



## Our Mission:

*The Diamantina Shire Council's mission is to serve and advocate on behalf of the Shire community and provide residents and visitors with continually improving services and infrastructure, which are socially, economically and environmentally sustainable, in order to further enhance the quality of life.*

Long-Term Goal	Outcome	Strategy	Measure	Target
<b>Our Environment</b>				
Is protected from degradation by practices which ensure environmental sustainability.	Council practices ensure the rehabilitation of disused roads and	Establish a program to rehabilitate old roadworks and gravel pits.	Progress with program establishment.	Complete
	Effective waste management practices.	Review Council waste management practices and consider recycling options.	Progress with review	Complete
Is recognised as contaminate free.	The Shire's image as being clean and green is enhanced.	Ensure that Council activities do not negatively impact on areas with Organic status.	'Organic' practices introduced into Council's operations where	3 practices or processes
Benefits from the utilisation of renewable energy sources.	Energy producers partner with Council and/or community to maximise the use of renewable energy production.	Lobby relevant agencies to increase battery storage in each town.	Production capacity of green energy operations.	Growth in electricity output each year
	Continued uptake of renewable energy and energy efficient products.	Actively encourage and promote renewable energy.	Number of lobbying activities.	1 per year
Is relatively free from pest weeds and animals.	Pest weed and animal numbers are reduced.	Maintain currency of pest management plans and implement as required.	Percentage of statutory plans that are up to date.	100%
	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.	Number of regional meetings attended.	4 per year
		Consider options to improve washdown facilities in the shire.	Plans adopted and funding applications submitted.	1 new washdown facility constructed
Includes a healthy Great Artesian Basin.	Australian and Queensland Governments continue to fund the GABSI bore capping program.	Lobby the Australian Government to maintain the bore capping scheme.	Number of lobbying activities.	1 per year
	All bores in the Shire are effectively controlled.	Engage with landholders to facilitate capping where required.	Number of uncontrolled bores.	Nil
Is free from roadside waste	All roadside waste is removed in the Shire.	Develop a Council policy for the management of roadside waste.	Progress with policy development	Complete

Our Community						
Long-Term Goal	Outcome	Strategy	Strategy Measure	Indicator	Measure	Target
Recognises the value of preserving the unique culture of the area.	Effective management of cultural heritage and native title.		Meet obligations under Indigenous Land Use Agreements (ILUA's) and Cultural Heritage Act and Heritage Act.		Obligations met.	1
			Progress the finalisation of ILUA’s as appropriate.		Number of ILUA’s not completed within two years of	Nil
			Progress the development and adoption of a Council reconciliation action plan.		Progress with plan development.	Complete
	Financially viable and strongly supported traditional social events.		Maintain support in accordance with Council's grants to community organisations policy.		Percentage of grants made in line with Council policy.	1

