

Operational Plan 2021-22

Our Environment....					
Benefits from the utilisation of renewable energy sources.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Greater uptake of renewable energy and energy efficient products.	Actively encourage and promote renewable energy usage.	Maximise benefits of Council's investment in solar systems	Reduction in electricity costs	50% reduction in nett energy costs in aggregate across council facilities from 2021/22	GEM
		Increase use of solar systems on Council properties.	Solar systems installed on acquired or constructed housing stock.	7 systems in Bedourie on ex BAC houses. Solar systems installed on new housing in Birdsville.	GEM
Is protected from degradation by practices which ensure environmental sustainability.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Harm to the environment is kept to a minimum where possible, given Council's available resources.	Council meets its environmental obligations under the Environmental Protection Act (EPA) and licence condition.	Manage Council's operations in accordance with ERA licence conditions.	Number of issues raised following EPA inspections.	Nil	GEM
Effective waste management practices meeting EPA conditions.	Review Council waste management practices and consider community recycling options whilst seeking ongoing government support.	Investigate recycling options for all waste streams.	Investigation complete	Review completed.	GEM
	Seek equitable, cost effective access to the Qld Container recycling Scheme	Lobby Qld Government for funding to allow participation in the Container recycling Scheme.	Lobbying Activities undertaken.	2 lobbying activities	GEM
Is relatively free from pest weeds and animals.					
Outcome	Strategies	Activities	Measure	Measure	Responsible Officer
Council cooperates at a regional level to prevent pest weed and animal spread into the shire.	Engage with regional bodies and participate in the development of regional environmental management plans.	Participate in CWRPMG in progressing regional pest management planning	Plans progressed	4 meetings attended	IM
Our Community...					
Recognises the value of preserving the unique culture of the area.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Effective management of cultural heritage and native title.	Meet obligations under Indigenous Land Use Agreements (ILUA's) and Cultural Heritage Act and Heritage Act.	Review obligations under current ILUA's.	Obligations met	100%	CEO
	Progress the finalisation of ILUA's as appropriate.	Use best endeavours to finalise ILUA negotiations.	ILUA completed on case by case basis	ILUA complete	CEO
Financially viable and strongly supported traditional social events.	Maintain support in accordance with Council's grants to community organisations policy.	Funding under the Drought Communities Program supporting community groups allocated	Funding allocated	100%	CSM
Preservation of historical sites and artefacts.	Establish and fund a plan for the future identification and preservation of aboriginal and European historical sites and artefacts.	Finalise plans of the 'Two Boys Dreaming' site in consultation with the community enabling funding to be sought for its reconstruction following flood damage.	Plans completed	100%	CSM
		Progress the development of a 'Town Walk' at Birdsville incorporating the memories of locals at the various sites	Consultant engaged and completed 'data collection' and concept and design work undertaken of route.	100%	CSM

Has a cost of living comparable to South East Queensland.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
The cost of living in the Shire is reduced	In consultation with businesses, identify ways to reduce the cost of living for residents.	Meetings held in each town to considered options.	Number of cost of living improvement opportunities identified and implemented.	4 per year	CSM
Has attractive, green and clean towns of which residents are proud.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Streetscapes maintained and parks developed as funds allow.	Maintain towns CBD streetscapes and improve where possible through government funding.	Bedourie Anzac Park and other green spaces upgraded through installation of popup sprinklers	Works completed	100%	IM
		Birdsville Anzac Park (Part) upgraded based on Masterplan utilising external funding	Works completed	100%	IM
	Masterplan developed for CBD streetscapes to guide service level and upgrades	Masterplan developed of the CBD area for Bedourie and Birdsville	Masterplan developed	1 Masterplan for each town	IM
Has access to the full range of affordable transport Services.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
A reliable, regular air service at prices comparable to Brisbane to Mt Isa costs.	Lobby the Queensland government to maintain the current subsidised air services to Bedourie and Birdsville and seek improved input from Council.	Lobby to maintain resident RPT service standards	Number of lobbying activities.	1/year	CEO
Has significant private home ownership with all residents appropriately housed.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Private home ownership continues to increase.	Offer relevant housing stock for sale.	Prepare a Housing Disposal Plan enabling housing stock to be offered for sale	Percentage of dwelling units in private ownership.	Additional 10% in private ownership in each town per year	GEM
	Offer residential land for sale.	Land advertised for Sale	Number of Land sales.	2 per year in each town	GEM
Where volunteering in the community is a given and community spirit is visible.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Active and well-resourced community groups.	Maintain support in accordance with Council's grants to community organisations policy.	Support Community groups in accordance with Community Grants Policy.	Number of community events supported	10 per year	CSM
	Continue to assist community groups to access grant funding.	Assist community groups applying for external funding	Number of successful grant applications.	2/year	CSM
Is safe and crime-free.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
The community remains safe and crime free.	Continue to support emergency services in the Shire.	Provide support to SES and RFS as resources allow.	Active SES and RFS members in each town.	4 x Active groups	CEO
	Maintain disaster management plans.	Undertake Annual Review of Disaster Management Plan.	Disaster management plan status.	Annually Reviewed	CEO
Cares for its residents of all ages.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Services are provided for our aged, youth and children as appropriate	Facilitate the provision of play group services to Bedourie and Birdsville.	Plagroups Services provides in accordance with Funding requirements.	Status of play group services.	2 Ongoing services	CSM

