

Operational Plan Outcomes and Strategy

No.	Outcome	Strategy	2026-2027 Action	Measure
1. Our Environment				
1.1. Is protected from degradation by practices which ensure environmental sustainability.				
1.1.1	Council practices ensure the rehabilitation of disused roads and gravel pits.	Continue with the program to rehabilitate old roadworks and gravel pits. Work with RAPAD to review Council waste management practices and consider recycling options.	Continuation of the gravel pit rehabilitation program. Undertake waste management practice review.	Progress with program delivery Progress with review
1.1.2	Effective waste management practices.	Progress planning for waste management options for Betoota.	Engage a consultant to prepare an options report for Council consideration.	Assess options, seek regulator approval and allocate a budget to implement a 'fit for purpose' and affordable solution at Betoota
1.2 Is recognised as contaminate free.				
1.2.1	The Shire's image as being clean and green is enhanced.	Ensure that Council activities do not negatively impact on areas with Organic status.	Include organic status awareness training in the start up week training.	Training Program delivered.
1.3. Benefits from the utilisation of renewable energy sources.				
1.3.1	Energy producers partner with Council and/or community to maximise the use of renewable energy production.	Lobby relevant agencies to establish battery storage Birdsville.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
1.3.2	Continued uptake of renewable energy and energy efficient products.	Consider opportunities for update of renewable energy and energy efficient products.	Research opportunities for update of renewable energy and energy efficient products.	Percentage of procurement activities that considered potential energy efficient options.
1.4. Is relatively free from pest weeds and animals				
1.4.1	Pest weeds and feral animal numbers are managed.	Maintain currency of pest management plans and implement as required. Engage with regional bodies and participate in the implementation of regional pest management strategies.	Review and update pest management plans. Undertake engagement activities with relevant bodies.	Percentage of statutory plans that are up to date. Number of regional meetings attended.
1.4.2	Council cooperates at a regional level to prevent pest weed and animal spread into the shire.	Source funding to construct new washdown facility Birdsville.	Progress with planning activities (freeholding, CH clearances, planning etc.)	Parcel has been excised from town common. Identify funding program and submit application.
1.5. Includes a healthy Great Artesian Basin.				
1.5.1	Australian and Queensland Governments continue to fund the GABSI bore capping program.	Support the maintenance the GABSI bore capping scheme.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
2. Our Community				
2.1. Recognises the value of preserving the unique culture of the area				

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2.1.1	Effective management of cultural heritage and native title.	Meet obligations under Indigenous Land Use Agreements (ILUA's) and Cultural Heritage Act and Heritage Act. (Q4)	Undertake annual training and induction program for staff and contractors.	Number of instances where Council has failed to meet its obligations.
2.1.2	Financially viable and strongly supported community events.	Maintain support of community events in accordance with the Community Grants Policy.	Promote grant availability and support community groups with grant applications.	Number of community events.
2.1.3	Preservation of historical sites, artefacts and knowledge.	Establish a plan for the future identification and preservation of aboriginal and European historical sites and artefacts.	Establislh a register of current sites.	Register developed
		Undertake a project to update the "Sand Hills and Channel country" Shire history book.	Establish connections with aproprate historians and develop a plan.	Plan developed
2.2. Has a cost of living that is managed within Council's capacity				
2.2.1	The cost of living in the Shire is reduced.	Engage with Rex and TMR to have low cost fares for locals from Birdsville Bedourie to Mt Isa.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
		Maintain housing construction subsidy program.	Undertaken a community based awareness campaign.	Number of campaigns.
		Maintain Council boarding school student subsidy program.	Undertaken a staff based awareness campaign.	Number of campaigns.
		Maintain Council subsidised rent for employees.	Annual review conducted of staff rentals.	Rental subsidy maintained.
2.3. Has attractive, green and clean towns of which residents are proud.				
2.3.1	Streetscapes and parks are maintained in line with service level agreements.	Deliver activities in line with agreed service levels.	Communicate service levels to staff and monitor against actual service.	% compliance with agreed service levels.
2.3.2	Beautification of parks and gardens.	Increase tree planting and garden beautification.	Develop a streetscape plan for Bedourie and Birdsville.	Plan developed and implemented.
2.4. Has access to a range of affordable transport services				
2.4.1	A reliable, safe and regular air service at reasonable prices.	Lobby the Queensland government to ensure adequate air services to Bedourie and Birdsville are maintained.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
		Maintain a high standard of airport facilities in Bedourie and Birdsville.	Ensure Airstrips are fit for pupose in relation to Regulated Passenger Transport (RPT) standards.	Airport audit recommendations are implemented.
2.4.2	Reliable freight services.	Engage with Rex and TMR to have low cost fares for locals from Birdsville and Bedourie to Mt Isa.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
		Lobby relevant bodies to establish improved mail and freight services to the Shire.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
2.5. Has significant private home ownership with all residents appropriately housed				