	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.	Progress with the development of plans for the preservation of	Complete
Has a cost of living that is managed within Council's capacity.	The cost of living in the Shire is reduced.	In consultation with businesses, identify ways to reduce the cost of living for residents.	Number of cost of living improvement opportunities identified and implemented.	4 per year
Has attractive, green and clean towns of which residents are proud.	Streetscapes maintained and parks developed in line with service catalogues.	Deliver activities in line with agreed standards.	% compliance with service standards.	90%
Has access to the full range of affordable transport Services.	A reliable, safe and regular air service at reasonable prices.	Lobby REX to maintain 'Resident fares' for shire residents.	Resident fares available.	Complete
		Lobby the Queensland government to increase seat capacity on air services to Bedourie and Birdsville.	Number of lobbying activities.	1 per year
		Maintain a high standard of airport facilities in Bedourie and Birdsville.	Airstrips are compliant with Regulated Passenger Transport	1
	Reliable freight services.	Lobby relevant bodies to establish improved mail and freight services to the Shire.	Cost and reliability of freight services.	Reliable >90%
Has significant private home ownership with all residents appropriately housed.	Private home ownership continues to increase.	Offer suitable housing stock for sale.	Percentage of dwelling units in private ownership.	Bedourie 30%. Birdsville 60%
		Offer residential land for sale.	Land sales.	4 per year
	Private home ownership continues to increase.	Promote the Council housing construction subsidy scheme in the community.	Number of options taken up during the life of the plan.	6
Where volunteering in the community is a given and community spirit is visible.	Active and well-resourced community groups.	Maintain support in accordance with Council's grants to community organisations policy.	Number of community events.	10 per year
		Continue to assist community groups to access grant funding.	Number of successful grant applications.	5 per year
		Council supports SES and Rural Fire Brigade units in both towns.	Groups supported.	Ongoing
Is safe and crime-free.	The community remains safe and crime free.	Continue to support police and emergency services in the Shire.	Active SES members in each	15
		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.	1 per year
		Maintain disaster management plans.	Disaster management plan status.	Current
Cares for its residents of all ages.	Services are provided for our aged, youth, children and families as appropriate.	Establish town infrastructure that is disability access compliant.	Progress with needs assessment and planning.	Complete
		Facilitate the provision of play group services.	Status of play group services.	Maintained
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.	A community that is fully aware of and responsive to primary health care needs.	Implement health issues awareness activities in the workforce.	Community Satisfaction with Health Service (Community	>7 out of 10
		Lobby Queensland Health to provide half yearly dental visits.	Number of lobbying activities.	2 per year
		Encourage Council's health provider to coordinate visits by specialist health services e.g. cardio, ENT etc.	Number of instances of health professionals visits to the shire.	20
	The Central West Hospital and Health Board owns and operates medical facilities in Birdsville and Bedourie.	Maintain the partnership and ensure facilities are maintained.	Agreements maintained.	Complete
		Ensure service levels are maintained.	Frequency of service level review.	Annual
	Quality health infrastructure that meets community needs.	Support the construction of appropriate mortuary and storage facilities at the Birdsville and Bedourie health clinics.	Facilities constructed.	Complete

	Ambulance Services throughout the Shire and at community events are retained.	Maintain the existing MOU with the Queensland Ambulance Service (QAS) to provide ambulance services to community events.	Number of lobbying activities.	1 per year
Has quality sporting facilities with high participation rates.	Well maintained sporting facilities which meet community needs with additional facilities as appropriate for the communities.	Investigate the options to improve access to swimming pool facilities in Birdsville.	Progress with the options investigation and action report.	Complete
		Develop master plans for community/ sporting facilities.	Percentage of clubs that have submitted their club development plans.	100%
Has quality internet access to all towns and properties in the Shire and mobile phone coverage is maximised.	The Birdsville, Bedourie and Betoota race courses have mobile phone coverage.	Investigate options to improve mobile phone coverage at Shire race courses.	Telstra engaged to maximise coverage.	Complete
Is enhanced by participation in arts and cultural activities.	Community groups are supported in their arts and cultural pursuits.	Support arts and culture through the grants of community organisations policy.	Percentage of grants made in line with Council policy.	100%

