and implemented	In progress	90%
2.1.5	Complete development of the Birdsville courthouse site.	Attraction open	In progress	85%
2.1.6	Research and develop a tourism attraction at the Pise' Hut Bedourie	Attraction open		0%
2.1.7	Upgrade Cemeteries in Bedourie and Birdsville	Project complete	In progress	10%
2.2. Has a cost of living that is managed within Council's capacity				
2.2.1	In consultation with businesses, identify ways to reduce the cost of living for residents	Const of living improvement opportunities identified and implemented	In progress	50%
2.3. Has attractive, green and clean towns				
2.3.1	Deliver streetscape and parks activities in line with agreed service standards.	% compliance with service standards	In progress	30%

Quarter 1 Review (Jul-Sep 2024)	Comments - Review 2 (Oct-Dec 2024)	Comments - Review 3 (Jan-Mar 2025)	Comments - Review 4 (Mar-Jun 2025)
Currently reviewing arrangements with stakeholder engagement plan being developed and implemented	Aligned responsibilities in Director of Infrastructure PD. Will need to be driven by the government	Ongoing reviews of ILUAs and obligations with action plans to address any relevant matters being developed.	
On track	Training pack has been developed and been delivered to one crew on site. Plans to deliver to remaining staff in the new year.	Meetings ongoing with Traditional Owners, as required. However, ILUA activities are still being embedded into the business.	
see 2.6.1	On track - see item 2.6.1	On track see item 2.6.1	
Event review (BRB and Camel Races) meetings held in each town - Will do the same for the Birdsville/Bedourie/Betoota races in September/October	Races review held in Birdsville Council has been in contact with BRB about the cancellation of the 2025 event. As a result there will be BRB event in 2025 with Council also assisting in a town festival at the same time. Establishment of the "Camel Trail" with assistance from OQTA and TEQ	Regular ongoing communications with key stakeholders including OQTA, TEQ, Arts Queensland and surrounding LGAs.	
Asbestos removal earthwork has been completed. Exterior of site has also been cleaned up, interior will need to be cleaned with remaining works to be completed including electrical, Stone Masonry, Plumbing, Fire doors and fence replacement. The remaining works will require a exemption certificate (except for fire doors), Prelodgement Meeting Request has been sent to Queensland Heritage. Phase 2 has now been passed from DIS to COO.	Interior has been cleaned, hologram IT equipment serviced, fire doors fixed and footpaths in place. Ready for opening now with enough staff from the Warrarri. Still need to get the stonemasonry work completed but having issues getting a stone mason to quote on the project. Also need to get the Police Jeep from the depot sealed for protection and relocated to the Courthouse	Attraction opened 31 March 2025. The stone masonry and other building improvements are continuing. Stone masonry licensing is being sought for works to be conducted.	
On track	Will update and install signage at the Mud Hut as per the signage replacement project from the \$250,000 tourism projects budget. Most signs printed they just need be installed	This will be a carry over item to the 2025-2026 FY due to limited resourcing capability for this project.	
Works For Queensland funds have been applied for: - \$80,000 Birdsville Cemetery Fencing - \$80,000 Bedourie Cemetery Fencing Quote for Bedourie cemetery fencing received \$90,000		Quote obtained and investigations continuing. Ground penetrating survey has been completed. The history of the site and linking of information will occur to allow further work to progress.	
rental discount for Council workers extended to 57%	Council agreed to increase the rental discount for Council staff to be 57%	No update.	
Several new staff in both towns have made improvements, have received positive feedback from members of the public. Work ongoing.	On track - still getting compliments from tourists	The developing of service standards are to be considered. This matter will likely be carried over to 2025-2026 FY.	

