



Diamantina Shire Council

diamantina.qld.gov.au



Operational Plan 2025/2026



Contact Us

17 Herbert Street,
Bedourie QLD 4829
(07) 4746 1600
admin@diamantina.qld.gov.au
www.diamantina.qld.gov.au

Acknowledgement of Country

Diamantina Shire Council acknowledges the Wangkamahdla, Pitta Pitta, Mithaka, Wangkangurru/Yarluyandi, and Maiawali Peoples as the Traditional Custodians of the lands across our region.

We pay our respects to Elders past, present and emerging and recognise their enduring connection to Country, culture, and community.

Table of Contents

Vision 2042 4

Mission 5

Values 5

Our Strategy 6

Strategic Planning Framework 6

Strategic Themes 7

Theme 1: Our Environment 9

Theme 2: Our Community 10

Theme 3: Our Economy 14

Theme 4: Our Organisation 17

Theme 5: Our Infrastructure 20

Vision 2042

“Diamantina, a friendly, growing and safe Shire of community minded residents. Our outback community will have all-weather access by bitumen road, state of the art health, education and communication services. The infrastructure and transport services are developed to promote sustainable private commercial enterprise and significant levels of private housing ownership while preserving our unique environment.”



Our Mission

Diamantina Shire Council’s mission is to serve and advocate on behalf of the Shire community. We will provide residents and visitors with continually improving services and infrastructure that enhance the quality of life.

Our Values

Innovation & Continuous Improvement	Council and staff seek to overcome challenges and take advantage of opportunities through a commitment to innovation.
Teamwork	We recognise the importance of maintaining a creative and responsive work environment in which the community, councillors, management and staff work constructively together in the spirit of teamwork, trust and loyalty.
Accountability	Council has a responsibility to the residents and ratepayers of the Shire to be inclusive and responsive to their views and needs and to communicate effectively.
Quality	Council is committed to ensuring quality output by providing the organisation with resources that facilitate excellence in performance, commitment and service delivery.

Diamantina Shire Council's number one priority is the safety and wellbeing of its staff and the community it serves and therefore safety is foremost in everything we do.