## Our Economy

Long-Term Goal	Outcome	Strategy	Measure	Target
Is underpinned by the beef cattle industry and the expanding organic markets.	Support sustainability of the cattle industry.	Maintain pest free status of river systems in the Shire.	Level of sustained funding for river system pest control through	Current spending indexed by CPI
	Improve animal welfare outcomes.	Lobby to extend sealed road network to improve animal welfare.	Number of lobbying activities undertaken.	2 per year
Flourishes from a growing tourism industry and continuation of major events.	More tourists visit year on year.	A range of strategies are developed to extend the tourist season and fill in the peaks within the season in consultation with the community.	Visitor numbers increase outside of peak event periods.	5% each year
	The Birdsville Tourist Park and Birdsville Lodge and Bedouire caravan park contribute significantly to the Shire economy.	Divest Council's interest in the accommodation sites.	% of Sites divested	100%
	A cooperative group of businesses and individuals are united in promoting the Shire as a destination.	Implement the relevant recommendations in the Economic Development Strategy.	Group formed and effective in its role.	Complete
	Birdsville Courthouse, geothermal precinct and Bedourie Pise' House are established as must see tourist attractions.	Complete restoration works and open to the public, following consultation with community.	Progress with restoration.	Complete
	A regional outback tourism centre is established in Birdsville.	Approach the OQTA to increase Council representation on the board.	Number of lobbying activities undertaken.	2 per year
	Council's tourism strategy delivers positive outcomes for the community.	Review and update the tourism strategy.	Progress with strategy review.	Complete
Benefits from a growing population with full employment.	The population of the shire continues to increase.	Implement Corporate Plan strategies.	Number of corporate plan targets that are met.	80%
	The employment rate maintained at more than 95%.	Make Council training activities available to community members if appropriate.	Employment rate.	> 95%
		Facilitate the establishment of family day care opportunities in Bedourie and Birdsville.	Number of family day care providers.	2

Is led by Council and the business community, together growing and diversifying business and industry opportunities.	The Economic Development Strategy priorities are progressed.	Prioritise and progress the Economic Development Strategy priorities.	Percentage of the economic development plan actions implemented, reviewed or discontinued.	100%
		Promote the positive aspects and opportunities that exist in the Shire.	Percentage of the economic development plan actions implemented.	100%
	Additional utilisation of vacant land in Bedourie, Betoota and Birdsville.	Identify and actively market available industrial and residential land stocks.	Council land sales.	Annual Auction
	The Shire planning scheme facilitates the development of environmentally sustainable towns in the Shire.	Review the Shire planning scheme in cooperation with the Department.	Progress with scheme review.	Complete
		Applications are assessed in accordance with the scheme and legislation.	Percentage of applications assessed within statutory timeframes.	100%
Will be much stronger when there is sealed road access to Birdsville.	The Bedourie - Birdsville road is fully sealed and a long term commitment to complete the sealing of the Birdsville - Windorah and Bedourie - Windorah roads is secured.	Lobby the Queensland and Australian Governments for funds to bitumen seal the Eyre Developmental Road by 2026 and other priority sections of the Birdsville Developmental Road and Diamantina Developmental Road.	Lobbying activities.	2 per year

## Our Organisation

Long-Term Goal	Outcome	Strategy	Measure	Target
Is a sustainable and effective organisation.	A quality, effective and motivated workforce.	Ensure staff receive adequate training to enable them to do their job and advance their career.	Training Programs delivered.	Complete
		Conduct regular performance appraisals for all staff.	Percentage of staff with up to <del>data performance review</del>	100%
	Best practice Corporate Governance.	Maintain practices in line with the Work Health & Safety Legislation.	Number of WHS incidents.	<50 per year
		Maintain Council Quality Assurance System.	Ongoing compliance with QA system.	100%
		Maintain a corporate structure that reflects and meets the needs of the Corporate Plan.	Progress with post corporate plan organisational review.	Complete
		Maintain high standards of ethical conduct.	Frequency of ethical conduct and <del>ethics training</del>	Annual
		Provide sufficient resources to facilitate effective governance.	Percentage of identified corporate governance strategies that are funded.	100%
		Support the separation of roles between Council and Management.	Number of Councillor development opportunities.	4 per year
		Maintain and review the Risk Management Plan.	Progress with risk management program development and	Complete
	Effective knowledge management systems and policies in place.	Maintain an effective records management policy and procedure.	Frequency of review of records management system and policy.	Annual
	Long term financial sustainability.	Maintain up to date and compliant financial management and reporting systems.	Number of matters raised in external audit.	<5

