

1. Our Environment

1. Is protected from degradation by practices which ensure environment sustainability					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Council practices ensure the rehabilitation of disused road and gravel pits.	1.1.1 Establish a program to rehabilitate old roadworks and gravel pits.	Program implemented by Q4.	DIS		
2. Benefits from the utilization of renewable energy sources					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Energy producers partner with Council and/or community to maximise the use of renewable energy production.	1.2.1 Lobby relevant agencies to install battery storage in each town.	At least one lobbying activity undertaken.	DIS		
Continue update of renewable energy and energy efficient products.	1.2.2 Monitor issues with inverters in Bedourie.	All rooftop solar systems working (80% by Q2).	DIS	Bedourie 82% operational, Birdsville 97% operational	
3. Is relatively free from pest weeds and animals					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Council cooperates at a regional level to prevent pest weed and feral animal spread into the Shire.	1.3.1 Engage with regional bodies and participate in the development of regional environmental management plans and programs.	4 regional meetings attended per year by Q4	CEO	4 CWRPMG face to face meetings are planned for the year. Winton was cancelled due to flooding in early 2026 so 3 meetings were attended for the year. 25-26 August (Bedourie), 2-3 December (Brisbane), 25 May (Longreach)	75%
	1.3.2 Maintain a pest-free status of river systems in the Shire.	Source funding by Q4	CEO		0%
4. Is free from roadside waste.					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
All roadside waste is removed in the Shire.	1.4.1 Develop a program to clean up hard waste from town properties.	1 x Community clean-up campaign per year.	DIS		

2. Our Community

1. Recognises the value of preserving the unique culture of the area

Outcome	Action	Measure (Target)	Role	Comments	% Complete
Effective management of cultural heritage and native title.	2.1.1 Meet obligations under Indigenous Land Use Agreements (ILUAs) and Cultural Heritage Act.	Obligations met by Q4.	CEO	Gravel pit logbook completed and implemented and Annual CH training completed (28/1/2026)	100%
Financially viable and strongly supported traditional social events.	2.1.2 Maintain support in accordance with Council's Community Grants Policy.	Percentage of grants made in line with Council policy (100% by Q4).	DCM	Funding broken into rounds, to date 100% of applicants have received funding and support requested.	50%
Preservation of historical sites and artefacts.	2.1.3 Research and develop a tourist attraction at Pis� House - Mud Hut Bedourie.	Project completed by Q4.	DCM	The research project for the Pise House is ongoing. Project on hold until master plan can be completed in Q1 of 26/27. Delays for consultation due to Ilua conversations.	45%
	2.1.4 Upgrade cemeteries at Birdsville and Bedourie.	Project completed by Q4.	DCM DIS	Maintenance in Bedourie Cemetery completed. Birdsville Cemetery Beautification to commence. Mapping project underway Chronicle	50%

2. Has a cost of living that is managed within Council's capacity

Outcome	Action	Measure (Target)	Role	Comments	% Complete
The cost of living in the Shire is reduced.	2.2.1 In consultation with businesses, identify ways to reduce the cost of living for residents.	Number of living improvement opportunities identified and implemented (2 by Q4).	CEO DCM	The following items are provided to employees: 57.5% Housing Subsidy; Tuition and Boarding School Fee Subsidy for children;	

3. Has attractive, green and clean towns

Outcome	Action	Measure (Target)	Role	Comments	% Complete
Streetscape maintained and parks developed as funds allow.	2.3.1 Develop service standards for Shire parks.	Service Standards developed by Q2.	DIS	Service standards developed and adopted by Council at 26 April meeting.	100%
	2.3.2 Deliver streetscape and park activities in line with developed service standards.	% compliance with service standards (90% by Q4).	DIS	Streetscape designs being implemented	80%

4. Has access to a range of affordable transport services

Outcome	Action	Measure (Target)	Role	Comments	% Complete
A reliable, safe and regular air service at reasonable prices.	2.4.1 Lobby to maintain 'Resident fares' for Shire residents.	Lobbying activities completed (2 by Q4).	CEO	Presence at Regional Air Services Engagement sessions organised by TMR in Bedourie and Birdsville. Additional lobbying through RAPAD.	100%
	2.4.2 Lobby the Queensland Government to increase seat capacity on air services to Bedourie and Birdsville.	Number of lobbying activities (1 by Q4).	CEO	Presence at Regional Air Services Engagement sessions organised by TMR in Bedourie and Birdsville. Additional lobbying through RAPAD.	100%

