

**MINUTES OF THE GENERAL MEETING
OF THE BARCALDINE REGIONAL COUNCIL
HELD IN THE BARCALDINE COUNCIL CHAMBERS, 71 ASH STREET, BARCALDINE
ON TUESDAY 15 AUGUST 2023
COMMENCING AT 8.30AM**

ATTENDANCE

Councillor S Dillon (Mayor) [in the Chair], Councillor M Rogers (Deputy Mayor),
Councillors D Arthur, T Gleeson, C Hansen, G Peoples and R Plumb.

OFFICERS

S Gray (Chief Executive Officer), J Lawrence (District Manager – Barcaldine), D Young (Minute Secretary), P Coulton (District Manager – Aramac and Muttaborra), D Bradford (Director of Corporate and Financial Services) and K Coomber (Acting District Manager – Alpha and Jericho).

Councillor Plumb led council in prayer.

CONDOLENCES

A minute's silence was observed to mark the passing of the late Mrs Donna Robinson of Muttaborra, Mrs Colleen Burns and Mr Doug Church of Barcaldine and Mr Lancelot (Lance) Sypher (former Councillor) of Alpha.

LEAVE OF ABSENCE

Resolution:	Moved Cr Plumb	Seconded Cr Peoples
2023/08/210	That Councillor Arthur be granted a leave of absence.	

Carried
6/0

Councillor Arthur was absent from the meeting until 9.33am.

ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Councillor Dillon acknowledged the traditional owners of the land; past, present and emerging.

CONFLICTS OF INTEREST

Prescribed Conflicts of Interest

Councillor Arthur under items 3.4.2, 3.4.3, 3.4.4, 3.4.5 and 3.4.6 – Councillor Arthur informed the meeting he has a Prescribed Conflict of Interest in the Local Roads and Community Infrastructure Program – Round 4 Allocation, Roads to Recovery Program 2019-2024 Allocation, Floodways Capital Program Allocation, Rural Roads Sealing Capital Program Allocation and Town Streets Upgrade Capital Program Allocation Reports; as a close associate, his employer – Michael Horman Transport, may be a supplier to these projects. Councillor Arthur will leave the meeting for the discussion and vote on these items.

Councillor Peoples under item 3.4.6 – Councillor Peoples informed the meeting he has a Prescribed Conflict of Interest in the Town Streets Upgrade Capital Program Allocation Report as his business and residence are located on Gordon Street. Councillor Peoples will leave the meeting for the discussion and vote on this item.

Councillor Plumb under item 3.3.3 – Councillor Plumb informed the meeting she has a Prescribed Conflict of Interest in the Planning and Development Report as a close associate, being her son, is mentioned in the report. Councillor Plumb will leave the meeting for the discussion and vote on this item.

Councillors Arthur and Peoples under item 3.7.2 – Councillors Arthur and Peoples became aware of a Prescribed Conflict of Interest in the Cemetery Fencing Program Funding Allocation Report and will leave the meeting for the discussion and vote on this item. Councillor Arthur as his employer, Michael Horman Transport may be a supplier to the project as may Councillor Peoples.

Declarable Conflicts of Interest

Councillor Rogers under items 3.8.1 and 3.10.1 – ongoing declaration.

Councillor Rogers under items 3.4.4 and 3.4.5 – Councillor Rogers informed the meeting she has a Declarable Conflict of Interest in the Floodways Capital Program Allocation and Rural Roads Sealing Capital Program Allocation Reports as the Sculpture Trail is located in the areas of the reports.

