



CLONCURRY SHIRE COUNCIL

Operational Plan

2023 - 2024



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Introduction

Purpose of the Operational Plan

The annual Operational Plan sets out the activities that Council will undertake during the year to deliver the outcomes of the Corporate Plan. The deliverables in the Operational Plan inform the budget for the relevant financial year.

Together the following integrated documents form the local government's system of financial management:

- Corporate Plan 2021-26 incorporating community engagement.
- Long-term asset management plan and long-term financial forecast.
- 2022-23 annual budget and annual Operational Plan.

The Chief Executive Officer must present a written quarterly progress report to Council outlining progress towards implementing the annual Operational Plan. Council may amend the Operational Plan during the year by resolution.

How we manage risk

The annual Operational Plan must state how operational risks are managed. Council manages risk through various instruments and frameworks, each of which has a governance regime to implement, monitor, review, and report on the various risks we face and how they are being mitigated. The requirements to manage these instruments and frameworks are outlined in the Operational Plan, with timeframes and accountabilities detailed throughout. Some of the key risk management instruments and frameworks are identified below.

Framework	Purpose
Asset Management Plans	Council's asset management plans ensure Council plans for the future maintenance, renewal and replacement of assets, as well as the implications of upgrades and new asset acquisitions.
Business Continuity Plan	Addresses the risks associated with continuation of the business of council in the case of a business disruption event.
Strategic and Operational Risk Register	Lists the various risks to Council's business, with mitigating strategies.
Insurance	Council maintains a wide-range of insurances (PL, PI, LGW, Cyber, project-based) to mitigate against the risks Council faces in day-to-day and project-specific activities.
Internal Audit	Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.
Audit Committee	Section 105 of the <i>Local Government Act 2009</i> requires Council to establish an Audit Committee to monitor and review the integrity of financial documents; the internal audit function; and the effectiveness and objectivity of the local government's internal auditors.
External Audits	The external audit provides independent assurance that Council's annual financial statements are reliable and comply with prescribed requirements. It is primarily a financial audit which assesses Council's internal control framework and focuses on the material components of council's financial statements and how significant financial reporting risks have been dealt with by management.
Project Assessment Framework	Council utilises the QTC and Building Queensland project assessment frameworks to drive consistency and best practice in project selection and development.
Local Disaster Management Plan and Emergency Action Plans	Addresses risks associated with natural disasters as well as specific risks associated with dam infrastructure.
Fraud Risk Framework	Comprises a fraud and corruption control plan and associated supporting documents including a fraud risk register to mitigate the risk of fraud and corruption within and against the Council.
Training and Development	Council invests in the training and development of its staff to ensure staff are aware of the risks associated with their roles and are equipped to manage and mitigate these risks.

1. INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE

KSA1: Our family friendly Shire and supportive community spirit are underpinned by sustainable facilities and institutions that promote positive community, health, educational and recreational outcomes.

	INVESTMENT PRIORITIES Liveable Communities Active Lifestyles Strong Service Network		HOW OUR COMMUNITY ASSISTS Volunteering Active Participation
	KEY SERVICES Community Events Disaster Response and Recovery Community Development Library Services Sport and Recreation Aged and Youth Services Community Facilities (Swimming Pool, Equestrian Centre, Art Gallery, Early Learning Centre, Airport, Cemeteries.)		



Cloncurry Seniors' Cup

Strategic Focus	Activity	Measure
1.1 Population Attraction & Retention	Council's suite of policies, projects and initiatives, its lobbying and advocacy efforts, its partnerships and investments all contribute to the sustainability and growth of Cloncurry.	<ul style="list-style-type: none"> Population Number of businesses
1.2 Health care services (incl. aged care services)	Council facilitates the development of the Cloncurry Health Vision strategy and actively supports the delivery of the objectives elaborated within.	<ul style="list-style-type: none"> Implementation of Health Vision 2021-23 Cloncurry Hospital Upgrade
1.3 Childcare services	Council supports, through direct investment or through facilitation and advocacy, childcare, and Out of School Hours Care services in Cloncurry.	<ul style="list-style-type: none"> Availability of services Affordability of services "Meets" or "Exceeds"
1.4 Housing & Accommodation	The availability, suitability and affordability of accommodation is a key component of population attraction and retention.	<ul style="list-style-type: none"> Housing availability Housing affordability
1.5 Sport & Recreation (facilities and events)	Council supports, through direct investment or through facilitation and advocacy, the services, facilities, and clubs that enable and encourage participation in a diversity of sport and recreation activities and events.	<ul style="list-style-type: none"> Community satisfaction Community wellbeing indicators
1.6 Organisational Culture	Council enables and empowers its staff. Council drives a culture of continual improvement. Council cares for and looks after its workforce.	<ul style="list-style-type: none"> Staff retention rate
1.7 Community Events	Council delivers and sponsors the delivery of a range of events that appeal to locals and visitors.	<ul style="list-style-type: none"> Events, donations, sponsorship budget



Chinaman Creek Dam Recreation Area



INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 1.1.1.1	Curry Kids Upgrade Council undertakes a project to deliver more childcare places in Cloncurry.	Jul 01, 2023	Jun 30, 2025	Construction End Date: June 2025	Director of Projects	Project Manager	Priority Initiative
Measure of Success 1.1.1.2	Housing Stock Council increases or improves its housing stock, inline with the Council Housing Policy and the Local Housing Action Plan.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 1.2.1.1	Health Care Services Council adopts new Health Vision for Cloncurry. % implementation of the Cloncurry Health Vision (Council-controlled items).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 1.3.1.1	Childcare Services Council minimises waiting list numbers through appropriate staff, infrastructure, and business systems investments.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Director of Child Care	
Measure of Success 1.3.1.2	Childcare Services Curry Kids is operationally breakeven, excluding depreciation.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Community Services and Economic Development	Director of Child Care	
Measure of Success 1.3.2.1	Childcare Services Council receives a "Meeting" or "Exceeding" rating for the Curry Kids Early Learning Centre (noting that Departmental reviews are not delivered every year, or even every other year).	Jul 01, 2023	Jun 30, 2024	Annual	Director of Community Services and Economic Development	Director of Child Care	
Measure of Success 1.3.3.1	Out of Hours School Care Council supports, through continued advocacy or otherwise, initiatives to offer vacation care services in Cloncurry for 2023-2024.	Jul 01, 2023	Jun 30, 2024	Annual	Director of Community Services and Economic Development	Economic Development and Tourism Manager	Priority Project
Measure of Success 1.3.3.2	Out of School Hours Care Council supports, through continued advocacy or otherwise, initiatives to offer Out of School Hours Care services in Cloncurry for 2023-2024.	Jul 01, 2023	Jun 30, 2024	Annual	Director of Community Services and Economic Development	Economic Development and Tourism Manager	Priority Project
Measure of Success 1.4.1.1	Perkins Street Housing Development Construction of the Perkins Street Housing Development completed.	Jul 01, 2023	Jun 30, 2024	Construction End Date: June 2024	Director of Projects	Project Manager	Priority Project
Measure of Success 1.4.1.2	Perkins Street Housing Development Council initiates and completes "lease off the plan" process for Perkins Street Housing Development.	Jul 01, 2023	Nov 30, 2023	November 2023	Director of Projects	Project Manager	Priority Project
Measure of Success 1.5.1.1	Sport and Recreation - Aquatic Facility Complete tender process and award contract for management of the Cloncurry Swimming Pool for the period 2024-25 and beyond.	Jul 01, 2023	Mar 01, 2024	1 March 2024 (contract)	Director of Infrastructure and Environment	Operations Manager Procurement Manager	
Measure of Success 1.5.1.2	Sport and Recreation - Aquatic Facility Monthly reporting on key agreement parameters (usage, regulatory compliance, maintenance etc.).	Jul 01, 2023	Jun 30, 2024	Monthly Reporting to Council	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 1.5.1.3	Sport and Recreation - Aquatic Facility Secure funding to install heat pump and solar power to the Cloncurry Aquatic Facility.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Infrastructure and Environment	Operations Manager	Priority Initiative
Measure of Success 1.5.1.4	Sport and Recreation - Aquatic Facility Install heat pump and solar system in accordance with funding program and 2023-24 budget.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Projects	Project Manager	Priority Initiative
Measure of Success 1.5.1.5	Sport and Recreation - Aquatic Facility Track benefits realisation post-installation of heat pump and solar system: Attendance Operating costs (electricity)	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Infrastructure and Environment	Operations Manager	

INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 1.5.1.6	Sport and Recreation - Strategy % Implementation of the Activate Cloncurry Strategy 2023-27 Action Plan	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 1.5.1.7	Sport and Recreation (and Cultural Activities) - Dajarra Council provides support to enable Dajarra kids to access sporting, recreational, and cultural activities, including transport to Cloncurry for sport/swimming, attending the Cloncurry and District Show, etc.	Jul 01, 2023	Jun 30, 2024	Annually	Director of Community Services and Economic Development	Community Activities Officer	
Measure of Success 1.5.2.1	Sport and Recreation Tourism - Corella Dam Secure relevant tenure (freehold and reserve) over Corella Dam / Clem Walton	Jul 01, 2023	Jun 30, 2024	Annual	CEO	Planning and Environment Manager	Priority Project
Measure of Success 1.5.2.2	Sport and Recreation Tourism - Chinaman Creek Dam Completion of path from town to Chinaman Creek Dam	Jul 01, 2023	Aug 31, 2023	31 August 2023 - Monthly progress reporting to Council	Director of Projects	Project Manager	Priority Project
Measure of Success 1.5.2.3	Sport and Recreation Tourism - Chinaman Creek Dam Completion of eco-tourism trail	Jul 01, 2023	Jun 30, 2024	Monthly progress reporting to Council	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 1.5.2.4	Sport and Recreation Tourism - Chinaman Creek Dam Implementation of "Activation Initiatives" for CCD (kayaking and stand up paddleboarding, planning of new tours and experiences).	Jul 01, 2023	Jun 30, 2024	Quarterly progress reporting to Council	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 1.5.2.5	Sport and Recreation - Corella Dam Activation Council, leveraging previous work completed in this area, substantively progresses an Options Analysis and Business Plan for the Corella Dam.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 1.5.3.1	Library Services First Five Forever Program delivered in line with program requirements.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Library Services Coordinator	
Measure of Success 1.5.3.2	Library Services Longitudinal data on membership and usage developed and reported on monthly.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Library Services Coordinator	
Measure of Success 1.5.3.3	Library Services Deliver and report on initiatives/improvements to library experience and drive increased usage	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Library Services Coordinator	
Measure of Success 1.5.4.1	Regional Arts and Development Fund (RADF) Council delivers RADF program in line with program guidelines and Committee terms and conditions.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	RADF Committee	
Measure of Success 1.5.5.1	Venues and Facilities - Bookings Capability Maintenance of bookings management system to administer (more efficiently, more effectively) bookings of Council venues and equipment.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Venue & Marketing Coordinator	
Measure of Success 1.5.5.2	Venues and Facilities - Bookings Capability Venue User Group meetings held quarterly (or as required)	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Venue & Marketing Coordinator	
Measure of Success 1.6.1.1	Retention Rate Council reports on its annual average turnover rate with the aim of reducing the average annual turnover rate to 25% by June 2024.	Jul 01, 2023	Jun 30, 2024	Monthly reports to Council	CEO	HR and WHS Manager	
Measure of Success 1.6.1.2	Reward and Recognition Program Council develops and implements a Staff Reward and Recognition Program for 2023-24.	Jul 01, 2023	Jun 30, 2024	Quarterly update based on quarterly outputs	CEO	HR and WHS Manager	
Measure of Success 1.6.1.3	Whole of Staff Sessions Council holds two Whole of Staff Sessions per annum.	Jul 01, 2023	Jun 30, 2024	Biannually	CEO	Executive Support	

INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 1.6.1.4	Organisational Culture Project Council initiates the Cloncurry Organisational Culture Project.	Jul 01, 2023	Dec 31, 2023	December 2023	CEO	HR and WHS Manager	
Measure of Success 1.6.2.1	Organisational Culture Implementation/Completion of the NAT Audit Action Plan	Jul 01, 2023	Jun 30, 2024	June 2024	CEO	HR and WHS Manager	
Measure of Success 1.6.3.1	Training and Development Policy Council establishes and reviews its Training and Development Policy.	Jul 01, 2023	Dec 31, 2023	December 2023	CEO	HR and WHS Manager Governance & Risk Coordinator	
Measure of Success 1.6.3.2	Organisational Culture - Learning and Development Review and implement the Training and Development Plan across the organisation with the goal of enabling and empowering staff to continually improve in the delivery of local government services.	Jul 01, 2023	May 31, 2024	May	CEO	HR and WHS Manager	
Measure of Success 1.7.1.1	Events - Council Council budgets for and delivers the following events: Australia Day, Poetry Competition, International Women's Day, Anzac Day, Beat the Heat, Seniors Week, Christmas Party, Cloncurry Meeting of the Mines Conference, and other events as budgeted. Council and community Christmas events are coordinated.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Community Activities Officer	
Measure of Success 1.7.2.1	Events - Community Council budgets for and supports community events in line with relevant policies (e.g. Grants to Community Organisations).	Jul 01, 2023	Jun 30, 2024	Quarterly grant rounds	Director of Community Services and Economic Development	Community Support Officer	
Measure of Success 1.7.2.2	Events - Community Council progresses required submissions to confirm Show Day Holidays and Special Event Holidays.	Jul 01, 2023	Jun 30, 2024	Annually	CEO	Executive Support	
Measure of Success 1.7.2.3	Clubs, Committees, and Associations Council supports and enables local clubs, committees, and associations to progress and deliver identified outcomes and objectives.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Community Support Officer	

2. STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH

KSA2: Our local economy is built upon its strengths. Innovation and good planning support prosperity in existing businesses, attracts new businesses and maximises opportunity for local employment.

	<p>INVESTMENT PRIORITIES</p> <p>Attracting population growth at a sustainable rate</p> <p>Experience Cloncurry</p> <p>North West Transport Hub</p>		<p>HOW OUR COMMUNITY ASSISTS</p> <p>Friendliest Spirit</p> <p>Buy Local</p> <p>Create opportunities for traineeships, work experience and apprenticeships</p>
	<p>KEY SERVICES</p> <p>Tourism & Events Economic Development Planning & Development Regional Collaboration Cloncurry Unearthed Cloncurry Airport John Flynn Place Saleyards Building Services Marketing, Communication & Media</p>		



Cloncurry Bull Sale 2023

Strategy	Activity / Description / Outcome	Measure
2.1 Advocacy: local, regional, state, and national	Council secures positive outcomes for the Shire or leverages its memberships in key organisations to drive positive outcomes for the Shire and the region.	<ul style="list-style-type: none"> Value derived from memberships and delegations
2.2 Local business and industry	Council supports the development of competitive local business and industry in line with Council's Economic Development Strategy and in concert with relevant regional and state-wide strategies.	<ul style="list-style-type: none"> No. of businesses No. of employees / trainees / apprenticeships Use of Preferred & Prequalified Suppliers Sale of industrial lots
2.3 Digital investments: connectivity, reliability, speed, data	Council invests directly in, or supports through lobbying and advocacy efforts, the continued improvement of digital connectivity in Cloncurry and the region.	<ul style="list-style-type: none"> Impact of support / investments on digital inclusion: coverage, speed, data, reliability
2.4 Council business units	Council's business units are commercially viable (Cloncurry Saleyards, Cloncurry Aerodrome, Curry Kids Early Learning Centre)	<ul style="list-style-type: none"> Revenue Profitability
2.5 Tourism & Events	Council and key stakeholders promote Cloncurry as a Tourism Destination, driving investments in new businesses, (events and facilities) and generating new revenue streams for existing businesses.	<ul style="list-style-type: none"> Average length of stay Overnight visitor expenditure % implementation of Tourism Strategy

Strategy	Activity / Description / Outcome	Measure
		<ul style="list-style-type: none"> Signature multi-purpose tourism, recreation and community facility constructed
2.6 Broadening the economic base	Council supports and invests in opportunities that promote economic diversification and a broadening of the Shire and the region's economic base.	<ul style="list-style-type: none"> Water allocations (ML) Irrigated Ag initiatives Revenue from film and television production
2.7 Urban renewal and enhancement	Council's planning, policies and investments improve urban amenity and connectivity in Cloncurry	<ul style="list-style-type: none"> No. of urban renewal and enhancement projects completed

STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 2.1.1.1	General Advocacy Council advocates for and secures positive outcomes for the Shire and the region, leveraging media campaigns to assist as appropriate.	Jul 01, 2023	Jun 30, 2024	Ongoing	Mayor	CEO	
Measure of Success 2.1.1.2	Advocacy - Cloncurry Hospital Upgrades Council advocates for upgrades to the Cloncurry Hospital.	Jul 01, 2023	Jun 30, 2024	Quarterly	Mayor/Elected Members	CEO	Priority Project - External
Measure of Success 2.1.1.3	Advocacy - Bridge Upgrades Council advocates for Malbon Creek, Tommy's Creek, Butcher's Creek and Corella Bridge Upgrades.	Jul 01, 2023	Jun 30, 2024	Quarterly	Mayor/Elected Members	CEO	Priority Project - External
Measure of Success 2.1.1.4	Advocacy - Copperstring 2032 Council advocates for all necessary enabling and ancillary projects in support of Copperstring 2032.	Jul 01, 2023	Jun 30, 2024	Quarterly	Mayor/Elected Members	CEO	Priority Project - External
Measure of Success 2.1.1.5	Advocacy - Irrigated Agriculture Projects and Initiatives Council advocates for irrigated agriculture projects and initiatives.	Jul 01, 2023	Jun 30, 2024	Quarterly	Mayor/Elected Members	CEO	Priority Project - External
Measure of Success 2.1.1.6	Advocacy - Sealing of 7708 Council advocates for the sealing of 7708 (Duchess to Dajarra section).	Jul 01, 2023	Jun 30, 2024	Quarterly	Mayor/Elected Members	CEO	Priority Project - External
Measure of Success 2.1.1.7	Advocacy - Water Security and Access Advocacy linked to water security and access	Jul 01, 2023	Jun 30, 2024	Quarterly	Mayor/Elected Members	CEO	
Measure of Success 2.1.1.8	Advocacy - Sport and Recreation Support, either directly or through advocacy, access to quality coaching, training, participation, and competition opportunities, to reduce barriers to Cloncurry Shire kids achieving their sporting goals.	Jul 01, 2023	Jun 30, 2024	Annually	Mayor/Elected Members	CEO	
Measure of Success 2.2.1.1	Development of Competitive Local Business and Industry Maintain registers of pre-qualified suppliers for: Trades & Services, Plant Hire, Quarry Materials, Tyres, Tubes & Associated Services, Mechanical Services.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Procurement Manager	
Measure of Success 2.2.1.2	Development of Competitive Local Business and Industry Quarterly reporting on procurement by volume, value, locality, and ROPS engagements.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Procurement Manager	
Measure of Success 2.2.1.3	Development of Competitive Local Business and Industry Council provides 3 x training sessions per annum on procurement.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Procurement Manager	
Measure of Success 2.2.2.1	Local Business - Local Business Network Provide secretarial support to LBN and attend all meetings.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.2.2.2	Local Business - Local Business Network Council supports (directly/indirectly) a range of events and initiatives (e.g. "Buy Local") aimed at building the sustainability, resiliency, efficiency, capability of local businesses.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.2.3.1	Land Sales - Industrial Sale of balance of Industrial Lots (Stage 1).	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 2.2.3.2	Project - Planning (Property Development) Preliminary design for progressing Industrial sub-division Stage 2 completed.	Jul 01, 2023	Dec 31, 2023	December	Director of Projects	Project Manager	
Measure of Success 2.2.4.1	Economic Development % implementation of Tourism & Economic Development Strategy (ED items).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	

STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 2.3.1.1	Digital Connectivity Support initiatives that improve digital connectivity, speed, data and reliability, including the Cloncurry to Normanton Telecommunications Corridor, the Quamby RT project, the Sally Creek RT project, the Dajarra 4GX project and a project delivering improved comms to Corella Dam.	Jul 01, 2023	Jun 30, 2024	Annual	CEO	Director of Community Services and Economic Development	Priority Initiative
Measure of Success 2.4.1.1	Saleyards Facility hosts bull sale in April 2024.	Jul 01, 2023	Apr 30, 2024	Annual	CEO	Director of Community Services and Economic Development	
Measure of Success 2.4.1.2	Saleyards Complete procurement for new Saleyards Management Agreement (to commence from January 2024).	Jul 01, 2023	Oct 31, 2023	October 2023	CEO	Director of Corporate Services	
Measure of Success 2.4.1.3	Implementation of Saleyards Master Plan Installation of new weighbridge.	Jul 01, 2023	Sep 30, 2023	Construction End Date: September 2023	Director of Projects	Project Manager	Priority Project
Measure of Success 2.4.1.4	Implementation of Saleyards Master Plan Replacement of existing cattle load out facility subject to confirmation of funding.	Jul 01, 2023	Feb 29, 2024	Subject to timing and receipt of funding and wet season impacts. December 2023 - February 2024	Director of Projects	Project Manager	Priority Project
Measure of Success 2.4.1.5	Implementation of Saleyards Master Plan Renewal of Saleyards entrance.	Jul 01, 2023	Nov 30, 2023	as part of 2023-24 Reseal/Rehab Program - November 2023	Director of Infrastructure and Environment	Works Manager	Priority Project
Measure of Success 2.4.1.6	Implementation of Saleyards Master Plan Installation of shade infrastructure at Saleyards, subject to receipt of funding.	Jul 01, 2023	Jun 30, 2024	Note - this a multi-year project / subject to external funding. Stage 1 by June 2024	Director of Projects	Project Manager	Priority Project
Measure of Success 2.4.2.1	Cloncurry Airport Progressive implementation of priority/budgeted items in Airport Masterplan (CapEx and OpEx), subject to receipt of funding as appropriate.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Infrastructure and Environment	Airport Manager Director of Projects	
Measure of Success 2.4.2.2	Cloncurry Airport - Financials Cloncurry Airport remains commercially viable and profitable.	Jul 01, 2023	Jun 30, 2024	Monthly Reporting to Council	Director of Infrastructure and Environment	Airport Manager	
Measure of Success 2.4.3.1	Childcare Services Curry Kids is operationally breakeven, excluding depreciation.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Community Services and Economic Development	Director of Child Care	
Measure of Success 2.5.1.1	Sport and Recreation - Tourism - New Initiatives Develop and deliver "Tracks and Trails" project for Cloncurry.	Jul 01, 2023	May 31, 2024	May 2024	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.2.1	Sport and Recreation - Great Walk Great Walk Project (Cloncurry to Mt Isa): prepare advocacy document and advocacy strategy to generate project awareness with the aim of securing support for this initiative.	Jul 01, 2023	Dec 31, 2023	December 2023	Director of Community Services and Economic Development	Economic Development and Tourism Manager	

STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 2.5.2.2	Sport and Recreation - Rail Trail Cloncurry to Kajabbi Rail Trail Project - Options Analysis / Feasibility Study to determine the viability of establishing a Rail Trail offering in Cloncurry.	Jul 01, 2023	Nov 30, 2023	November 2023	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.2.3	Tourism, Recreation, and Community Facility Progressive implementation of priority/budgeted items in JFP / Sport & Recreation Masterplan (CapEx and OpEx).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Director of Projects	Priority Project
Measure of Success 2.5.2.4	Sport and Recreation - Corella Dam Activation Council, leveraging previous work completed in this area, substantively progresses an Options Analysis and Business Plan for the Corella Dam.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.3.1	Tourism - Visitor Information Centre Development and implementation of initiatives designed to sustain and increase visitor numbers.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.3.2	Tourism - Visitor Information Centre Increase merchandise sales.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.3.3	Tourism - Visitor Information Centre Progressive implementation of Mary K masterplan initiatives (e.g., additional installations etc).	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.4.1	Tourism - John Flynn Place Development and implementation of initiatives designed to sustain and increase visitor numbers.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.4.2	Tourism - John Flynn Place Increase merchandise sales.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.5.1	Tourism - RV Friendly Policy Implementation of "RV Friendly" Policy for Cloncurry.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.5.2	Tourism % implementation of Tourism & Economic Development Strategy (Tourism Items).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.5.5.3	Tourism Council secures a fixture in the Outback Masters competition in 2024.	Jul 01, 2023	Oct 31, 2023	October 2023	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.6.1.1	Urban Renewal / Revitalisation Review the Urban Renewal and Revitalisation Policy.	Jul 01, 2023	Jun 30, 2024	Annually	Director of Community Services and Economic Development	Economic Development and Tourism Manager Planning and Environment Manager	Priority Initiative
Measure of Success 2.6.1.2	Urban Renewal / Revitalisation Allocation of funding to facilitate/enable objectives of Policy and quarterly (Operational Plan updates) and annual reporting (Annual Report) on initiatives funded	Jul 01, 2023	Jun 30, 2024	Ongoing	Director of Community Services and Economic Development	Economic Development and Tourism Manager Planning and Environment Manager	Priority Initiative
Measure of Success 2.6.2.1	Economic Diversification - Irrigated Agriculture Continue efforts to grow irrigated agriculture operations and associated investments in Cloncurry.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Projects	CEO	

STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 2.6.3.1	Economic Diversification - Film and TV No. and success of advocacy efforts to attract film and TV production to Cloncurry.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	Priority Initiative
Measure of Success 2.6.3.2	Economic Diversification - Film and TV Report on Return on Investment for film and TV initiatives.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	Priority Initiative
Measure of Success 2.6.3.3	Economic Diversification - Commercial Accommodation Council completes an options analysis into the development of additional commercial accommodation in Cloncurry.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 2.6.3.4	Economic Development - Recruitment Taskforce Reinvigorate the Recruitment Taskforce to focus on recruitment attraction and retention strategies for Cloncurry.	Jul 01, 2023	Sep 30, 2023	Biannual	CEO	Director of Community Services and Economic Development	
Measure of Success 2.6.4.1	Cotton Ginning - Land Acquisition Council actively supports acquisition of land initiatives for the siting of a cotton gin in Cloncurry.	Jul 01, 2023	Jun 30, 2024	June 2024	CEO	Director of Corporate Services	
Measure of Success 2.7.1.1	Chinaman Creek Dam Rec Area Mary K Park FCP Sheaffe Street Robertson Park Cemetery Sport and Recreation Grounds Service level standards developed for key sites and enshrined in Asset Management - Levels of Service Manual.	Jul 01, 2023	Sep 30, 2023	September	Director of Infrastructure and Environment	Works Manager	
Measure of Success 2.7.1.2	Chinaman Creek Dam Rec Area Mary K Park FCP Sheaffe Street Robertson Park Cemetery Sport and Recreation Grounds Works programs, inspections, audits, defect logging program in place to monitor adherence to service level standards.	Jul 01, 2023	Sep 30, 2023	September	Director of Infrastructure and Environment	Works Manager	

3. BUILDING AND MAINTAINING OUR INFRASTRUCTURE

KSA3: Our infrastructure is strategically planned and well maintained to ensure the delivery of quality services to our community and to facilitate growth opportunities where viable.

	<p>INVESTMENT PRIORITIES</p> <ul style="list-style-type: none"> Asset Management Township Renewal & Enhancement Strong Transport Network 		<p>HOW OUR COMMUNITY ASSISTS</p> <ul style="list-style-type: none"> Water Wise Waste Reduction Civic Participation
	<p>KEY SERVICES</p> <p>Road, Drainage & Footpath Construction & Maintenance Parks & Gardens Construction & Maintenance Water & Sewer Treatment & Supply Workshop and Fleet Management Project Management</p>		



Cloncurry Airport



Cloncurry Shire Council road works fleet

Focus	Activity	Measure
<p>3.1 Asset management framework and capabilities</p>	<p>Council develops, implements, and maintains an effective and compliant asset management framework.</p>	<ul style="list-style-type: none"> • Asset Management Plans in place and updated for all asset classes
<p>3.2 Asset Investments: Transport, Water, Sewer, Buildings & Other Structures, Sport and Recreation, Plant, and Fleet</p>	<p>Council manages, maintains, renews, and upgrades assets in line with relevant plans, policies, strategies, budgets and in line with relevant funding program requirements.</p>	<ul style="list-style-type: none"> • Whole of Life Costing embedded in all asset investment decisions. • Operating surplus ratio
<p>3.3 Resilient infrastructure, resilient communities</p>	<p>Council identifies opportunities and leverages funding to build more resilient infrastructure.</p>	<ul style="list-style-type: none"> • Number and value of Betterment Projects delivered.
<p>3.4 Efficient and effective services</p>	<p>Council invests in projects and initiatives that improve efficiencies in service delivery while achieving the same or a higher level of service.</p>	<ul style="list-style-type: none"> • Operating Surplus Ratio
<p>3.5 Water security, supply, and quality</p>	<p>Council investments and advocacy increase water security for the communities of Cloncurry Shire. Council advocates to improve water access, monitor water allocation, and lower reliance. Council provides water inline with Water Supply Scheme and Drinking Water Quality Management Plan.</p>	<ul style="list-style-type: none"> • Water security (access, allocation, and reliance) • Water supply • Water quality • ML allocation • % reliance on water source