5. Has a significant private home ownership with all residents appropriately housed					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Private home ownership continues to increase.	2.5.1 Promote residential land for sale.	Land sales (by Q4).	DCS	Land advertised on Council website with pricing and mapping.	100%
	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 (2 by Q4).	DCS		
	2.5.3 Increase residential living on Council owned land.	Increase of housing stock. (2 by Q4).	DCS	The Bedourie Subdivision Project has commenced and is progressing as planned. The project is expected to be completed by 30 June 2026.	75%
6. Where volunteering in the community is a given and community spirit is visible					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Active and well-resourced community groups.	2.6.1 Increase the number of SES volunteers in the Shire.	Number of enrolled and active SES participants within the Shire (50% increase by Q4).	DCM	Ongoing recruitment and engagement.	60%
	2.6.2 Increase volunteering in delivering community events.	100% of volunteer roles filled for event delivery by Q2.	DCM	Ongoing and volunteering is actively encouraged	
7. Cares for its residents of all ages					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Services are provided for our aged, youth, children and families as appropriate.	2.7.1 Facilitate the provision of playgroup services as per funding agreement.	Playgroup services to continue.	DCM	The playgroup services are operating in accordance with the funding agreement	80%
	2.7.2 Investigate options to provide Family Day Care in Birdsville and Bedourie.	Source funding for infrastructure.	DCM	Two new Family Day Care Centers are scheduled to open in the Shire Birdsville - end of June Bedourie - July	90%
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					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
A community that is fully aware of and responsive to primary health care needs.	2.8.1 Lobby Queensland Health to provide half yearly dental visits to Shire.	Number of lobbying activities (2).	CEO	Lobbying undertaken with WQPHN.	50%
9. Has quality sporting facilities with high participation rates					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Well maintained sporting facilities which meet community needs with additional facilities as appropriate for the communities.	2.9.1 Develop master plans for 3 racetracks and Birdsville Bronco Yards.	3 Master plans completed by Q2.	CEO DCM	Completed in Q2	100%
	2.9.2 Promote bursary funding to eligible residents within the Shire.	Applications approved (1).	DCM	Advertisement in Desert Yarns to occurring	50%

10. Has quality internet access to all town and properties in the Shire and mobile coverage is maximised					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
The Birdsville, Bedourie and Betoota Racecourses have consistent mobile phone coverage.	2.10.1 Investigate options to improve mobile phone coverage at Shire racecourses.	Telstra engaged to maximise coverage by Q1.	CEO	Met with Telstra, however coverage options outside of operational budget.	100%
11. Is enhanced by participation in arts and cultural activities					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Community groups are supported in their arts and cultural pursuits.	2.11.1 Promote and develop community events.	Conducting post event surveys.	DCM	Survey feedback has been taken into consideration for planning of community events.	50%
	2.11.2 Provide free community "How to" sessions.	Grant submissions, social media and think tank for new activity development (3 sessions).	DCM	Sessions being held in the Shire 2 currently have been delivered	70%
12. Is safe and crime-free.					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
The community continues to be safe and crime free.	2.12.1 Maintain engagement with regional police services to ensure that police stations are always staffed, community needs are understood, and policing is effective.	Number of engagement/lobbying activities (1 per year).	CEO DCM	Ongoing engagement with Mt Isa District Inspector and Assistant Commissioner.	100%
	2.12.2 Maintain disaster management plans, including Animal Welfare Sub-plan.	Compliant disaster management plan.	CEO	Review has commenced.	10%
	2.12.3 Continue to support the police and emergency services in the Shire.	Active SES members in each town.	CEO	Supported recruitment processes.	100%

3. Our Economy

1. Is underpinned by the beef cattle industry and the expanding organic market					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Improve animal welfare outcomes.	3.1.1 Lobby to extend sealed road network to improve animal welfare.	Lobbying activities undertaken (2)	CEO	Advocacy pursued through Ministerial meetings, RAPAD and TMR.	100%
	3.1.2 Enable community attendance in pest management courses.	Courses offered by Q2.	CEO	Pest management course delivered, with community members in attendance.	100%
2. Flourishes from a growing tourism industry and continuation of major events					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
More tourists visits year on year.	3.2.1 Promote activities to increase visitor numbers within Shire outside of peak event periods.	Visitor numbers increased outside of peak event periods.	DCM	Media Campaign has commenced targeting the 2026 season	50%
Pisé House is established as a tourist attraction.	3.2.2 Open Pisé House to the public as a tourist site.	Minimum of 2 community events held near Pisé House.	DCM	Project on hold until master plan can be completed in Q1 of 26/27. Visitors can view the external of Pise House and also the trackers hut, can be accessed.	50%
3. Benefits from a growing population with full employment					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
The employment rate maintained at more than 95%.	3.3.1 Make Council training activities available to community members if appropriate.	Community attendance at training sessions (20).	CEO	Pest and weed control training made available to community.	100%
	3.3.2 Facilitate the establishment of Family Day Care opportunities in Bedourie and Birdsville.	Family Day Care solution approved by Q4.	DCM	Solution approved and centres will be operational by Q4	90%
4. Is led by Council and the business community, together growing and diversifying business and industry opportunities					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Additional utilization of vacant land in Bedourie, Betoota and Birdsville.	3.4.1 Council office established in Industrial Estate, Bedourie.	Fit for purpose Council office established by Q2.	DIS	Office established and ready for use.	100%
The Shire planning scheme facilitates the development of environmentally sustainable towns in the Shire.	3.4.1 Review Shire planning scheme in cooperation with the Department.	Progress with scheme review.	CEO		
5. Will be much stronger when there is sealed road access to Birdsville and more resilient and safe road access					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
The Bedourie - Birdsville road is fully sealed and a long-term commitment to complete the sealing of the Birdsville - Windorah and Bedourie - Windorah road is secured.	3.5.1 Lobby the Queensland and Australian Governments to fund the pave and bitumen seal of the remaining 18km of Eyre Development Road.	2 x lobbying activities.	CEO DIS	Completed	100%