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.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Maintain a partnership with Central West Hospital and Health Board to provide a quality health service.	Improve health services fin the shire.	Partner with CWHHS to maintain and improve delivery of health services for residents.	Community feedback is positive on level of health services received.	Ongoing	CEO
	Transition from MOU to other permanent arrangements with CWHHS for Health Clinics and housing in Bedourie and Birdsville.	Negotiate the disposal/lease of the Bedourie & Birdsville clinics and associated housing to CWHHS.	Transfer completed	2	GEM
Quality health infrastructure that meets community needs.	Support the construction of appropriate mortuary and storage facilities at the Birdsville and Bedourie health clinics.	Lobby CWHHS for the construction of suitable mortuary facilities in both towns.	Lobbying activities undertaken.	1/year	CEO/Mayor
Has quality sporting facilities with high participation rates.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Well maintained sporting facilities which meet community needs with additional facilities as appropriate for the communities.	Investigate the options to provide improved access and heating to the school swimming pool in Birdsville.	Prepare options reports for Council consideration.	Options report provided to Council for consideration.	1	CSM
Our Economy...					
Flourishes from a growing tourism industry and continuation of major events.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
The Birdsville Tourist Park and Birdsville Lodge contribute significantly to the Birdsville economy.	Consider and implement priorities in the Birdsville Tourist Park & Birdsville Lodge Business Plan 2019-23	Review the business plans.	Business Plan reviewed	1-Dec-21	CSM
Birdsville Courthouse and Bedourie Pise' House established as must see tourist attractions	Finalise Business Plan for Birdsville Courthouse and prepare concepts for stage 2 development of site.	Finalise fit out and operational needs to open Birdsville courthouse attraction.	Successful opening	1-Mar	CSM
	Develop a plan for tours through the Pise' House	Develop a plan for tours through the Pise' House	Facility is open and keeping tourist in town another day.	1-Apr-22	CSM
Geothermal Powerstation site established as a tourist site	Develop concept plans for the site	Engage consultant to develop concept plans	Concept Plans completed	1-Mar-22	CSM
The impacts of large events are managed appropriately.	Develop Event Management Plans for the Birdsville Races and Big Red Bash	Event management plans are developed	Council adoptes event management plans	1-Mar-22	CSM
Will be much stronger when there is sealed road access to Birdsville.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
All Main Roads in Shire are bitumen sealed.	Lobby the Queensland and Australian Governments for funds to bitumen seal the Eyre Developmental Road by 2024 and other priority sections of the Birdsville Developmental Road and Diamantina Developmental Road.	Complete lobbying activities with Qld Government and Australian Government representatives using the Business Case as the basis.	Number of Lobbying activities	2/year	CEO/Mayor