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 3.1.1.1	Asset Condition Assessments (Engineering) Council develops an asset condition assessment plan with associated budget (e.g. for culverts, bridges, sporting facilities etc). Asset condition assessments are completed in line with Asset Condition Assessment Plan, with focus on Sewer Pump Stations for 2023-24 and underground water and sewer assets (subject to additional funding).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager Works Manager	
Measure of Success 3.1.1.2	Asset Condition Assessments (Engineering) Council's Asset Register, Valuation Data and AMPs are updated based on updated Asset Condition Assessments as required.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Director of Corporate Services	
Measure of Success 3.1.2.1	Asset Valuations (Financial) Implementation of 2022-23 detailed asset revaluation into financial management system, asset register, etc.	Jul 01, 2023	Oct 31, 2023	October	Director of Corporate Services	Finance Manager	
Measure of Success 3.1.2.2	Asset Valuations (Financial) Completion of desktop asset revaluation for 2023-24.	Jul 01, 2023	May 31, 2024	May	Director of Corporate Services	Finance Manager	
Measure of Success 3.1.3.1	Asset Register Asset register established, updated and maintained in line with asset acquisitions, disposals etc.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Finance Manager	
Measure of Success 3.1.4.1	Asset Management Strategy and Policy Asset Management Strategy reviewed.	Jul 01, 2023	Oct 31, 2023	October	CEO	Director of Infrastructure and Environment	
Measure of Success 3.1.4.2	Asset Management Strategy and Policy Asset Management Policy reviewed.	Jul 01, 2023	Oct 31, 2023	October	CEO	Director of Infrastructure and Environment	
Measure of Success 3.1.5.1	Asset Management Plans Asset Management Plans reviewed biennially for the following asset classes: transport, water supply, sewer, buildings and other structures.	Jul 01, 2023	Dec 31, 2023	December	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.1.5.2	Asset Management Plans Improvement plan items are incorporated into annual budget.	Jul 01, 2023	May 31, 2024	May	CEO	Director of Infrastructure and Environment Director of Community Services and Economic Development Director of Projects Director of Corporate Services	
Measure of Success 3.1.5.3	Asset Management Plans Completion of Professional Certificates in Asset Management Planning.	Jul 01, 2023	Dec 31, 2023	December	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.1.6.1	Transport Infrastructure - RMPC - Traffic Management Registration Scheme Council maintains its Traffic Management Registration Scheme Status (TMRS) to work on State-controlled Roads.	Jul 01, 2023	Jul 31, 2023	July	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.1.6.2	Transport Infrastructure - RMPC - Program Development and Delivery Council delivers >65% of RMPC Program by 30 November 2023 and 100% of RMPC Program by 15 June 2024 and actively lobbies for additional funding to meet road maintenance requirements and/or access program underspends.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Works Manager	

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 3.1.6.3	Transport Infrastructure - RMPC - Program Development and Delivery Council completes annual review of rates and management plans in preparation for the following year's RMPC Program by 15 May 2024	Jul 01, 2023	May 31, 2024	May	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.1.6.4	Transport Infrastructure - RMPC - Program Development and Delivery Council meets all timing requirements around submission of invoices and forward lists of work (FLOW)	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.1	Plant and Fleet 1 and 6 year plant replacement program developed and updated .	Jul 01, 2023	Apr 30, 2024	April	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.2	Plant and Fleet Annual Plant Acquisition & Replacement Program is delivered.	Jul 01, 2023	Jun 30, 2024	June 2024	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.3	Plant and Fleet Development and implementation of plant/fleet maintenance program that tracks, at a minimum, scheduled servicing (time and quality requirements); and the planned vs. unplanned maintenance ratio.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.4	Plant and Fleet Council benchmarks plant utilisation against sector and industry standards (using IPWEA benchmarks and CAT benchmarks).	Jul 01, 2023	Apr 30, 2024	April	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.5	Plant and Fleet Completion of IPWEA Fleet Management Certificate to improve organisational capability in Fleet procurement, reporting and planning.	Jul 01, 2023	Apr 30, 2024	April	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.6	Plant and Fleet Council reviews fuel consumption and fuel loss via VisionLink.	Jul 01, 2023	Jun 30, 2024	Monthly reporting	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.1.7	Plant and Fleet Annual Plant Acquisition & Replacement Program is developed and presented as part of annual budget discussions.	Jul 01, 2023	May 31, 2024	May 2024	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.2.1	Project - Planning (Water and Sewer) Sewer Pump Station maintenance, renewal, replacement program developed for grant funding submission.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.2.2	Project - Planning (Water and Sewer) Rapid Mixing Tank installation project prepared for grant funding submission.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	Director of Projects	
Measure of Success 3.2.2.3	Project - Planning (Water and Sewer) Filtration System upgrade for manganese and iron prepared for grant funding submission.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	Director of Projects	
Measure of Success 3.2.2.4	Project - Planning (Water and Sewer) Underground asset condition inspection and replacement program prepared for grant funding submission.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	Director of Projects	
Measure of Success 3.2.2.5	Project - Planning (Water and Sewer) Plan for additional water storage capacity in Cloncurry (second clear water storage capacity).	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Director of Projects Operations Manager	
Measure of Success 3.2.3.1	Project - Planning (Reseal Program) Council reviews and approves reseal program for following financial year.	Jul 01, 2023	May 31, 2024	May	Director of Infrastructure and Environment	External Consultancy	
Measure of Success 3.2.4.1	Project - Planning (Property Development) Preliminary design completed for residential sub-division (Douglas or Brisbane Street).	Jul 01, 2023	Dec 31, 2023	December	Director of Projects	Project Manager	

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 3.2.4.2	Project - Planning (Property Development) Preliminary design for progressing Industrial sub-division Stage 2 completed.	Jul 01, 2023	Dec 31, 2023	December	Director of Projects	Project Manager	
Measure of Success 3.2.5.1	Transport - Maintenance and Operations Develop 1 to 3-year maintenance and operations program for Transport Infrastructure (bridge, culvert, kerb and channel, town streets, rural roads).	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.5.2	Transport - Maintenance and Operations Deliver 2023-24 maintenance and operations program for Transport Infrastructure (EOM reporting against program and budget to Council).	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.5.3	Drainage - pre- and post-wet Pre- and post-wet drainage maintenance program developed and delivered	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.5.4	Transport - Airport Operations Council completes annual audit of Cloncurry Airport and actions requirements/recommendations as appropriate.	Jul 01, 2023	Jul 31, 2023	July 2023	Director of Infrastructure and Environment	Airport Manager	
Measure of Success 3.2.5.5	Transport - Airport Operations Council completes 6 monthly inspections of Burke & Wills, Kajabbi, Duchess, and Dajarra airstrips.	Jul 01, 2023	Jun 30, 2024	Biannually	Director of Infrastructure and Environment	Airport Manager	
Measure of Success 3.2.6.1	Transport - CapEx Develop 1 to 3-year CapEx program for Transport Infrastructure (includes allocation of TIDS, R2R and other transport infrastructure funding).	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Director of Projects Works Manager	
Measure of Success 3.2.6.2	Transport - CapEx Deliver 2023-24 CapEx program for Transport Infrastructure.	Jul 01, 2023	Mar 31, 2024	March	Director of Projects	Director of Infrastructure and Environment Project Manager	
Measure of Success 3.2.6.3	Scarr Street Development Complete detailed design for Scarr Street in preparation for submission for funding application.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Projects	Project Manager	Priority Project
Measure of Success 3.2.6.4	Coppermine Creek Bridge Upgrade Council commences delivery of the Coppermine Creek Bridge Upgrade Project subject to receipt of Bridges Renewal Funding.	Jul 01, 2023	Feb 28, 2025	Subject to timing and receipt of funding - Forecast Construction End Date: February 2025	Director of Projects	Project Manager	
Measure of Success 3.2.6.5	Quarry Management Council develops and adopts its Quarry Management Plan for 2023-24.	Jul 01, 2023	Jul 31, 2023	July	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.2.7.1	Water Supply and Treatment - Maintenance and Operations Develop 1 to 3-year maintenance and operations program for Water.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.7.2	Water Supply and Treatment - Maintenance and Operations Deliver 2023-24 maintenance and operations program for Water.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.7.3	Water Infrastructure - Chinaman Creek Dam Safety Annual Project Upgrade Plan submitted as required	Jul 01, 2023	Oct 31, 2023	October	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 3.2.7.4	Water Infrastructure - Chinaman Creek Dam Safety Completion of Annual Safety Statement as required	Jul 01, 2023	Oct 31, 2023	October	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	
Measure of Success 3.2.7.5	Water Infrastructure - Chinaman Creek Dam Safety Completion of Annual Safety Inspection as required	Jul 01, 2023	Dec 31, 2023	December	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	
Measure of Success 3.2.7.6	Water Infrastructure - Chinaman Creek Dam Safety Completion of compulsory Dam Safety / Surveillance Training.	Jul 01, 2023	Sep 30, 2023	September	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	
Measure of Success 3.2.7.7	Water Infrastructure - Chinaman Creek Dam - Maintenance & Upgrades Vegetation management program implemented.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	
Measure of Success 3.2.7.8	Water Infrastructure - Chinaman Creek Dam - Maintenance & Upgrades Levee repairs scoped and delivered (subject to available funding).	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	CEO Operations Manager	
Measure of Success 3.2.7.9	Water Infrastructure - Chinaman Creek Dam - Maintenance & Upgrades Repair / maintain and reinstate second Harvest Pump.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	CEO Operations Manager	
Measure of Success 3.2.7.10	Water Infrastructure - Chinaman Creek Dam - Maintenance & Upgrades Subject to funding: installation of new telemetry, monitoring equipment and EWS.	Jul 01, 2023	Dec 31, 2023	December	Director of Infrastructure and Environment	CEO Operations Manager	
Measure of Success 3.2.8.1	Water Supply - CapEx Develop 1 to 3-year CapEx program for Water (includes CNC, DAJ, MAL, KAJ).	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Director of Projects Operations Manager	
Measure of Success 3.2.8.2	Water Supply - CapEx Deilver 2023-24 Cap Ex program for Water.	Jul 01, 2023	Mar 31, 2024	March	Director of Projects	Director of Infrastructure and Environment Project Manager	
Measure of Success 3.2.9.1	Sewer - Maintenance and Operations Develop 1 to 3-year maintenance and operations program for Sewer.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.9.2	Sewer - Maintenance and Operations Deliver 2023-24 maintenance and operations program for Sewer.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.10.1	Sewer - CapEx Develop 1 to 3-year CapEx program for Sewer.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Director of Projects Operations Manager	
Measure of Success 3.2.10.2	Sewer - CapEx Deliver 2023-24 CapEx program for Sewer.	Jul 01, 2023	Mar 31, 2024	March	Director of Projects	Director of Infrastructure and Environment Project Manager	