6. Benefits from a growing population with full employment

Outcome	Action	Measure (Target)	Role	Comments	% Complete
Roads are safer to travel on, particularly during major events.	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.	2 x lobbying activities.	CEO	Ongoing discussions with TMR regarding funding.	50%
Roads are more flood resilient (closing later, opening earlier) and enabling freight and travellers to move more readily.	3.5.3 Lobby the Queensland and Australian Governments for funds to improve flooding immunity to the Diamantina Developmental Road at Farrars Creek channels and Eyre Developmental Road at Diamantina River channels.	2 x lobbying activities undertaken.	CEO	Ongoing discussions with TMR regarding funding.	100%

4. Our Organisation

1. Is a sustainable and effective organisation					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
A quality, effective motivated workforce.	4.1.1 Enterprise bargaining agreement (EBA) negotiations are completed.	EBA implemented by Q4	CEO	Policies to be presented to June 2026 meeting for adoption.	75%
	4.1.2 Implement 10/4 rosters for road crews.	10/4 rosters by Q1	DIS	Rosters are complete, procedures still being finalised and added to Skytrust	80%
	4.1.3 Finalise and monitor progress on the Positive Performance Framework: CEO and Director KPIs, Business Unit Plans and Personal Improvement Plans (PIPs).	>90% staff have an agreed PIP by Q1.	CEO	Proposal to purchase software package to manage administrative tasks to administer the program.	50%
		Client survey conducted by Q3.	CEO	Staff survey conducted at training week. Results yet to be reported.	50%
	4.1.4 Develop and implement an intranet for staff communications and access to corporate information.	Intranet implemented by Q4.	DCS	Research and preliminary discussions have commenced with a range of service providers to identify suitable options and inform future decision-making.	10%
Best Practice Corporate Governance	4.1.5 Deliver and implement 3-year WH&S Plan.	WH&S Plan implemented by Q2	CEO		
	4.1.6 Develop and implement Compliance Assurance Matrix.	Matrix implemented by Q2.	DCS	The Annual Corporate Compliance Calendar has been completed. Development of the Compliance Assurance Matrix has commenced and is currently underway.	50%
	4.1.7 Support the separation of roles between Council and Management	4 x Councillor development opportunities.	CEO	Financial Management Training. Elected Member Training. AICD Refresher Training. Communications Training.	100%
Effective knowledge management systems and policies in place.	4.1.8 Develop digitised (paperless) records policy.	Adopt digitised policy and commence practices.	DCS	Digitalization practices have commenced across relevant business areas, with the Digitalization Policy scheduled to be presented to Council in the next quarter.	75%
	4.1.9 Electronic documents system upgrade and training.	Commenced by Q2.	DCS	Training has been provided to Council staff on the use of Council's Electronic Document Management System to support improved records management and information governance practices.	100%
	4.1.10 Review Strategic and Operational Risk Registers.	Complete by Q4.	DCS	The project has been completed and is scheduled to be tabled at the May 2026 Audit and Risk Committee meeting.	100%
Long term financial sustainability.	4.1.11 Implement electronic payroll and planning system to accurately capture plant and payroll data.	System implemented by Q2.	DCS	Definitiv went live on 17 February 2026 and is currently in the post-implementation phase, with ongoing monitoring and support activities underway.	100%
	4.1.12 Complete Financial Turnaround Strategy to ensure the stability of Council's finances into the future.	100% of strategy actions complete by Q2.	DCS	Internal control practices have been implemented with the focus of continuing improvement. Expecting to phase out Financial Turnover Strategy and replaced with documented procedures, reviews and staff accountability and oversight.	100%
	4.1.13 Develop and maintain Council's Long Term Financial Model.	Assumptions workshopped with Council by Q3.	DCS	Council has utilised the Queensland Treasury Corporation (QTC) Financial Forecasting Tool to support the development of the 2026–2027 Budget. The forecast outcomes will be presented to Council as part of the budget deliberations and adoption process.	75%