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		Offer suitable housing stock for sale.	Annual review of housing inventory to identify surplus housing and provide options for new builds to Council for consideration.	Review conducted and options presented to Council.
2.5.1	Private home ownership continues to increase.	Offer residential land for sale.	Maintain website listings and promote land for sale.	Undertake targeted promotions
		Establish a business case to support lobbying and funding applications for increased housing.	Develop business case and seek funding opportunities.	Business case developed.
		Promote the Council housing construction subsidy scheme in the community.	Undertake a community based awareness campaign.	Number of community based campaigns.
2.6. Where volunteering in the community is a given and community spirit is visible				
		Maintain support in accordance with Community Grants Policy and Volunteers Policy.	Conduct community workshops to inform groups about the programs.	Number of workshops
2.6.1	Active and well-resourced community groups.	Continue to assist community groups to access grant funding.	Maintain the community grants register and communicate to community groups and assist as required.	Updates communicated quarterly
		Council supports SES and Rural Fire Brigade units in both towns.	Undertake community based promotional activities (i.e. engagement/training activities, recruitment drives).	Number of community based activities.
2.7. Is safe and crime free				
		Continue to support police and emergency services in the Shire.	Undertake lobbying activities that demonstrate support for support of police and emergency services.	Number of lobbying activities.
2.7.1	The community remains safe and crime free.	Maintain engagement with regional police services to ensure that police stations are staffed at all times, community needs are understood and policing is effective.	Undertake lobbying activities that demonstrate support for support of police and emergency services.	Number of engagement/lobbying activities.
		Maintain Disaster Management Plans.	Annual review of Disaster Management Plan undertaken and adopted by LCMG.	Disaster Management Plan updated.
2.7.2	Technology supports improved flood safety and monitoring.	Investigate options to improve flood monitoring and depth marker infrastructure.	Investigate and work with DTMR to correct issues with flood markers across the Shire.	Issues identified and plan in place to rectify.
		Investigate options to fund the improvement of "small cell" coverage.	Work with DTMR to improve the number of small cell sites within the shire	Meetings with TMR to discuss
2.8. Cares for its residents of all ages				
2.8.1	Services are provided for our aged, youth, children and families as appropriate	Establish town infrastructure that is disability access compliant.	Conduct a needs-assessment	Assesment complete
		Facilitate the provision of play group services.	Conduct two surveys a year	Participants feedback