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 3.2.11.1	Waste Management - Maintenance and Operations Develop 1 to 3-year maintenance and operations program for Waste Management.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 3.2.11.2	Waste Management - Maintenance and Operations Deliver 2023-24 maintenance and operations program for Waste Management.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 3.2.12.1	Waste Management - CapEx Develop 1 to 3-year CapEx program for Waste Management.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Director of Projects Planning and Environment Manager	
Measure of Success 3.2.12.2	Waste Management - CapEx Deliver 2023-24 CapEx program for Waste Management.	Jul 01, 2023	Mar 31, 2024	March	Director of Projects	Director of Infrastructure and Environment Planning and Environment Manager	
Measure of Success 3.2.13.1	Buildings and Other Structures - Maintenance and Operations Develop 1 to 5-year maintenance program for Council-owned Housing and Accommodation.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.13.2	Buildings and Other Structures - Maintenance and Operations Develop 1 to 5-year maintenance program for Buildings and Other Structures.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.13.3	Buildings and Other Structures - Maintenance and Operations Deliver 2023-24 maintenance program for Buildings and Other Structures.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.13.4	Buildings and Other Structures - Options Review for Key Assets Council completes an Options Analysis for the future of William Pressley Place and the existing Child Care facility.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.2.14.1	Buildings and Other Structures - CapEx Develop 1 to 3-year CapEx program for Buildings and Other Structures.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Director of Projects Project Manager	
Measure of Success 3.2.14.2	Buildings and Other Structures - CapEx Deliver 2023-24 Cap Ex program for Buildings and Other Structures.	Jul 01, 2023	Mar 31, 2024	March	Director of Projects	Director of Infrastructure and Environment	
Measure of Success 3.2.15.1	Perkins Street Housing Development Construction of the Perkins Street Housing Development completed.	Jul 01, 2023	Jun 30, 2024	Construction End Date: June 2024	Director of Projects	Project Manager	Priority Project
Measure of Success 3.2.15.2	Perkins Street Housing Development Council initiates and completes "lease off the plan" process for Perkins Street Housing Development.	Jul 01, 2023	Nov 30, 2023	November 2023	Director of Projects	Project Manager	Priority Project
Measure of Success 3.2.16.1	Housing and Accommodation Progressive implementation of Local Housing Action Plan.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Executive Support	
Measure of Success 3.2.17.1	Transport Infrastructure - TIDS - Delivery All TIDS (Transport Infrastructure Development Scheme) projects meet eligibility, time, quality, budget and reporting requirements - Kajabbi Road Upgrade Project in 2023-24. *Intention is to deliver TIDS early in FY.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and Environment Works Manager	
Measure of Success 3.2.17.2	Transport Infrastructure - TIDS - Delivery Council receives monthly progress updates.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and	

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
						Environment Works Manager	
Measure of Success 3.2.18.1	Transport Infrastructure - R2R - Delivery All Roads 2 Recovery (R2R) projects meet eligibility, time, quality, budget and reporting requirements - Kajabbi Road Upgrade Project in 2023-24. *Intention is to deliver R2R early in FY.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and Environment Works Manager	
Measure of Success 3.2.18.2	Transport Infrastructure - R2R - Delivery Council receives monthly progress updates via Council meeting reports.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and Environment Works Manager	
Measure of Success 3.2.19.1	Transport Infrastructure - DRFA - Project Management DRFA (Disaster Recovery Funding Arrangements) project management services meet contract KPIs.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and Environment	
Measure of Success 3.2.19.2	Transport Infrastructure - DRFA - Policy Council develops a Flood Damage Policy to provide framework for PM consultancy contracts and KPIs, reporting, delivery of Emergency Works, REPA, Betterment and so forth.	Jul 01, 2023	Nov 30, 2023	November	Mayor/Elected Members	CEO	
Measure of Success 3.2.20.1	Transport Infrastructure - DRFA - Project/Program Delivery All DRFA projects are compliant with regard to eligibility, time, cost, quality and reporting requirements, with the aim of completing REPA works as early as practicable (e.g., prior to 31 October 2023 pending timing of disaster activation).	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and Environment	
Measure of Success 3.2.20.2	Transport Infrastructure - DRFA - Project/Program Delivery Council receives monthly progress updates.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Director of Infrastructure and Environment	
Measure of Success 3.2.21.1	Road Use Agreements / Regulation of Heavy Vehicles Road Use Agreement (RUA) signed where >10,000t of relevant material carted on a local controlled road or utilises Revenue Statement "Special Rate" as appropriate.	Jul 01, 2023	Jun 30, 2024	Ongoing	CEO	Legal	
Measure of Success 3.2.21.2	Road Use Agreements / Regulation of Heavy Vehicles NHVR permits/licences reviewed as and when required.	Jul 01, 2023	Jun 30, 2024	Ongoing	CEO	Legal	
Measure of Success 3.2.21.3	Road Use Agreements / Regulation of Heavy Vehicles Road openings/closures have regard to GVM.	Jul 01, 2023	Jun 30, 2024	Ongoing	CEO	Legal	
Measure of Success 3.2.21.4	Road Use Agreements / Regulation of Heavy Vehicles Quarterly review of RUAs.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Legal	
Measure of Success 3.2.22.1	Project - Completion Reports Project Completion Reports submitted to Council Workshop as soon as practicable following project completion.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Projects	Project Manager	
Measure of Success 3.3.1.1	Transport Infrastructure - DRFA - Betterment Projects Council develops and maintains list of Betterment projects.	Jul 01, 2023	Jun 30, 2024	Ongoing	Director of Projects	Director of Infrastructure and Environment	
Measure of Success 3.3.1.2	Transport Infrastructure - DRFA - Betterment Projects Council delivers the Kajabbi Betterment Project in 2023-24.	Jul 01, 2023	Jun 30, 2024	Ongoing	Director of Projects	Director of Infrastructure and Environment	Priority Project
Measure of Success 3.4.1.1	Roads - Gates and Grids Council establishes an asset register for gates, grids and associated signage in REFLECT.	Jul 01, 2023	Dec 31, 2023	December	Director of Infrastructure and Environment	Works Manager	

BUILDING AND MAINTAINING OUR INFRASTRUCTURE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 3.4.1.2	Roads - Gates and Grids Council develops and implements a grid inspection assessment.	Jul 01, 2023	Jun 30, 2024	50% of grids covered in 2023-24, 50% covered in 2024-25.	Director of Infrastructure and Environment	Works Manager	
Measure of Success 3.4.2.1	Roads Off Alignment Complete Roxmere Road off alignment rectification items.	Jul 01, 2023	Sep 30, 2023	September	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 3.4.2.2	Roads Off Alignment Scope northern Roads Off Alignment Project.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 3.4.3.1	Geographic Information Systems (GIS) Implementation of MapInfo project (including dedicated training budget and bureau service).	Jul 01, 2023	Jun 30, 2024	Ongoing	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.4.3.2	Geographic Information Systems (GIS) Council's Geographic Information System (GIS) is up to date, containing: all relevant asset layers, gravel pit information, CH clearance information, rateable property information, leases and licences, as-constructed drawings etc.	Jul 01, 2023	Jun 30, 2024	Ongoing	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.4.4.1	Business Systems and Applications - Asset Management Update and maintain asset register within Synergy Soft / Altus.	Jul 01, 2023	Jul 31, 2023	July	Director of Corporate Services	Finance Manager	
Measure of Success 3.4.4.2	Business Systems - Reflect Embed and roll out Reflect to improve Council's asset management system for inspections, audits, defects, work orders etc. across all asset classes: water, sewer, buildings, transport assets.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Asset Engineer	
Measure of Success 3.4.5.1	Financial Reporting - Expenditure by Asset Class Monthly finance report details operational expenditure by asset class (water, wastewater, waste, buildings and facilities etc).	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Finance Manager	
Measure of Success 3.4.6.1	Efficiency Dividends Council investigates opportunities that improve efficiencies in service delivery while achieving the same or a higher level of service (e.g. projects and initiatives).	Jul 01, 2023	Jun 30, 2024	Biannual	CEO	Director of Infrastructure and Environment Director of Community Services and Economic Development Director of Projects Director of Corporate Services	
Measure of Success 3.5.1.1	Water Security - Main Well Completion of the Main Well Project	Jul 01, 2023	Jul 31, 2023	Subject to river levels - Construction End Date: July 2023	Director of Projects	Project Manager	
Measure of Success 3.5.2.1	Water Consumption Council reports on water consumption by source in monthly Council meeting reports.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 3.5.2.2	Dajarra Treated Water Network Council improves resilience of Dajarra treated water network.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	



4. VALUING OUR ENVIRONMENT

KSA4: Our natural resources are valued, our cultural heritage is protected, and our landscape amenity is improved.

	<p>INVESTMENT PRIORITIES</p> <p>Biosecurity Cultural Heritage Landscape Amenity</p>		<p>HOW OUR COMMUNITY ASSISTS</p> <p>Animal Care Waste Reduction Civic Participation</p>
	<p>KEY SERVICES</p> <p>Regulation & Compliance Waste Management Recycling & Reuse Environmental Health Biosecurity Program Rural Land Management Environmental Services</p>		

Focus	Activity	Measure
<p>4.1 Biosecurity</p>	<p>Local government biosecurity plans bring together all sectors of the local community to manage invasive plants and animals. They ensure resources are targeted at the highest priority pest management activities, and those most likely to succeed.</p>	<ul style="list-style-type: none"> • % implementation of Biosecurity Plan (annual action plan)
<p>4.2 Waste management operations</p>	<p>Council’s waste reduction, waste management and recycling activities and initiatives promote improved environmental outcomes for the Shire and the region.</p>	<ul style="list-style-type: none"> • Compliance with Environmental Authority (EA) – Waste • % implementation of Waste Reduction and Recycling Plan
<p>4.3 Utilities</p>	<p>Council’s utility services are efficient, effective, and compliant with the Environmental Authorities and other regulatory instruments that govern these services</p>	<ul style="list-style-type: none"> • Compliance with EA – Water, Wastewater • Compliance with Drinking Water Quality Management Plan • OpEx cost of service per capita
<p>4.4 Energy</p>	<p>Council investments and advocacy activity contribute to more reliable and affordable energy.</p>	<ul style="list-style-type: none"> • No. of initiatives supported that improve reliability of energy. • No. of initiatives supported that reduce costs of accessing energy.