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2.4. Has access to a range of affordable transport services								
2.4.1	Lobby REX to maintain 'Resident fares' for shire residents.	Lobbying activities completed	Complete	100%	Initial discussions with Rex with Interim CEO and Cr Dare 1/8/24. Mayor Murray deputation with Rex and TMR later in August to reiterate the points	Complete	Complete	Complete
2.4.2	Lobby the Queensland government to increase seat capacity on air services to Bedourie and Birdsville	Lobbying activities completed	Complete	100%	Initial discussions with Rex with Interim CEO and Cr Dare 1/8/24. Mayor Murray deputation with Rex and TMR later in August to reiterate the points	Complete	Complete	Complete
2.5. Has significant private home ownership with all residents appropriately housed								
2.5.1	Identify and actively market residential land for sale	Blocks of land for sale	Complete	100%	Advertised as per website and Desert Yarns, executing of contracts ongoing. Residential numbering of Betoota is being reviewed by GBA. Still need to promote this via Desert Yarns	Complete	Complete	Complete
2.5.2	Promote the Council housing construction subsidy scheme in the community	Number of options taken up during the life of the corporate plan. Consultant engaged.	In Progress	5%	2 Eyre Street may use the scheme - Council approved extension during August OCM.	2 Eyre street did not go ahead	Land sales continue in the Shire but no construction work has commenced.	
2.6. Where volunteering in the community is a given and community spirit is visible								
2.6.1	Maintain support in accordance with Council's grants to community organisations policy.	Number of community events	In progress	80%	Kwills Creative Intro. To Millinery, Bedourie Gymkhana Club, Birdsville Race Club, Betoota Race Club	On track	Summer of Sun, NYE, Australia Day in Bedourie and Birdsville. On track.	
2.7. Cares for its residents of all ages								
2.7.1	Facilitate the provision of play group services as per funding agreement.	Status of play group services.	In progress	60%	Have been in regular meetings with Dept. of Education with a view to improve the quality, planning and reporting of the service.	Marked improvement in the Bedourie Playgroup, with the appointment of new facilitator. Birdsville has been closed since October due to staff changes, however is on track to be reopened early 2025	Birdsville Play Group has reopened. New staffing commenced in January 2025. On track.	
2.7.2	Develop Child Care Strategy and action plan to provide the service for the communities.	Child Care strategy developed and actions implemented	In progress	30%	Have schedule monthly meetings with Coordinator to develop action plans	Child care strategy has been finalised and is being implemented	Investigating Family Day Care options. On track.	
2.7.3	Investigate options to fund and build a Library at Bedourie	Concept plans developed	In progress	10%	Report set for September OCM		Library has been moved to the Bedourie Community Hall. To apply for funding for design of a multipurpose centre in Bedourie when it becomes available.	
2.8. Has access to fully operational medical and pharmacy facilities run by a quality service provider offering affordable access to onsite general practitioners and other health professionals								
2.8.1	Lobby Queensland Health to provide half yearly dental visits to shire.	Number of lobbying activities	Complete	100%	Met with Health provider August 28 2024	Complete	Complete	Complete
2.9. Has quality sporting facilities with high participation rates.								
2.9.1	Develop master plans for 3 racetracks and Birdsville Bronco Yards	Masterplans complete	In progress	25%			Initial conversations with the Master Planners has occurred. Ongoing and on track. Consultants now engaged.	
2.9.2	Investigate options to distribute bursary funding to qualified residents.	Applications approved	In progress	20%	Bursary funds advertised in Desert Yarns August Edition	Bursary funds readvertised in Desert Yarns	Bursary funding opportunities advertised on website and in Desert Yarns. Ongoing promotions.	
2.10. Has quality internet access to all town and properties in the Shire and mobile coverage is maximised.								
2.10.1	Investigate options to improve mobile phone coverage at Shire racecourses.	Telstra engaged to maximise coverage	In progress	5%			Meeting with Telstra has been planned. More investigations to occur on this item.	
2.11. Is enhanced by participation in arts and cultural activities.								
2.11.1	Support arts and culture through the grants of community organisations policy.	Percentage of grants made in line with Council policy	In Progress	70%	(see item 2.6.1) Kwills Creative Intro. To Millinery, Bedourie Gymkhana Club, Birdsville Race Club, Betoota Race Club	On track - see item 2.6.1	On track - Policy is being reviewed to be going to the May Council Workshop. Regional Arts Development Fund policy developed and is also going to the May Council Workshop.	
2.12. Is safe and crime free.								
2.12.1	Maintain engagement with regional police services to ensure that police stations are staffed at all times, community needs are understood and policing is effective.	Number of engagement/ lobbying activities	Complete	100%	On track, with regular meetings held	Complete	Complete	Complete
2.12.2	Review and maintain local disaster management plans	Disaster management plan status.	Complete	100%	Local Disaster Management Plan reviewed and implemented.	Complete	Complete	Complete