		Fund depreciation in line with Council's revenue policy and provide for asset replacement in line with asset management plans.	Compliance with asset management plan actions.	100%
		Ensure that grant and subsidy income is maximised.	Percentage of grant applications that are successful.	70%
		Maximise internal/external revenue sources.	Annual revenue growth.	3%
	Quality administration and service which meets customer needs.	Provide adequate resources to ensure that administration and customer service functions are carried out effectively.	Level of resources applied to administration.	Maintained in line with CPI
		Ensure effective and sustainable administrative systems are in place to meet operational and legislative requirements.	Progress with operations review and annual internal audit.	Complete
		Ensure enquiries and customer requests are satisfactorily dealt with in a timely, appropriate manner.	Percentage of customer requests dealt with outside of targets.	Nil
Is engaged with its residents.	Effective community engagement.	Conduct half yearly community engagement activities with each Community.	Progress with community engagement strategy development.	Complete
		Develop and improve communications tools including desert yarns, website, community noticeboard, rates newsletter, annual report etc.	Progress with annual review and update of communication tools effectiveness.	Complete
		Hold at least two Council meetings in Birdsville each year.	Number of meeting held.	2
Is a leader in the region which supports regional co-operation, resource sharing and partnerships.	Council participates in projects which advance regional co- operation and resource sharing.	Cooperate with neighbouring Shires in resource sharing activities where mutually beneficial.	Number of resource sharing activities with neighbouring	5 per year
		Participate in regional purchasing arrangements where appropriate.	Number of regional purchasing initiatives Council has participated	3
		Participate in regional bodies such as RAPAD, OQTA, ORRG, CWRPMG.	Number of resource sharing activities on a regional basis.	6
Is recognised as the sole road construction provider in the Shire.	Maintain a profitable plant operation.	Review plant hire rates and performance periodically.	Status of annual plant review.	Current
	Council owns and operates a quality plant fleet.	Carryout plant changeover in accordance with plant replacement program.	Percentage compliance with plant replacement program.	100%
	Councils maintains its sole invitee status for all Department of Main Roads (DMR).	Lobby Queensland Government to ensure main roads works are offered to Council in priority.	Number of lobbying activities undertaken.	2 per year

## Our Infrastructure

Long-Term Goal	Outcome	Strategy	Measure	Target
Is constructed and maintained in a sustainable manner which meets community needs.	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.	Percentage of planned works that are completed each year.	90%
		Develop and implement a Road Asset Management Plan.	Asset Management Plan completed.	Completed
	Airports and services that meet tourism and community growth needs.	Upgrade the Birdsville and Bedourie airports to Q400 standard.	CASA standards met.	100%
	Well maintained community assets with additional facilities as appropriate for the communities.	Implement assets management plans for buildings and other assets.	Percentage of asset management plan actions implemented within agreed time frames.	100%
		Review Council service levels and benchmark against industry standards.	Progress staged service level reviews.	3 services reviewed annually

		Seek funding assistance for and undertake the development of new facilities in line with the prioritised program as finance allows.	Percentage of grants that are aligned with Council strategy.	100%
		Relocate the Bedourie depot facility to the industrial estate.	Progress with engagement and planning.	Complete
		Construct a new Birdsville hall.	Progress with engagement and planning.	Complete
		Construct a new Bedourie administration centre.	Progress with engagement and planning.	Complete
		Undertake engagement with the community to inform plans to resolve issues with the Birdsville causeway.	Progress with engagement and planning.	Complete
		Establish plans for a footpath network in Birdsville including pedestrian access to the racecourse.	Progress with engagement and planning.	Complete
Guarantees quality potable urban water supply and waste water treatment.	Secure potable water sources are maintained for Bedourie and Birdsville.	Maintain water infrastructure in accordance with asset management plans.	Percentage of improvement actions in the Drinking Water Quality Management Plan (DWQM) carried out.	100%
	A secure and effective waste water treatment system is maintained in each town.	Maintain waste water infrastructure in accordance with asset management plans.	Number of breaches of the Environmentally Relevant Activity permit (ERA).	Nil