VALUING OUR ENVIRONMENT

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 4.1.1.1	Biosecurity - Weed and Animal Management Review Regional Biosecurity Plan.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.1.1.2	Biosecurity - Weed and Animal Management Deliver 2x aerial 1080 baiting programs per annum.	Jul 01, 2023	Jun 30, 2024	Twice per annum	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.1.1.3	Biosecurity - Weed and Animal Management Deliver Cloncurry River weed management project (spray and burn of western bank of Cloncurry River).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.1.1.4	Biosecurity - Weed and Animal Management Deliver ad hoc weed management program.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.1.1.5	Biosecurity - Weed and Animal Management Maintain and report on wild dog bounty.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.1.1.6	Biosecurity - Weed and Animal Management Develop and implement an aquatic weed harvesting program at the Chinaman Creek Dam.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.1.1.7	Biosecurity - Weed and Animal Management Council completes 2x mosquito fogging programs per annum.	Jul 01, 2023	Jun 30, 2024	Twice per annum	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.2.2.1	Waste Management Compliance - Monitoring and Reporting Council creates a compliance program for all waste management monitoring and reporting requirements.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Planning and Environment Manager	Priority Initiative
Measure of Success 4.2.2.2	Waste Management Compliance - Monitoring and Reporting Council budgets for and meets all monitoring and reporting requirements associated with its EA for waste management.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 4.2.2.3	Waste Management Compliance - Monitoring and Reporting Council develops and maintains longitudinal data sets for all monitoring and reporting activities in line with the EA and other reporting requirements.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 4.2.2.4	Waste Management - Tidy Town Council develops and implements a Tidy Town campaign to address issues with litter, graffiti and general untidiness (including cleanliness of street bins).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager Media and Public Relations Officer	
Measure of Success 4.2.2.5	Waste Management - Recycling Complete options analysis for kerbside recycling in the context of Mount Isa City Council's decision to construct and operate a Materials Recovery Facility.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 4.2.3.1	Waste Management Compliance - Receipt of Regulated Waste Council develops and implements a system to manage waste tracking for regulated waste streams (e.g. asbestos, batteries etc).	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 4.2.3.2	Waste Management Compliance - Receipt of Regulated Waste Council meets all requirements in relation to waste tracking certificates.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 4.3.1.1	Sewer Treatment - Environmental Authority and Release to Land Arrangements Council reviews release to land parameters for Cloncurry.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	Operations Manager	

VALUING OUR ENVIRONMENT

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 4.3.1.2	Sewer Treatment - Environmental Authority and Release to Land Arrangements Council completes release to land project.	Jul 01, 2023	Jun 30, 2024	Monthly reporting	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.2.1	Sewer Treatment Operations - Monitoring and Reporting Implement verification monitoring program for sewer treatment services in Cloncurry and Dajarra in line with Environmental Authority requirements (monthly testing).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.2.2	Sewer Treatment Operations - Monitoring and Reporting Develop and maintain longitudinal dataset for all monitored parameters.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.2.3	Sewer Treatment Operations - Monitoring and Reporting Complete and submit all monthly, quarterly and annual reporting in line with Council and other mandatory reporting requirements.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.3.1	Drinking Water Quality Management Plan Comply with DWQMP reporting, reviewing and auditing requirements: Annual review and report: 30 November 2023 Audit: 30 November 2024	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.3.2	Drinking Water Quality Management Plan Council prepares a budget adequate to ensure the implementation of the Risk Management Improvement Plan and to address improvement activities recommended by 3rd Party Audit.	Jul 01, 2023	Jun 30, 2024	Annually	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.4.1	Cloncurry Water Treatment - Monitoring and Reporting Requirements Review Customer Service Standards and update as required.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.4.2	Cloncurry Water Treatment - Monitoring and Reporting Requirements Implement verification monitoring program outlined in DWQMP for Cloncurry	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.4.3	Cloncurry Water Treatment - Monitoring and Reporting Requirements Develop and maintain longitudinal dataset for all monitored parameters.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.4.4	Cloncurry Water Treatment - Monitoring and Reporting Requirements Complete and submit all monthly, quarterly and annual reporting in line with Customer Service Standards, SWIM reporting, EA annual reporting, and DWQMP reporting etc.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.5.1	Dajarra Water Treatment - Monitoring and Reporting Requirements Implement verification monitoring program outlined in DWQMP for Dajarra.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.5.2	Dajarra Water Treatment - Monitoring and Reporting Requirements Develop and maintain longitudinal dataset for all monitored water quality parameters	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.5.3	Dajarra Water Treatment - Monitoring and Reporting Requirements Develop and maintain longitudinal dataset for all plant performance parameters.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.3.5.4	Dajarra Water Treatment - Monitoring and Reporting Requirements Complete and submit all monthly, quarterly and annual reporting in line with Customer Service Standards, SWIM reporting, EA annual reporting, and DWQMP reporting etc.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Operations Manager	

VALUING OUR ENVIRONMENT

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 4.4.1.1	Sport and Recreation - Aquatic Facility Secure funding to install heat pump and solar power to the Cloncurry Aquatic Facility.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Infrastructure and Environment	Operations Manager	
Measure of Success 4.4.1.2	Sport and Recreation - Aquatic Facility Install heat pump and solar system in accordance with funding program and 2023-24 budget.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	Director of Projects	Project Manager	

5. EFFECTIVE & INCLUSIVE GOVERNANCE

KSA5: Council decision-making processes are efficient, effective, transparent, and inclusive. Decision-making promotes and balances the long-term sustainability of our community, our environment, our assets, and our finances. As an organisation, we are committed to quality customer service and continuous improvement.

	INVESTMENT PRIORITIES Communication Tools Continuous Improvement System Training & Development		HOW OUR COMMUNITY ASSISTS Supportive Engagement Timely Payments
	KEY SERVICES Workplace, Health & Safety Human Resource Management Financial Services Information Technology Customer Service Governance Grant Management Property Management Business Improvement Disaster Management		



Cloncurry Shire Council Administration Office

Focus	Activity	Measure
5.1 Stakeholder consultation & engagement	Consultation and engagement is undertaken in a way that is appropriate to the scope and potential impact of Council decisions and respects the position and opinion of all stakeholders	<ul style="list-style-type: none"> Community Satisfaction Survey No. of engagements (surveys, forums, events etc.)
5.2 Corporate strategies	Review, update and implement the deliverables of key strategic plans (tourism, economic development, biosecurity)	<ul style="list-style-type: none"> % implementation of strategic plans Continued consultation on plans
5.3 Advocacy	Council advocates for and secures positive outcomes for the Shire and the region. Council leverages its memberships in key organisations to drive positive outcomes for the Shire and the region.	<ul style="list-style-type: none"> Value derived from memberships and delegations
5.4 Sustainability	Council's budgeting and investment decisions ensure Council's continued financial sustainability	<ul style="list-style-type: none"> Financial sustainability ratios
5.5 ICT / Business Systems & Applications	Council invests in technology where such investments drive improved compliance, productivity, customer service and security.	<ul style="list-style-type: none"> Continuous improvement (efficiency / effectiveness)

Focus	Activity	Measure
5.6 Governance and risk management frameworks	Council develops, implements, and maintains effective and compliant governance and risk frameworks (governance, finance, risk, assets, projects)	<ul style="list-style-type: none"> Operational Plan deliverables (Local Laws, Registers, Delegations, internal audit, Audit Committee, complaints management)
5.7 Organisational Culture	HR & WHS systems and processes drive a culture of safety, compliance, performance, and accountability. Council's focus on training and development drives a culture of continual improvement.	<ul style="list-style-type: none"> Staff retention rates
5.8 Disaster Management	Minimise the impact of natural disasters and ability to recover from natural disasters and support the community for rapid recovery including support of the Local Disaster Management Group	<ul style="list-style-type: none"> Disaster Management Plan Betterment/Resiliency projects delivered
5.9 Ethical and lawful	Conduct of Councillors and staff is ethical and lawful	<ul style="list-style-type: none"> Complaints recorded / upheld per Annual Report