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3. Our Economy				
3.1. Is underpinned by the beef cattle industry and the expanding organic market.				
3.1.1	Lobby to extend sealed road network to improve animal welfare.	Number of lobbying activities undertaken.	Complete	100%
3.2. Flourishes from a growing tourism industry and continuation of major events.				
3.2.1	Legacy tourism projects identified with progress toward delivery.	Project plans developed	In progress	30%
3.2.2	Divest Council's interest in Birdsville Lodge, Birdsville Caravan Park and Bedourie Caravan Park	Sites Divested	In progress	95%
3.2.3	Complete restoration works of Birdsville Court House and Bedourie Pise Hut and open to the public as tourist sites. (also see item 2.1.5)	Progress with restoration	In progress	50%
3.2.4	Review and update the Tourism Strategy	Progress with strategy review	In progress	95%
3.3. Benefits from a growing population with full employment.				
3.3.1	Make Council training activities available to community members if appropriate.	Community attendance at training sessions	In progress	25%
3.4. Is led by Council and the business community, together growing and diversifying business and industry opportunities.				
3.4.1	Identify and actively market available industrial land stocks.	Blocks of land for sale	Complete	100%
3.4.2	Review the Shire Planning Scheme in cooperation with the Department	Progress with scheme review	In progress	5%
3.5. Will be much stronger when there is sealed road access to Birdsville and more resilient and safe road access.				
3.5.1	Lobby the Queensland and Australian Governments to fund the pave and bitumen seal of the remaining 18km of the Eyre Developmental Road.	Lobbying activities	Complete	100%
3.5.2	Lobby the Queensland and Australian Governments to fund the construction of sealed overtaking opportunities on the Birdsville Developmental Road at least every 25km and Diamantina Developmental Road every 50km.	Lobbying activities	In Progress	5%
3.5.3	Lobby the Queensland and Australian Governments for funds to improving flood immunity to the Diamantina Developmental Road at Farrars Creek channels and Eyre Developmental Road at Diamantina River channels.	Lobbying activities	Complete	100%

Quarter 1 Review (Jul-Sep 2024)	Comments - Review 2 (Oct-Dec 2024)	Comments - Review 3 (Jan-Mar 2025)	Comments - Review 4 (Mar-Jun 2025)
Met with TMR in July \$2.4m assigned to seal around 2km this year. Deputations held with Opposition ministers in Brisbane with mayor and Deputy Mayor during August. Identifying opportunities is ongoing.	Have continued talks with DTMR regarding rates. Deputations have advised that the new government sees the sealing of the "missing link" a no brainer	Complete	Complete
Project Officer has been employed and is working through list of priority tourism projects.	Legacy tourism projects have been identified and funded with work towards their delivery.	Ongoing and on track.	
Lodge handed over on 1 August 2024, caravan parks lease and management agreements are with Council solicitors awaiting publication. DCS developed handover strategy for Caravan Parks and will be implemented over the coming months.	Caravan Park leases still with solicitors and should be able to be put out for tender early in the new year	Lease and Management Agreements Tendered by IVG Global Pty Ltd have been accepted by Council. Finalisation of the legal documents is nearing completion.	
Asbestos removal completed	See item 2.1.5	See item 2.1.5	
Initial discussions had with Tourism Manager - will become a priority after tourism season	Draft Tourism Strategy has been completed, is with Tourism Manager for review before going to ELT, Council and the Community	Draft Tourism Strategy has been prepared and will be going to Council Workshop in May 2025.	
Councillor attendance to White Card Training 9 August		Stations are included in 1080 pest management training. We are inviting the school staff for First Aid Training in May 2025. Increased advertising in Desert Yarns and other social media platforms.	
DCS completed in July 2024	Complete	Complete	Complete
Reel Planning to complete as new consultants, COO to follow up	Have applied for the Scheme Supply Fund, where the work will include an update of the planning scheme by out contract planners Reel Planning.	Report to May Council meeting to progress. This item will carry over to the 2025-2026 FY Operational Plan.	
Met with TMR in July \$2.4m assigned to seal around 2km this year. Deputations held with ministers in Brisbane with mayor and Deputy Mayor during August.	Complete	Complete	Complete
	Discussions ongoing	Discussions ongoing. This is a long-term project.	
Met with TMR in July \$2.4m assigned to seal around 2km this year. Deputations held with ministers in Brisbane with mayor and Deputy Mayor during August.	Discussions ongoing	Complete	Complete