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	and families as appropriate.	Facilitate the provision of family day care services in Birdsville and Bedourie.	Support the implementation of family day care services.	Family Day care in Bedourie and Birdsville are operational
2.9. 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.				
2.9.1	A community that is fully aware of and responsive to primary health care needs.	Implement health issues awareness activities in the workforce. Advocate through the public health network for mobile health services. Encourage Qld Health to coordinate visits by specialist health services e.g. cardio, ENT etc.	Undertake staff engagement to promote awareness. Undertake engagement activities with relevant bodies. Undertake engagement activities with relevant bodies.	Number of awareness activities. Number of lobbying activities. Number of lobbying activities to maintain health professionals visits to the shire.
2.9.2	Quality health infrastructure that meets community needs.	Lobby for the construction of appropriate mortuary facilities at the Birdsville health clinic.	Undertake engagement activities with relevant bodies.	Number of lobbying activities to maintain health professionals visits to the shire.
2.9.3	Ambulance Services throughout the Shire and at community events are retained.	Lobby Queensland Government to provide affordable ambulance services to community events.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
2.10. Has quality sporting facilities with high participation rates.				
2.10.1	Well maintained sporting facilities which meet community needs with additional facilities as appropriate for the communities.	Support clubs in making funding applications for the implementation of master plans for community/ sporting facilities.	Maintain the community grants register and communicate to community groups and assist with funding applications as required.	Updates communicated quarterly.
2.11. Is enhanced by participation in arts and cultural activities.				
2.11.1	Community groups are supported in their arts and cultural pursuits.	Support arts and culture through the community grants and regional arts development policies.	Promote RADF Program	Number of Council supported arts and culture activities.
3. Our Economy				
3.1. Is underpinned by the beef cattle industry and the expanding organic market.				
3.1.1	Support sustainability of the cattle industry.	Maintain pest management in the river systems in the Shire.	Promote funding for river system pest control through Desert Channels.	Promote funding opportunities.
3.2. Flourishes from a growing tourism industry and continuation of major events.				
3.2.1	Increase visitation to the Shire year on year.	Develop and implement a destination marketing plan.	Progress with plan development.	Plan developed.
3.2.2	A cooperative group of businesses and individuals are united in promoting the Shire as a destination.	Review and update the Economic Development Strategy.	Conduct review of Economic Development Strategy	Review completed.
3.2.3	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.	Scope each project to ensure readiness for funding opportunities and develop a Masterplan for Bedourie Pise' House site to enable relocation of Police Watchhouse.	Project scope / Masterplan developed.

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3.2.4	Council's tourism strategy delivers positive outcomes for the community.	Implement the tourism strategy.	Consider the recommendations of the tourism strategy and progress outstanding actions.	Number of actions progressed.
		Investigate options to establish a free camping area in the Bedourie environs.	Identify potential site in Bedourie town area and consider planning requirements.	Site identified.
3.3. Benefits from a growing population with full employment.				
		Implement Corporate Plan strategies.	Progress Corporate Plan strategies as set out in operational plan.	Number of corporate plan targets that are met.
3.3.1	The population of the shire continues to increase.	Make Council training activities available to community members if appropriate.	Inclusion in training week and other Council led training sessions if appropriate (ie pest/weed, first aid, verification of competencies, promotion of state libraries workshops.)	Number to training activities.
		Support the establishment of family day care services in Bedourie and Birdsville.	Support the implementation of family day care services, (ie support provider, promote facility via recruitment processes).	Family Day care in Bedourie and Birdsville are operational
3.4. Is led by Council and the business community, together growing and diversifying business and industry opportunities.				
3.4.1	The Economic Development Strategy priorities are progressed.	Prioritise and progress the Economic Development Strategy priorities.	Conduct review of Economic Development Strategy priorities to ensure they are still relevant.	Review completed
		Promote the positive aspects and opportunities that exist in the Shire.	Create a shire marketing plan	Marketing plan developed.
3.4.2	Additional utilisation of vacant land in Bedourie, Betoota and Birdsville.	Identify and actively market available industrial land stocks.	Maintain website listings and promote land for sale.	Number of promotional activities.
3.4.3	The Shire planning scheme facilitates the development of environmentally sustainable towns in the Shire.	Complete the review the Shire planning scheme.	Progress with scheme review.	Review completed
3.5. Will be much stronger when there is sealed road access to Birdsville and more resilient and safe road access.				
3.5.1	There is 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 sections of the Birdsville Developmental Road and Diamantina Developmental Road.	Prepare business case and continue to lobby	Business case prepared and lobbying activities undertaken.
3.5.2	Targeted improvement of trafficability of the Bedourie - Windorah road.	Lobby DTMR to fund upgrades of the Farrar's creek and Diamantina River crossings.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
3.5.3	Increased number of sealed passing lanes.	Source funding to increase the number of sealed passing lanes on the Birdsville - Windorah and Bedourie - Windorah Roads.	Undertake engagement activities with relevant bodies.	Number of lobbying activities.
4. Our Organisation				