Our Organisation...					
Is a sustainable and effective organisation					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
A quality, effective and motivated workforce.	Ensuring staff receive adequate training to enable them to do their job and advance their career.	Appropriate training is provided to staff ensure they can effectively do their job.	Training Programs delivered.	1.5% of wages spent on training	GEM
	Conduct regular performance appraisals for all staff.	Conduct annual performance reviews for all staff	Percentage of staff with up to date performance review.	>90%	GEM
Best practice Corporate Governance	Ensure a safety culture exists within Council and work practices are in line with the Work Health & Safety Legislation.	Maximise the use of Altus Risk Module and other systems to demonstrate Council's Safety system is robust.	Number of Hazards rectified	>80%	CEO
	Maintain an effective Quality Assurance System for Roadworks.	Maintain audit program for Quality system	Ongoing compliance with QA system.	100%	CEO
	Maintain high standards of ethical conduct and governance.	Complete ethical conduct training for staff.	Frequency of ethical conduct and policy training.	1/year	GEM
	Provide Councillors with training opportunities.	Relevant training opportunities are offered to Councillors	Number of Councillor development opportunities.	4/year	GEM
	Maintain a Risk Management Plan.	Risk Policy and Risk Register reviewed annually.	Policy Reviewed	Annually	GEM
Effective knowledge management systems and policies in place.	Maintain an effective records management policy and procedure.	Regularly review the Records Management Policy and associated processes.	Frequency of review of records management system and policy.	Annually	GEM
Long term financial sustainability.	Maintain up to date and compliant financial management and reporting systems.	Maximise the use of Synergysoft modules	Number of matters raised in external audit.	<2 new matters, <2 continuing matters	CEO
	Maximise internal/external revenue sources.	Use all avenues to maintain externally funded roadworks between \$10-12M.	External Revenue Sources average over 3 years	\$10million	CEO
Quality administration and service which meets customer needs.	Ensure effective administrative systems are in place to meet operational and legislative requirements.	Adequate resources are provided to ensure effective administration or Councils roles and responsibilities.	Percentage of 'Good Governance Checklist' met	100%	CEO
	Ensure enquiries and customer requests are satisfactorily dealt with in a timely, appropriate manner.	Implement Customer Service Request Module within Synergysoft.	Percentage of customer requests dealt with outside of targets.	<10%	GEM
Is engaged with its residents.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Effective community engagement.	Develop and implement a community engagement framework.	Develop and implement a community engagement framework.	Progress with community engagement strategy development.	30/06/2022	CEO
Is a leader in the region which supports regional co-operation, resource sharing and partnerships.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Council participates in projects which advance regional co-operation and resource sharing	Cooperate with neighbouring Shires in resource sharing activities where mutually beneficial.	Where possible, share resources with adjoining councils.	Number of resource sharing activities with neighbouring Shires.	6/year	CEO
	Participate in regional bodies such as RAPAD, OQTA, ORRTG, CWRPMG, Western Alliance	Participate in all scheduled meetings	Meetings attended	12/year	CEO/Mayor

Is recognised as the sole road construction provider in the shire					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Maintain a profitable plant operation.	Review plant hire rates and performance periodically.	Engage consultant to review plant hire rates.	Plant hire rate review completed	Annually	IM
Council owns and operates a quality plant fleet.	Carryout plant changeover in accordance with plant replacement program.	Adopted Plant Replacement Program carried out.	Percentage compliance with plant replacement program.	95%	IM
	Maintains fleet in accordance with NHVMS	Implement a compliant NHVMS for fleet maintenance	System implemented	100%	IM
Our Infrastructure...					
Is constructed and maintained in a sustainable manner which meets community needs.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
A well maintained Shire road network which meets the needs of the road users.	Carry out works in line with works program and Local Rural Road Policy.	DTMR Works are completed on time and within budget	Percentage of planned works that are completed each year.	100%	IM
		QRA restoration work completed on time and within budget	Percentage of planned works that are completed each year.	90%	IM
		Council Works completed on time and within budget	Percentage of planned works that are completed each year.	90%	IM
	Implement the Road Asset Management Plan.	Road Asset Management Plan implemented and Improvement Program completed	Percentage of asset management plan actions implemented within agreed time frames.	100%	IM
Airports and services that meet community and CASA requirements.	Maintain Bedourie and Birdsville airports to the required standard to allow RPT services to continue.	Defects and improvements identified in audits completed where resources allow.	CASA standards met.	95%	IM
Well maintained community assets with additional facilities as appropriate for the communities.	Implement assets management plans for buildings and other assets.	Buildings and Other Assets Management Plan implemented and Improvement Program completed	Percentage of asset management plan actions implemented within agreed time frames.	100%	IM
	Develop concept plans for the replacement of the Birdsville Hall and the Bedourie Administration Centre and Visitor Centre.	Engage and consultant to develop concept plans for the replacement of the Birdsville Hall and the Bedourie Administration Centre.	Concept plans developed for each facility.	Two.	CEO
Guarantees quality potable urban water supply and waste water treatment.					
Outcome	Strategies	Activities	Measure	Operational Target	Responsible Officer
Secure potable water sources are maintained for Bedourie and Birdsville.	Operate and maintain water infrastructure in accordance with asset management plans.	Operate and maintain water schemes in accordance with Asset Management Plan.	Percentage of improvement actions in the Drinking Water Quality Management Plan (DWQM) carried out.	100%	IM
A secure and effective waste water treatment system is maintained in each town.	Operate and maintain waste water infrastructure in accordance with asset management plans.	Operate and maintain CED schemes in accordance with Asset Management Plan.	Number of breaches of the Environmentally Relevant Activity permit (ERA).	Nil	IM