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No.	Action	Measure	Status	Status %
4. Our Organisation				
4.1. Is a sustainable and effective organisation.				
4.1.1	Conduct recruitment drive to fill staff vacancies.	Staff vacancies	In Progress/Complete	85%
4.1.2	Conduct Staff Survey and develop action plan based on results.	Survey complete and plan developed	Complete	100%
4.1.3	Establishment of an Audit and Risk Committee.	Committee meetings held	Complete	100%
4.1.4	Conduct a Governance step change to enable effective governance across Council.	Progress with step change	In progress	50%
4.1.5	Review and maintain a corporate structure that reflects and meets the needs of the Corporate Plan.	Progress with organisational review	Complete	100%
4.1.6	Review and maintain the Risk Management Plan.	Progress with risk management program development and implementation.	In progress	25%
4.1.7	Map the organisations business processes to identify inefficiencies and provide basis for Council's policies and procedures.	Business Processes mapped	In progress	25%
4.1.8	Review and maintain up to date and compliant financial management and reporting systems.	Number of matters raised in external audit	In Progress	10%
4.1.9	Complete Financial Turnaround Strategy to ensure the stability of Council's finances into the future.	% of Financial strategy actions complete.	In progress	70%
4.1.10	Develop a program to ensure that grant and subsidy income is maximised.	Percentage of grant applications that are successful.	In progress	2%
4.2. Is engaged with its residents				
4.2.1	Develop and implement a Community Engagement/ Communications Strategy.	Strategy Developed	In progress	75%
4.2.2	Develop and improve communications tools including website, community noticeboard, rates, newsletter, annual report etc.	Update of communication tools effectiveness.	In progress	75%
4.2.3	Hold at least two Council meetings in Birdsville each year	Number of meetings held	Complete	100%

Quarter 1 Review (Jul-Sep 2024)	Comments - Review 2 (Oct-Dec 2024)	Comments - Review 3 (Jan-Mar 2025)	Comments - Review 4 (Mar-Jun 2025)
Recruitment drive ongoing	Recruitment drive ongoing	Recruitment drive ongoing. Council now has an approved Organisational Structure and recruitment is ongoing until positons filled.	
		Staff survey delivered in February 2025 and results made available to all staff and Councillors in March 2025. Good results.	Complete
Recruitment for committee members ongoing, 13/9/2024, Shortlisting with Mayor Murray, Cr Dare and Jason (COO), after Plant Committee 23-27/9/2024 Organising interviews by Teams with Mayor, Cr Dare, COO and applicants 19/11/2024 Inaugural Audit Committee Meeting at Birdsville, 9.30am start – 14.30pm	Audit committee established with the first meeting held in Birdsville on 19 November 2024. Renamed to the Audit & Risk Committee	Complete	Complete
Progressing, 3 plans on a page completed	Works ongoing	Introduction of Governance Framework, Policy and Procedure Framework and commencing to develop Governance Assurance Plan and Governance Transition Assurance Project. On track.	
Organisation Structure completed through ELT September 2024	Complete	Complete	Complete
Risk management policy completed, reviews is being conducted with regular reporting to be prepared for the audit committee	Progressing	Progressing	
Set for early 2025	Set for early 2025	Business planning has commenced for Corporate Service, Communities and some teams within Infrastructure Services.	
Work ongoing as part of the financial turnaround strategy.	Work ongoing as part of the financial turnaround strategy. Synergy Soft onsite and ongoing training. Findex to complete monthly reporting.	Work ongoing as part of the financial turnaround strategy.	
Progressing as per the Council reports from Heather from Findex each month.	Progressing as per the Council reports from Heather from Findex each month. External review of plant profit	Progressing as per Council reports from Findex.	
Ongoing discussions with leadership and Richard Cooley, this will form part of 4.1.7 Business Process Mapping.	Have signed grant management agreement with Peak services December 2024	Peak is continuing to assist however statistics on progress is to be sought and monitored.	
Should be available for October OCM	Complete, need ELT to review	ELT still needs to review this strategy. To be handed over to new Director of Corporate Services.	
Have engaged a photographer for the Races season as well as access to her back catalogue from her time over the past three years in Birdsville to update website, Social media, Corporate planning documents etc.	Both websites to be updated to new website provider as per LGAQ. Scheduled to be completed early 2025.	Working with LGAQ provider to update website. App and kiosk machines became operational in early March 2025 and were successful during the March-April Flooding Event 2025.	
November 2024 meeting to be held in Birdsville	November 2024 meeting held in Birdsville	April 2025 Meeting held in Birdsville.	Complete.