No.	Outcome	Strategy	2026-2027 Action	Measure
4.1. Is a sustainable and effective organisation.				
4.1.1	A quality, effective and motivated workforce.	Ensure staff receive adequate training to enable them to do their job and advance their career.	Continuation of annual training week, develop training needs analysis, consideration development identified in performance reviews.	Training Programs delivered.
		Develop a workforce management plan.	Commence a workforce management plan.	Draft plan developed.
		Conduct performance reviews for all staff.	Develop program and facilitate review process.	Performance reviews undertaken.
4.1.2	Improved safety maturity.	Implement compliant Work Health & Safety system.	Progress implementation of Skytrust, provide training to users, monitor usage and digitise reporting where possible.	Number of reported WHS incidents.
		Implement and maintain management systems for Work Health & Safety, Quality and National Heavy Vehicle Regulations	Undertake assessment and develop timelines to complete implementation.	Annual compliance of management systems
		Maintain a corporate structure that reflects and meets the needs of the Corporate Plan.	Conduct an annual review of organisational structure.	Corporate structure reviewed.
4.1.3	Best practice Corporate Governance.	Maintain high standards of ethical conduct.	Frequency of ethical conduct and policy training to be mandatory, undertaken annually and include: Code of Conduct Bullying and Harassment Fraud Awareness Confidentiality Procurement Policy Gifts and Benefits Social Media	Training Programs delivered.
		Support the separation of roles between Council and Management.	Facilitate Councillor development opportunities as required.	Number of opportunities provided.
		Review and update the Risk Management Framework.	Progress with review and update of strategic and operational risk registers.	Registers updated.
4.1.4	Effective knowledge management systems and	Maintain an effective records management policy and procedure.	Provide training activities and promote use of Magiq Documents System.	Training Programs delivered.
		Develop an ICT strategy and road map.	Assess current state of ICT practices and develop road map to future state.	ICT Strategy developed and implemented in accordance with roadmap.

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4.1.4	policies in place.	Maintain up to date and compliant financial management and reporting systems.	Optimise end of month processes to ensure matters are able to be rectified prior to year end.	Number of matters raised in external audit.
		Fund depreciation to provide for asset replacement in line with asset management plans.	Review and update asset management plans.	Plans developed.
		Ensure that grant opportunities are maximised.	LRAP updated to reflect Council needs and Grant report provided to Council to confirm priorities.	Ongoing assessment of Council's needs against funding opportunities.
4.1.5	Long term financial sustainability.	Optimise internal/external revenue sources.	Ensure all plant and equipment is appropriately booked with regular reviews of plant utilisation.	Reviews conducted.
		Provide adequate resources to ensure that administration and service functions are carried out effectively.	Conduct an annual review of organisational structure and service levels for town services and communities.	Organisational Structure and service levels reviewed.
4.1.6	Quality administration and service which meets customer needs.	Ensure effective and sustainable administrative systems are in place to meet operational and legislative requirements.	Develop compliance calendar and progress internal and external audit outstanding recommendations.	Compliance calendar implemented and audit recommendations progressed.
		Establish effective community engagement and implement a Community Consultation Policy.	Implement Community Consultation Policy and Guideline.	Community Consultation Policy adopted.
4.2. Is engaged with its residents				
		Develop and improve communications tools including desert yarns, website, community noticeboard, rates newsletter, annual report etc.	Implement social impact measures	Social Impact Community survey conducted.
		Hold at least two Council meetings in Birdsville each year.	Hold at least two Council meetings in Birdsville each year.	Number of meetings held.
4.2.1	Effective community engagement.	Undertake road runs to improve visibility and understanding of local conditions.	Council and senior staff undertake annual road run.	Road run of Shire roads undertaken.
		Plan a visit to Betoota each year.	Travel to Betoota and visit businesses.	Number of visits.
		Cooperate with neighbouring Shires in resource sharing activities where mutually beneficial.	Share services, training where possible and leverage lobbying activities	Number of resource sharing activities with neighbouring Shires.
4.3. Is a leader in the region which supports regional cooperation, resource sharing and partnerships.				
		Participate in regional purchasing arrangements where appropriate.	Actively consider arrangements and participate where value for money can be obtained.	Number of regional purchasing initiatives Council has participated in.
4.3.1	Council participates in projects which advance regional co- operation and resource sharing.	Participate in regional bodies such as RAPAD, OQTA, ORRG, CWRPMG.	Continue to represent Diamantina at meetings.	Number of resource sharing activities on a regional basis.