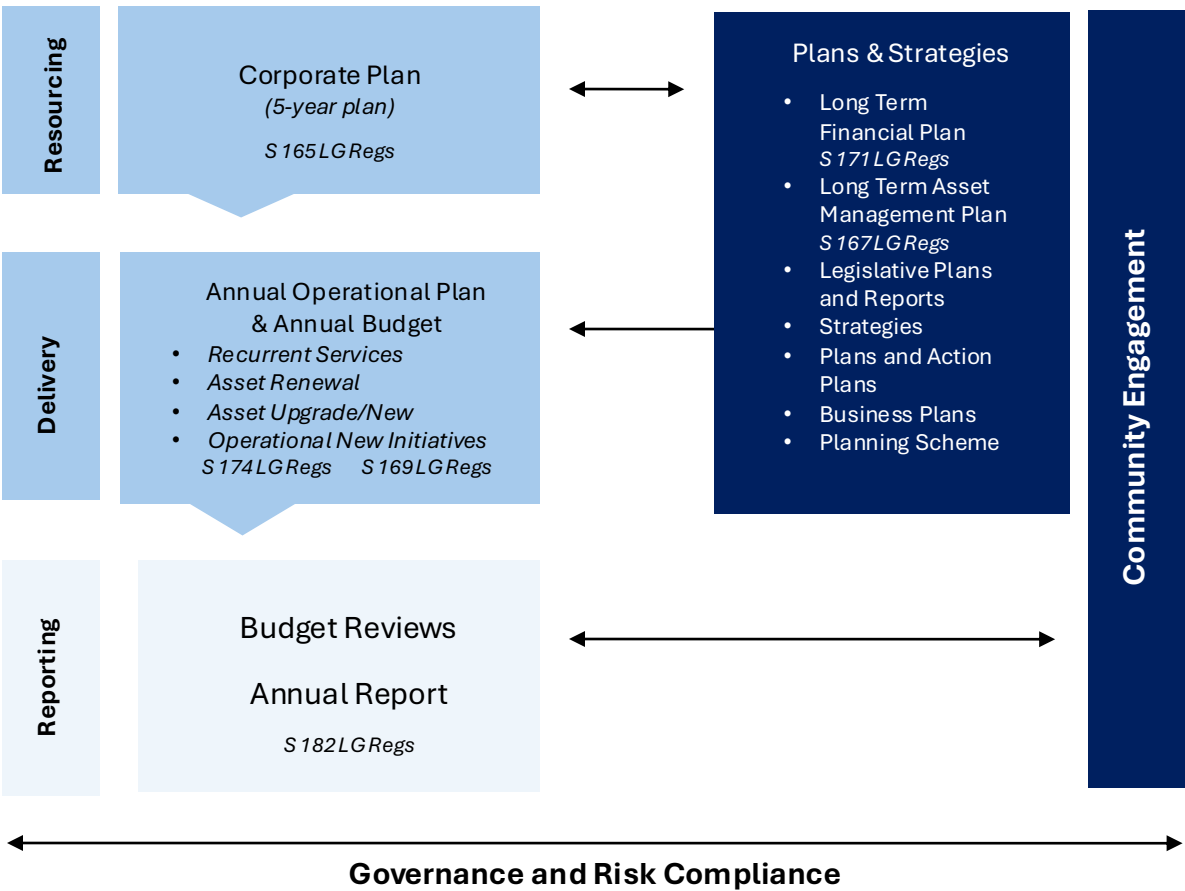
Our Strategy

Governance Framework

Council's Governance Framework provides a continuous strategic planning process to guide decision-making and future development. It sets detailed objectives to implement policies and strategies aligned with Council's vision. Stakeholders can contribute to strategic planning, and the resulting documents inform business plans, budgets, policy development, and service delivery. All Council staff are expected to understand the Corporate Plan and their unit's business plans to ensure cohesion.

Strategic Planning Framework

Council's Strategic Planning Framework ensures a continuous, structured approach to future planning through community engagement, outcome setting, and the monitoring and reporting of progress, aligning operations with strategic objectives.



Strategic Themes

Council has **five strategic themes**, each supported by several **long-term goals**. Each theme represents a major functional area of Council and is the basis upon which the operational plan and budget are prepared:



1. Our Environment

- Is protected from degradation by practices which ensure environmental sustainability.
- Benefits from the utilization of renewable energy sources.
- Is relatively free from pest weeds and animals.
- Largely free of pest weeds and animals.
- Is free from roadside waste.



2. Our Community

- Recognises the value of preserving the unique culture of the area.
- Has a cost of living that is managed within Council's capacity.
- Has attractive, green and clean towns.
- Has access to the full range of affordable transport services.
- Has significant private home ownership with all residents appropriately housed.
- Where volunteering in the community is a given and community spirit is visible.
- Cares for its residents of all ages.
- 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.
- Has quality sporting facilities with high participation rates.
- Has quality internet access to all town and properties in the Shire and mobile coverage is maximised.
- Is enhanced by participation in arts and cultural activities.
- Is safe and crime-free.

Strategic Themes



3. Our Economy

- Is underpinned by the beef cattle industry and the expanding organic market.
- Flourishes from a growing tourism industry and continuation of major events.
- Benefits from a growing population with full employment.
- Is led by Council and the business community, together growing and diversifying business and industry opportunities.
- Will be much stronger when there is sealed road access to Birdsville and more resilient and safe road access.



4. Our Organisation

- Is a sustainable and effective organisation.
- Is engaged with its residents.
- Is a leader in the region which supports regional cooperation, resource sharing and partnerships.
- Is recognised as the sole road construction provider in the Shire.



5. Our Infrastructure

- Is constructed and maintained in a sustainable manner which meets community needs.
- Guarantees quality potable urban water supply and wastewater treatment.

1. Our Environment

1. Is protected from degradation by practices which ensure environmental sustainability.

Outcome	Action	Measure (Target)	Role
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.

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

3. Is relatively free from pest weeds and animals.

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
	1.3.2 Maintain a pest-free status of river systems in the Shire.	Source funding by Q4.	CEO

4. Is free from roadside waste.

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
---	--	---	-----

Role Key:

CEO	Chief Executive Officer
DIS	Director Infrastructure Services
DCS	Director Corporate Services
DCM	Director Communities

2. Our Community

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

Outcome	Action	Measure (Target)	Role
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
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
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
	2.1.4 Upgrade cemeteries at Birdsville and Bedourie.	Project completed by Q4.	DCM DIS

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

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
---	--	--	------------

3. Has attractive, green and clean towns.

Streetscape maintained and parks developed as funds allow.	2.3.1 Develop service standards for Shire parks.	Service Standards developed by Q2.	DIS
	2.3.2 Deliver streetscape and park activities in line with developed service standards.	% compliance with service standards (90% by Q4).	

2. Our Community

4. Has access to a range of affordable transport services.

Outcome	Action	Measure (Target)	Role
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
	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).	

5. Has a significant private home ownership with all residents appropriately housed.

Private home ownership continues to increase.	2.5.1 Promote residential land for sale.	Land sales (by Q4).	DCS
	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).	
	2.5.3 Increase residential living on Council owned land.	Increase of housing stock. (2 by Q4).	