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.1.1.1	Stakeholder Consultation and Engagement Community Forums x 2 per annum	Jul 01, 2023	Jun 30, 2024	Twice per annum	CEO	Executive Support	
Measure of Success 5.1.1.2	Stakeholder Consultation and Engagement Smoko with the Mayor	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Executive Support	
Measure of Success 5.1.1.3	Stakeholder Consultation and Engagement Community/stakeholder engagement sessions held where relevant	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Community Services and Economic Development	
Measure of Success 5.1.1.4	Stakeholder Consultation and Engagement Community Surveys released where relevant (e.g. to test and/or demonstrate support for particular projects/initiatives or components thereof)	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Community Services and Economic Development	
Measure of Success 5.1.1.5	Stakeholder Consultation and Engagement Increase community access to a range of data sets via Council's website	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Media and Public Relations Officer	
Measure of Success 5.2.1.1	Corporate Plan Corporate Plan reviewed annually	May 01, 2024	May 31, 2024	May	CEO	Director of Infrastructure and Environment Director of Projects Director of Community Services and Economic Development Director of Corporate Services	
Measure of Success 5.2.1.2	Corporate Plan Performance against Corporate Plan deliverables outlined in Annual Report.	Nov 01, 2023	Nov 30, 2023	November	CEO	Director of Infrastructure and Environment Director of Community Services and Economic Development Director of Projects Director of Corporate Services	
Measure of Success 5.2.2.1	Operational Plan - Quarterly Progress Report Executive Leadership Team to provide quarterly update on the progress of the Operational Plan.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Infrastructure and Environment Director of Projects Director of Community Services and Economic Development Director of Corporate Services	
Measure of Success 5.2.2.2	Operational Plan - Quarterly Progress Report Present Quarterly Progress Report to Council.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Governance & Risk Coordinator	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.2.2.3	Operational Plan - Quarterly Progress Report Endorsed Operational Plan Quarterly Progress Report published on Council's Website.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Media and Public Relations Officer	
Measure of Success 5.2.2.4	Operational Plan Draft of Operational Plan for following financial year presented to Council.	Jul 01, 2023	May 31, 2024	May	CEO	Director of Infrastructure and Environment Director of Community Services and Economic Development Director of Projects Director of Corporate Services	
Measure of Success 5.2.2.5	Operational Plan Operational Plan for following financial year adopted.	Jul 01, 2023	Jun 30, 2024	June	CEO	Director of Infrastructure and Environment Director of Community Services and Economic Development Director of Projects Director of Corporate Services	
Measure of Success 5.2.3.1	ICT Strategy ICT Strategy implemented with coverage of governance; emerging trends and technologies; business systems and applications; infrastructure and technology; IT business continuity; security; IT project management; information management.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	IT Coordinator	
Measure of Success 5.2.4.1	Economic Development % implementation of Tourism & Economic Development Strategy (ED items).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Community Services and Economic Development	Economic Development and Tourism Manager	
Measure of Success 5.3.1.1	LGAQ Conference Council sends the Mayor, one Councillor, and the CEO to the annual LGAQ conference as delegates and monitor respectively.	Jul 01, 2023	Oct 31, 2023	October	CEO	Executive Support	
Measure of Success 5.3.1.2	Meeting attendance A Council representative attends RDA/MITEZ/OQTA meetings and conferences.	Jul 01, 2023	Jun 30, 2024	Monthly	Mayor/Elected Members	CEO Executive Support	
Measure of Success 5.4.1.1	Rates 1st half rates levied	Jul 01, 2023	Aug 31, 2023	August 2023	Director of Corporate Services	Finance Manager	
Measure of Success 5.4.1.2	Rates 2nd half rates levied	Jul 01, 2023	Feb 29, 2024	February 2024	Director of Corporate Services	Finance Manager	
Measure of Success 5.4.1.3	Rates Monthly Finance Report tracks rates revenue and rates arrears.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Finance Manager	
Measure of Success 5.4.1.4	Rates Council actively manages rates arrears in line with relevant policies and pursuant to its regulatory powers under the Local Government Act 2009 and Local Government Regulation 2012.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Finance Manager	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.5.1.1	CCTV Project Council delivers stages 1 and 2 of the CCTV project.	Jul 01, 2023	Dec 31, 2023	December 2023	CEO	Director of Corporate Services	
Measure of Success 5.5.2.1	Business Systems - SynergySoft Enhance SynergySoft reporting capability to drive improved accountability and efficiency of operations	Jul 01, 2023	Mar 31, 2024	March	Director of Corporate Services	Finance Manager	
Measure of Success 5.5.2.2	Business Systems - Envisio Embed Envisio to improve accountability and strategic planning reporting.	Jul 01, 2023	Jun 30, 2024	First Operational Plan Review due October Council Meeting	CEO	Director of Corporate Services Governance & Risk Coordinator	
Measure of Success 5.5.2.3	Business Systems - Resolve Embed Resolve to improve governance and administration over Council meeting agendas and minutes.	Jul 01, 2023	Jun 30, 2024	Monthly reporting	CEO	Executive Support Governance & Risk Coordinator	
Measure of Success 5.5.2.4	Business Systems - Reflect Embed and roll out Reflect to improve Council's asset management system for inspections, audits, defects, work orders etc. across all asset classes: water, sewer, buildings, transport assets.	Jul 01, 2023	Mar 31, 2024	March	Director of Infrastructure and Environment	Asset Engineer	
Measure of Success 5.6.1.1	Budget Process - Rates, Fees & Charges Council develops and implements a Budget Process (rates, fees and charges, CapEx, plant and fleet replacement, priority projects, and initiatives, review of sustainability indicators etc).	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.1.2	Budget Process - Rates, Fees & Charges The Budget is adopted in line with ss169-172 of the LGR 2012	Jul 01, 2023	Jun 30, 2024	June	CEO	Director of Corporate Services	
Measure of Success 5.6.1.3	Budget Process - Rates, Fees & Charges The Budget is reviewed/amended in line with ss169-172 as required.	Jul 01, 2023	Feb 29, 2024	February	CEO	Director of Corporate Services	
Measure of Success 5.6.2.1	External Audit - EOFY and Financial Statements Audit Opinion: unmodified audit opinion, with Council meeting 31 October 2023 deadline for audit.	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Finance Manager	
Measure of Success 5.6.2.2	External Audit - EOFY and Financial Statements Internal Controls: Control Environment, Monitoring Activities, Risk Assessment, Control Activities, Information and Communication: at least 4/5 "effective" and no "ineffectives".	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Finance Manager	
Measure of Success 5.6.2.3	External Audit - EOFY and Financial Statements Financial Statement Preparation: End of Financial Year Processes, Timeliness, Quality: =<1 "significant deficiency".	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Finance Manager	
Measure of Success 5.6.3.1	External Audit - AG Report Observation Report tabled in line with LGR 2012 timeframes.	Jul 01, 2023	Nov 30, 2023	November	Mayor	Director of Corporate Services CEO	
Measure of Success 5.6.4.1	Internal Audit Develop and adopt an Internal Audit Plan for the financial year (identifying operational risks, how they have been evaluated, which are the most significant, the control measures that CSC has adopted or is to adopt, to manage the most significant operational risks).	Jul 01, 2023	Jun 30, 2024	Adopt by June of the preceding FY	CEO	Director of Corporate Services	
Measure of Success 5.6.4.2	Internal Audit Appoint internal auditor to complete the audits identified in the internal audit plan.	Jul 01, 2023	Sep 30, 2023	September 2023	CEO	Director of Corporate Services	
Measure of Success 5.6.4.3	Internal Audit Deliver 2 x internal audits	Jul 01, 2023	May 31, 2024	May 2024	CEO	Director of Corporate Services	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.6.5.1	Internal Audit Prepare progress report on the internal audit and present to Audit & Risk Committee.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.5.2	Internal Audit Deliver 2 x internal audits	Jul 01, 2023	May 31, 2024	May 2024	CEO	Director of Corporate Services	
Measure of Success 5.6.6.1	Audit and Risk Committee - Membership Budget for Audit Committee developed and adopted.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.6.2	Audit and Risk Committee - Membership Composition of Audit and Risk Committee confirmed in accordance with the requirements of the LGA 2009 and LGR 2012.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.6.3	Audit and Risk Committee - Membership Independent Member appointed to commence April 2024, for a term of three years.	Jul 01, 2023	Mar 31, 2024	Early 2024	Director of Corporate Services	Governance & Risk Coordinator	
Measure of Success 5.6.6.4	Audit and Risk Committee - Membership Councillor representatives on the Audit and Risk Committee appointed at the post-election meeting.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Corporate Services	Governance & Risk Coordinator	
Measure of Success 5.6.7.1	Audit Committee - Meetings Audit Committee meeting schedule confirmed for financial year and updated as appropriate.	Jul 01, 2023	Apr 30, 2024	April	CEO	Director of Corporate Services	
Measure of Success 5.6.7.2	Audit Committee - Meetings Audit Committee meetings held in accordance with schedule.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.7.3	Audit Committee - Meetings Audit Committee reviews internal audit function, internal audit progress reports, draft financial statements, enterprise risk management framework etc.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.7.4	Audit Committee - Meetings Audit Committee self-assessment completed.	Jul 01, 2023	May 31, 2024	May	CEO	Director of Corporate Services	
Measure of Success 5.6.8.1	Enterprise Risk Management - Framework Progressive review of elements of the Enterprise Risk Management Framework throughout the year.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.8.2	Enterprise Risk Management - Framework Annual Review of Risk Management Policy & Framework.	Jul 01, 2023	Jun 30, 2024	Annually	CEO	Director of Corporate Services	
Measure of Success 5.6.8.3	Enterprise Risk Management - Framework Review and update of Corporate Risk Register.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.8.4	Enterprise Risk Management - Framework Review and update of Audit Tracking Register.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Director of Corporate Services	
Measure of Success 5.6.8.5	Enterprise Risk Management - Framework Review of Business Continuity Plan and completion of business continuity exercise.	Jul 01, 2023	Nov 30, 2023	November	CEO	Director of Corporate Services	
Measure of Success 5.6.8.6	Enterprise Risk Management - Framework Review of Fraud & Corruption Policy, Fraud & Corruption Management Plan, Fraud Risk Register.	Jul 01, 2023	Sep 30, 2023	September	CEO	Director of Corporate Services	
Measure of Success 5.6.8.7	Enterprise Risk Management - Framework Council reports incorporate a review of relevant risks (policy, legal, financial etc. - monthly).	Jul 01, 2023	Jun 30, 2024	Monthly	CEO	Director of Corporate Services	
Measure of Success 5.6.9.1	Delegations and Delegation Register Rolling review of Council to CEO delegations register until full suite complete, then review in bulk or as appropriate.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Shared Services Manager	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
						Governance & Risk Coordinator	
Measure of Success 5.6.9.2	Delegations and Delegation Register Establish CEO to Officer delegations register, then review in bulk or as appropriate.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.9.3	Delegations and Delegation Register Delegations register available on website.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.10.1	Local Laws All Local laws reviewed during 2023-24.	Jul 01, 2023	Dec 31, 2023	December	CEO	Planning and Environment Manager Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.10.2	Local Laws Local laws amended where necessary.	Jul 01, 2023	Dec 31, 2023	December	CEO	Planning and Environment Manager Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.10.3	Local Laws New local laws adopted where necessary.	Jul 01, 2023	Sep 30, 2023	December	CEO	Planning and Environment Manager Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.11.1	Information and Records Management Compliant records management system maintained.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Records Coordinator	
Measure of Success 5.6.11.2	Information and Records Management Relevant policies and procedures established, including a Disposal of Source Records Policy.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Records Coordinator Governance & Risk Coordinator	
Measure of Success 5.6.11.3	Information and Records Management Progressive reduction in records-keeping expenses where possible.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Records Coordinator	
Measure of Success 5.6.11.4	Information and Records Management Reduction of hard-copy records kept with a particular focus on digitisation and/or destruction of records currently kept in the Mud Hut (reduce by 50% in 2023-24).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Records Coordinator	
Measure of Success 5.6.11.5	Information and Records Management Retention and disposals requirements met.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Records Coordinator	
Measure of Success 5.6.12.1	Website Compliance Council monitors and maintains a compliant website.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Governance & Risk Coordinator	
Measure of Success 5.6.12.2	Website Compliance Internal reporting to be developed and completed monthly.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Governance & Risk Coordinator	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.6.13.1	Website Compliance - Environmental Develop, monitor and update website content compliance (via checklist) for water, sewer and waste and review quarterly for compliance (e.g. meeting publishing requirements for the DWQMP and associated reports, publishing the Waste Reduction and Recycling Plan, publishing Council's Customer Service Standards for water and sewer operations etc).	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Infrastructure and Environment	Planning and Environment Manager Media and Public Relations Officer Governance & Risk Coordinator	
Measure of Success 5.6.14.1	Insurance Relevant insurances maintained (PL, PI, Workcover, Cyber, Assets).	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Finance Manager	
Measure of Success 5.6.14.2	Insurance Formal review conducted biennially.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Corporate Services	Finance Manager	
Measure of Success 5.6.15.1	Statutory Policies Reviews conducted in accordance with Policy Review Schedule.	Jul 01, 2023	Jun 30, 2024	Monthly	CEO	Governance & Risk Coordinator	
Measure of Success 5.6.15.2	Statutory Policies All statutory policies reviewed in accordance with relevant legislation and uploaded to CSC website.	Jul 01, 2023	Jun 30, 2024	Monthly	CEO	Governance & Risk Coordinator	
Measure of Success 5.6.16.1	Administrative Policies Establish/maintain Policy Register.	Jul 01, 2023	Jun 30, 2024	Monthly	Director of Corporate Services	Governance & Risk Coordinator	
Measure of Success 5.6.16.2	Administrative Policies and Procedures Review policies and procedures in line with Policy Review Schedule.	Jul 01, 2023	Jun 30, 2024	Monthly	CEO	Governance & Risk Coordinator	
Measure of Success 5.6.16.3	Administrative Policies Provide monthly update in EOM reports.	Jul 01, 2023	Jun 30, 2024	Monthly	CEO	Governance & Risk Coordinator	
Measure of Success 5.6.17.1	Complaints Management Compliant management of the following: Administrative Action Complaints Councillor conduct or performance complaints Competitive neutrality complaints	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.17.2	Complaints Management Mandatory reporting of the above in Council's Annual Report.	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.18.1	Right to Information External audits by QLD Ombudsman and internal audits using relevant checklists (such as those provided by DILGP) to demonstrate compliance.	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.18.2	Right to Information Council meets all compliance requirements related to the RTI Act, PID Act and IP Act.	Jul 01, 2023	Jun 30, 2024	Annual	Director of Corporate Services	Shared Services Manager Governance & Risk Coordinator	
Measure of Success 5.6.19.1	Environmental Health Operations Annual inspections of businesses completed.	Jul 01, 2023	Jun 30, 2024	Annually	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 5.6.19.2	Environmental Health Operations Food licences provided to all businesses who meet compliance requirements.	Jul 01, 2023	Jun 30, 2024	Annually	Director of Infrastructure and Environment	Planning and Environment Manager	
Measure of Success 5.6.20.1	Delivery of Local Government Election (March 2024) Council assists the ECQ where required regarding the delivery of the 2024 Local Government Election.	Jul 01, 2023	Mar 31, 2024	Monthly	Electoral Commission of Queensland	CEO	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.6.20.2	Post Election Deliverables - Statutory Council meets the post-election meeting requirements as outlined in Section 175 of the Local Government Act 2009: appointment of Deputy Mayor; consideration of time/day for holding other meetings (s256 Local Government Regulation 2012).	Jul 01, 2023	Mar 31, 2024	End March 2024	CEO	Executive Support Governance & Risk Coordinator	
Measure of Success 5.6.20.3	Post Election Deliverables - Other Requirements In addition the the statutory requirements of the post-election meeting, there are many other items for Council to consider in their first meeting.	Jul 01, 2023	Mar 31, 2024	End March 2024	CEO	Executive Support Governance & Risk Coordinator	
Measure of Success 5.6.20.4	Audit and Risk Committee - Membership Councillor representatives on the Audit and Risk Committee appointed at the post-election meeting.	Jul 01, 2023	Mar 31, 2024	March 2024	Director of Corporate Services	Governance & Risk Coordinator	
Measure of Success 5.6.21.1	Road Classification Policy Update Road Register / Mapping as required for inclusion in Road Classification Policy and website.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	CEO	
Measure of Success 5.6.21.2	Road Classification Policy Council develops a Road Classification Policy to ensure that it: satisfies LGA 2009 and LGR 2012 regulatory requirements; incorporates relevant information/data from the NWQRRTG (e.g. identification of LRRS roads, Statement of Intentions for road network etc.); and defines minimum intended service levels on the basis of road categorisation.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	CEO	
Measure of Success 5.7.1.1	Organisational Culture - Learning and Development Council reviews and improves its onboarding process for new staff.	Jul 01, 2023	Jul 31, 2023	July	CEO	HR and WHS Manager	
Measure of Success 5.7.1.2	Organisational Culture - Learning and Development Review and implement the Training and Development Plan across the organisation with the goal of enabling and empowering staff to continually improve in the delivery of local government services.	Jul 01, 2023	May 31, 2024	May	CEO	HR and WHS Manager	
Measure of Success 5.7.1.3	Organisational Culture - Learning and Development Development and implementation of new Reward & Recognition Program.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.2.1	Organisational Culture - WHS Council embeds its Safety Management System.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.2.2	Organisational Culture - WHS Council allocates an appropriate budget and resources to meet WHS requirements.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.2.3	Organisational Culture - WHS Annual and Monthly WHS Action Plans developed, adopted and delivered.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.3.1	Organisational Culture - Engagement, Accountability, Recognition Retention rate (aim is to get to 29% by June 2024).	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.3.2	Organisational Culture - Engagement, Accountability, Recognition Council initiates and completes the renegotiation of its Certified Agreement.	Jul 01, 2023	Jun 30, 2024	June 2024	CEO	HR and WHS Manager	
Measure of Success 5.7.3.3	Organisational Culture - Engagement, Accountability, Recognition Council resources a Joint Consultative Committee.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.3.4	Organisational Culture - Engagement, Accountability, Recognition Council resources a WHS Committee.	Jul 01, 2023	Jun 30, 2024	Monthly/Quarterly	CEO	HR and WHS Manager	