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		Review plant hire rates and performance periodically.	Conduct a review of plant utilisation and adjust hire rates accordingly.	Plant hire rates reviewed.
4.4. Is recognised as the sole road construction provider in the shire.				
4.4.1	Maintain a profitable plant operation.	Review plant hire rates and performance periodically.	Regular reviews of charged hours to ensure hours charged in accordance with Policy.	Hours charged in accordance with Policy.
4.4.2	Council owns and operates a quality plant fleet.	Carryout plant changeover in accordance with plant replacement program.	Capital replacements developed from ten year replacement program, with consideration of profitability and utilisation.	Percentage compliance with plant replacement program.
4.4.3	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.	Maintain existing relationships with DTMR and progress works in accordance with agreements.	Number of stakeholder meetings attended.
5. Our Infrastructure				
5.1. Is constructed and maintained in a sustainable manner which meets community needs.				
5.1.1	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.	Develop a forward works program.	Percentage of planned works that are completed each year.
5.1.2	Airports and services that meet tourism and community growth needs.	Seek funding to conduct required pavement improvements to the Birdsville and Bedourie airstrips.	Finalise design of Birdsville airstrip and progress peer review to ensure shovel ready for funding applications.	Identify funding program and submit application.
		Develop and implement Asset Management Plans for all asset classes.	Review and update asset management plans.	Plans adopted and implemented.
		Implement service levels for Town Services in Birdsville and Bedourie.	Distribute adopted service levels to relevant staff to reinforce understanding of requirements.	Service levels implemented.
		Secure suitable land for a new Bedourie depot and workshop.	Progress with planning activities (freeholding, CH clearances, planning etc.)	Land tenure progressed.
5.1.3	Well maintained community assets with additional facilities as appropriate for the communities.	Secure funding and undertake the upgrade of the Birdsville Hall.	Complete the detailed design and funding estimate to attract grants at 'shovel ready' status	Identify funding program and submit application.
		Secure funding to complete upgrades to the Bedourie Hall.	Complete the detailed design and funding estimate to attract grants at 'shovel ready' status	Identify funding program and submit application.
		Secure funding to construct a new Bedourie multipurpose administration centre.	Complete the preliminary design and funding estimate to attract grants at 'shovel ready' status	Identify funding program and submit application.
		Complete the construction of the Bedourie residential subdivision.	Complete the remaining infrastructure works	Project completed.

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		Establish plans for a walking trail network in the Birdsville environs.	Progress with engagement, planning and concept plans.	Plans progressed.
5.2. Guarantees quality potable urban water supply and waste water treatment.				
5.2.1	Ensure potable water sources are maintained for Bedourie and Birdsville.	Maintain water infrastructure in accordance with asset management plans (AMP).	Assess AMP and consider renewals /replacements in ten year forecasts and optimise funding opportunities.	10 year forecast developed and linked to AMP.
5.2.2	A secure and effective waste water treatment system is maintained in each town.	Maintain waste water infrastructure in accordance with asset management plans (AMP).	Assess AMP and consider renewals /replacements in ten year forecasts and optimise funding opportunities.	10 year forecast developed and linked to AMP.