6. Where volunteering in the community is a given and community spirit is visible.

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
---	---	---	-----

2. Our Community

Outcome	Action	Measure (Target)	Role
Active and well-resourced community groups.	2.6.2 Increase volunteering in delivering community events.	100% of volunteer roles filled for event delivery by Q2.	DCM
7. Cares for its residents of all ages.			
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
	2.7.2 Investigate options to provide Family Day Care in Birdsville and Bedourie.	Source funding for infrastructure.	
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.			
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
9. Has quality sporting facilities with high participation rates.			
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
	2.9.2 Promote bursary funding to eligible residents within the Shire.	Applications approved (1).	DCM

2. Our Community

10. Has quality internet access to all town and properties in the Shire and mobile coverage is maximised.

Outcome	Action	Measure (Target)	Role
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

11. Is enhanced by participation in arts and cultural activities.

Community groups are supported in their arts and cultural pursuits.	2.11.1 Promote and develop community events.	Conducting post event surveys.	DCM
	2.11.2 Provide free community “How to” sessions.	Grant submissions, social media and think tank for new activity development (3 sessions).	

12. Is safe and crime-free.

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
	2.12.2 Maintain disaster management plans, including Animal Welfare Sub-plan.	Compliant disaster management plan.	DCM
	2.12.3 Continue to support the police and emergency services in the Shire.	Active SES members in each town.	

3. Our Economy

1. Is underpinned by the beef cattle industry and the expanding organic market.			
Outcome	Action	Measure (Target)	Role
Improve animal welfare outcomes.	3.1.1 Lobby to extend sealed road network to improve animal welfare.	Lobbying activities undertaken (2)	CEO
	3.1.2 Enable community attendance in pest management courses.	Courses offered by Q2.	DCS
2. Flourishes from a growing tourism industry and continuation of major events.			
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
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



3. Our Economy

3. Benefits from a growing population with full employment.

Outcome	Action	Measure (Target)	Role
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).	DCS
	3.3.2 Facilitate the establishment of Family Day Care opportunities in Bedourie and Birdsville.	Family Day Care solution approved by Q4.	DCM

4. Is led by Council and the business community, together growing and diversifying business and industry opportunities.

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
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.

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
---	---	--------------------------	------------

3. Our Economy

3. Benefits from a growing population with full employment.			
Outcome	Action	Measure (Target)	Role
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
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 improving 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



4. Our Organisation

1. Is a sustainable and effective organisation.			
Outcome	Action	Measure (Target)	Role
A quality, effective motivated workforce.	4.1.1 Enterprise bargaining agreement (EBA) negotiations are completed.	EBA implemented by Q4.	CEO
	4.1.2 Implement 10/4 rosters for road crews.	10/4 rosters by Q1.	DIS
	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.	DCS
		Client survey conducted by Q3.	DCS
	4.1.4 Develop and implement an intranet for staff communications and access to corporate information.	Intranet implemented by Q4.	DCS
Best Practice Corporate Governance	4.1.5 Deliver and implement 3-year WH&S Plan.	WH&S Plan implemented by Q2.	DCS
	4.1.6 Develop and implement Compliance Assurance Matrix.	Matrix implemented by Q2.	DCS
	4.1.7 Support the separation of roles between Council and Management.	4 x Councillor development opportunities.	CEO

4. Our Organisation

1. Is a sustainable and effective organisation (cont.)			
Outcome	Action	Measure (Target)	Role
Effective knowledge management systems and policies in place.	4.1.8 Develop digitised (paperless) records policy.	Adopt digitised policy and commence practices. Commenced by Q2. Complete by Q4.	DCS
	4.1.9 Electronic documents system upgrade and training.		
	4.1.10 Review Strategic and Operational Risk Registers.		
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
	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.	
	4.1.13 Develop and maintain Council's Long Term Financial Model.	Assumptions workshopped with Council by Q3.	
2. Is engaged with its residents.			
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.	DCS
	4.2.2 Hold at least 2 Council meetings in Birdsville.	2 meetings by Q4.	

4. Our Organisation

3. Is a leader in the region which supports regional cooperation, resource sharing and partnerships.

Outcome	Action	Measure (Target)	Role
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
	4.3.2 Participate in regional purchasing arrangements where appropriate.	Engage min. 3 regional arrangements by Q4.	

4. Is recognised as the sole road construction provider in the Shire.

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
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
Maintain a profitable plant operation.	4.4.3 Review and maintain plant hire rates and performance.	Rates implemented (Q3).	DIS
			DCS



5. Our Infrastructure

1. Is constructed and maintained in a sustainable manner which meets community needs.			
Outcome	Action	Measure (Target)	Role
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
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
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.	CEO DIS
	5.1.4 Review Council service levels for town services.	Review complete by Q3.	DIS
	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
	5.1.6 Establish reporting on all Council Projects.	Quarterly Reports to Council.	DCS
2. Guarantees quality potable urban water supply and wastewater treatment.			
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



diamantina.qld.gov.au