EFFECTIVE & INCLUSIVE GOVERNANCE

Plan Label and Number	Description	Start Date	End Date	When We Plan to Do It	Who is Accountable? (Section Lead)	Sub-Delegate	Tags
Measure of Success 5.7.3.5	Organisational Culture - Engagement, Accountability, Recognition Performance expectations are clearly communicated through Position Descriptions and Performance Plans.	Jul 01, 2023	Jun 30, 2024	Quarterly	CEO	HR and WHS Manager	
Measure of Success 5.7.3.6	Organisational Culture - Engagement, Accountability, Recognition Performance monitoring and management is linked to Corporate Plan and Operational Plan deliverables in the following areas: safety, compliance, efficiency and effectiveness of service delivery, values, and behaviours	Jul 01, 2023	Jun 30, 2024	Biannual reviews	CEO	HR and WHS Manager	
Measure of Success 5.7.4.1	Organisational Culture - Customer Service Charter Council develops, implements and reports on its Customer Service Charter.	Jul 01, 2023	Jun 30, 2024	Quarterly	Director of Corporate Services	Shared Services Manager	
Measure of Success 5.8.1.1	Water Infrastructure - Chinaman Creek Dam Safety Emergency Action Plan is reviewed and up to date in accordance with regulated timeframes and processes	Jul 01, 2023	Sep 30, 2023	September	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	
Measure of Success 5.8.1.2	Water Infrastructure - Chinaman Creek Dam Safety EAP exercise is completed.	Jul 01, 2023	Nov 30, 2023	November	Director of Infrastructure and Environment	CEO Operations Manager Planning and Environment Manager	
Measure of Success 5.9.1.1	Elected Member Update Councillors participate in LGAQ Elected Member Update sessions.	Jul 01, 2023	Jun 30, 2024	Annually	Mayor/Elected Members	CEO Executive Support	
Measure of Success 5.9.1.2	Registers of Interest Councillors provide timely updates to their Register of Interests	Jul 01, 2023	Jun 30, 2024	As required with annual review	Mayor/Elected Members	CEO Shared Services Manager	
Measure of Success 5.9.1.3	Related Parties Councillors provide timely updates to Related Parties.	Jul 01, 2023	Jun 30, 2024	As required, and reviewed annually.	Mayor/Elected Members	CEO Shared Services Manager	
Measure of Success 5.9.2.1	Training Staff undertake regular training on Fraud Awareness, Procurement, Bullying and Harassment, Duty of Care, Information and Cyber Security, Code of Conduct, Public Interest Disclosure, Social and Digital Media, Workplace Health and Safety, and Workplace Behaviour.	Jul 01, 2023	Jun 30, 2024	Monthly reporting to Council	CEO	HR and WHS Manager	