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4.3. Is a leader in the region which supports regional cooperation, resource sharing and partnerships.				
4.3.1	Cooperate with neighbouring Shires in resource sharing activities where mutually beneficial	Number of resource sharing activities with neighbouring Shires	In progress	60%
4.3.2	Participate in regional purchasing arrangements where appropriate.	Number of regional purchasing initiatives Council participated in	In progress	30%
4.3.3	Participate in regional bodies such as RAPAD, OQTA, ORRG, CWRPMG	Number of resource sharing activities on a regional basis	In progress	60%
4.4. Is recognised as the sole road construction provider in the shire.				
4.4.1	Review and maintain plant hire rates and performance.	Status of plant review	In progress	80%
4.4.2	Carryout a plant procurement uplift program to ensure plant assets are replaced in line with policies.	% compliance with plant replacement program	Complete	100%
4.4.3	Lobby Queensland Government to ensure main roads works are offered to Council in priority.	Lobbying activities undertaken	Complete	100%

5. Our Infrastructure				
5.1. Is constructed and maintained in a sustainable manner which meets community needs.				
5.1.1	Carry out works in line with works program.	Percentage of planned works that are completed each year	In progress	75%
5.1.2	Develop and implement a Gates and Grid Policy.	Policy and Procedure document	Complete	100%
5.1.3	Operate and maintain in accordance with CASA and Aircservices standards	Standards met	Complete	100%
5.1.4	Review Asset Management Plan.	Plan reviewed and action plan developed	In progress	5%
5.1.5	Review Council service levels for Town Services.	Review completed		0%
5.1.6	Complete concept plans for new Birdsville hall.	Concept plan adopted	Complete	100%%
5.1.7	Undertake engagement with the community to inform investigations and planning for old Diamantina River causeway replacement.	Progress with engagement and planning	Complete	100%%
5.1.8	Establish plans for a footpath network in Birdsville including pedestrian access to the racecourse.	Footpath developed	In progress	50%
5.2. Guarantees quality potable urban water supply and wastewater treatment.				
5.2.1	Plan, fund and implement the development of the Birdsville Cooling Ponds.	Plan completion	In progress	60%

Completion %	62%
Completion %	
Completion %	
Completion %	

In progress	40
Complete	25

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Dog baiting with Barcoo Shire, EHO sharing with.....	In consultation with neighbouring Councils regarding the Camel Trail. Talking to Boulia and other Councils for scrap metal removal	Ongoing consultations around the outback camel trail. Two teams meetings held. Council is working with Boulia for mobile health screening, planned for July 2025. On track.	
Facilitated through RAPAD - Scouring of pipes Birdsville and Bedourie	Airport crack sealing through RAPAD. Local laws review through RAPAD	The RAPAD Regional Road Group and Regional Water Group are being consulted during ongoing work proposals.	
Meetings and conferences attended RAPAD (x2), WQAC, ALGA	Meetings and conferences attended RAPAD (x2), OQTA, Infrastructure Congress	Meetings and conferences attended RAPAD (x2), OQTA/TEQ x 2 and regular catch up meetings.	
Finance contractors (Goodsalls - Henry Wallace) has been completing this as part of the Finance Turnaround Strategy. Plant Hire Rates almost finalised with main roads, will need to finalise a process to get plant timesheets entered into Synergy to ensure the effectiveness of the financial reporting.	Plant hire rates close to being finalised, have contracted expert to provide model.	Ongoing reviews being conducted and continuous improvement implemented with the sourcing of Mead Perry. Timesheets and Plant sheet software package is being sourced.	
Tenders were out for vehicles July 2024, PO's raised for 12 light vehicles as per August OCM. Preparing tenders for the remaining.	Plant replacement schedule has been completed	Policies were updated and the upgrade of plant occurred in Q2. Purchasing occurring in alignment with the plant replacement schedule.	
Completed as part of action 3.5.3 above	Complete	Complete	Complete

Works ongoing	Works ongoing	Works ongoing	
Gates and Grids Policy adopted as per July OCM.	Complete	Complete	Complete
Current inspections ongoing by AIMS		Compliance being met.	
On track	Asset Management Policy completed	Consultant engaged to commence next FY.	
On track		Service levels to be developed. This may be an item for the 2025-2026 FY Operational Plan.	
Complete. Grant funding to be explored need to complete community consultation in September as part of this	Concept plan completed	Work commencing.	
\$180,000 budgeted to conduct works, weather permitting. COO to consult with community before works to commence.	Done, just need guide posts	Complete and built.	
	Footpaths underway	Work ongoing with solution for bridge access being investigated.	
Project submitted to the water grid for funding. 2/9 received a letter of approval from from Dept. of Resources that works can commence. Still need to consult the TO's before breaking ground	Works have commenced on the ponds	Pond has been completed, drilling contractor booked for starting in late May 2025, work delayed by floods but recommencing soon.	