2. Is engaged with its residents						
Outcome	Action	Measure (Target)	Role	Comments	% Complete	
Effective community engagement.	4.2.1 Develop and improve communication tools including website, community notice board, rates newsletter and annual report etc.	Community survey, annual review and update of comms tools effectiveness by Q4.	ELT	Community engagement policy developed. Community notice boards updated regularly. Corporate Plan completed with survey.	50%	
	4.2.2 Hold at least 2 Council meetings in Birdsville.	2 meetings by Q4.	DCS	Meeting held in October 25 and meeting planned for April 26.	75%	
3. Is a leader in the region which supports regional cooperation, resource sharing and partnerships						
Outcome	Action	Measure (Target)	Role	Comments	% Complete	
Council participates in projects which advance regional cooperation and resource sharing.	4.3.1 Cooperate with neighbouring Shires in mutually beneficial resource sharing activities.	Number of resources shared (5 per year).	CEO	Ongoing opportunities assessed such as enterprise software, baiting opportunities, MOU with Longreach Regional Council to support finance teams, consideration of shared services with Boulia for difficult to source services.	100%	
	4.3.2 Participate in regional purchasing arrangements where appropriate.	Engage min. 3 regional arrangements by Q4.	CEO	Airport Annual Technical Inspections & Annual Electrical Inspections by JASKO engaged through ORRTG, Update to Regional Airport Plan joint procured through ORRTG & DWQMP auditor engaged via RAPADWSA	100%	
4. Is recognised as the sole road construction provider in the Shire						
Outcome	Action	Measure (Target)	Role	Comments	% Complete	
Council maintains its sole invitee status for all Department of Transport and Main Roads (DTMR) work within the Shire.	4.4.1 Lobby Queensland Government to ensure main road works are offered to Council in priority.	2 lobbying activities undertaken by Q4.	CEO DIS	Completed, ongoing relationship meetings established.	100%	
Council owns and operates a quality Plant fleet.	4.4.2 Carry out Plant procurement uplift program to ensure Plant assets are replaced in line with policy.	% compliance with plant replacement program.	DIS	Completed, Plant Replacements Schedule updated and 2026/27 Capex Budget in line with schedule	100%	
Maintain a profitable plant operation.	4.4.3 Review and maintain plant hire rates and performance.	Rates implemented (Q3).	DIS DCS	Plant hire rates approved by TMR and QRA and now implemented. Plant Utilisation reports regularly reviewed with a focus on ensuring revenue is in line with plant hired.	100%	

5. Our Infrastructure

1. Is constructed and maintained in a sustainable manner which meets community needs					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
A well-maintained Shire road network which meets the needs of the road users.	5.1.1 Carry out works in line with works program.	95% of planned works completed by Q4.	DIS	Shire road restoration works on track for completing within required timeframes.	98%%
Airports and services that meet tourism and community growth needs.	5.1.2 Investigate opportunities to develop underwing camping at Birdsville Airport.	More underwing camping opportunities identified by Q3.	DCM DIS	Discussions have been held on possibility of opening up underwing camping again.	50%
Well-maintained community assets with additional facilities as appropriate for the communities.	5.1.3 Review Asset Management Plans.	Plans reviewed and an action plan developed by Q3.	DCS	The review of the Asset Management Plan is currently underway.	50%
	5.1.4 Review Council service levels for town services.	Review complete by Q3.	DIS	Completed, reviews adopted by Council at 26 April meeting.	100%
	5.1.7 Establish plans for a footpath network in Birdsville, including pedestrian access to the racecourse.	Concept plans and costings prepared for pedestrian access to racecourse by Q4.	DIS	Draft plans submitted to DTMR for review before community consultation.	90%
	5.1.6 Establish reporting on all Council Projects.	Quarterly Reports to Council.	DCS	Capital Projects Reports for the first and second quarters were presented to Council at the October 2025 and February 2026 Ordinary Council Meetings respectively. The third quarter Capital Projects Report is scheduled to be presented to Council at the June 2026 Ordinary Council Meeting.	75%
2. Guarantees quality potable urban water supply and wastewater treatment					
Outcome	Action	Measure (Target)	Role	Comments	% Complete
Ensure potable water sources are maintained for Bedourie and Birdsville.	5.2.1 Complete Birdsville Cooling Ponds Project.	Cooling Ponds Project complete by Q2.	DIS	Waiting on supply of pumps	95%