Resolution: 2023/08/211	Moved Cr Dillon That Councillor Rogers remain in the meeting for the discussion and vote on this item.	Seconded Cr Gleeson
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Carried
6/0

DEPUTATION

Nil

BUSINESS

1. CONFIRMATION OF MINUTES

Resolution: 2023/08/212	Moved Cr Plumb That the minutes of the General Meeting of Barcaldine Regional Council held on 18 July 2023 be received.	Seconded Cr Hansen
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Carried
6/0

Resolution: 2023/08/213	Moved Cr Gleeson That the minutes of the General Meeting of Barcaldine Regional Council held on 18 July 2023 be confirmed.	Seconded Cr Hansen
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Carried
6/0

2. PETITIONSNil

3. REPORTS

3.1 CONFIDENTIAL REPORTS**3.1.1 Expression of Interest in Council Land for Development Purposes**

Summary: Council has been approached to provide land for a significant development for the purposes of providing substantial accommodation (both short and medium term). In order to expedite this proposal/development, it is recommended that Council make an area of land available on an open tender basis inviting Expressions of Interest (EOI) for defined areas of land within the identified lot, in conjunction with a proposed development proposal. Council and the management team will define timelines and specific conditions.

Resolution: **Moved Cr Peoples** **Seconded Cr Plumb**
2023/08/214 **That Council advertise for sale via open Tender for Expressions of Interest in development proposals for high and medium density housing and accommodation (short and medium term) for Council consideration in the area described as Lot 1 on Survey Plan 217689.**

Carried
6/0

3.2 MAYOR

3.2.1 Mayor's Information Report

Summary: From the Mayor, tabling his information report to Council.

Resolution: **Moved Cr Plumb** **Seconded Cr Peoples**
2023/08/215 **That Council receives the report.**

Carried
6/0

3.3 CHIEF EXECUTIVE OFFICER

3.3.1 Chief Executive Officer’s Information Report

Summary: From the Chief Executive Officer, tabling his information report to Council.

Resolution: **Moved Cr Gleeson** **Seconded Cr Plumb**
2023/08/216 **That Council receives the report.**

Carried
6/0

3.3.2 Councillor Information Correspondence

Summary: From the Chief Executive Officer, tabling a list of significant and relevant correspondence for Councillor Information.

Resolution: **Moved Cr Peoples** **Seconded Cr Hansen**
2023/08/217 **That Council receives the report.**

Carried
6/0

Councillor Plumb declared a conflict of interest in the following report and left the meeting at 9.14am.

3.3.3 Planning and Development Report

Summary: From the Chief Executive Officer, tabling the Planning and Development Report.

Resolution: **Moved Cr Rogers** **Seconded Cr Hansen**
2023/08/218 **That Council receives the report.**

Carried
5/0

Resolution: **Moved Cr Gleeson** **Seconded Cr Rogers**
2023/08/219 **That Council closes the meeting to the public in accordance with Section 254J(3)(f) of the Local Government Regulation 2012, regarding a matter that may directly affect the health and safety of an individual or a group of individuals.**

Carried
5/0

The meeting was closed at 9.22am and moved in to open session at 9.34am.

Resolution: **Moved Cr Gleeson** **Seconded Cr Peoples**
2023/08/220 **That Council reopens the meeting.**

Carried
5/0

Councillor Arthur entered the meeting during closed session at 9.33am.
Councillor Plumb returned to the meeting at 9.35am.

3.3.4 Economic Development Report

Summary: From the Chief Executive Officer, tabling the monthly Economic Development Report.

Resolution: 2023/08/221 **Moved Cr Arthur** **Seconded Cr Hansen**
That Council receives the report.

Carried
7/0

3.3.5 Workplace Health and Safety Report

Summary: From the Workplace Health and Safety Specialist, presenting a report on Council's Work Health and Safety.

Resolution: 2023/08/222 **Moved Cr Peoples** **Seconded Cr Plumb**
That Council receives the report.

Carried
7/0

3.3.6 Annual Christmas Closedown

Summary: From the Chief Executive Officer, suggesting dates for the Christmas closedown for 2023.

Resolution: 2023/08/223 **Moved Cr Plumb** **Seconded Cr Hansen**
That Council approves:

- a. The closure of Council administration offices and community services from 12.00pm on Friday 22 December 2023 and reopening on Tuesday 2 January 2024, with only essential staff working between these dates; and**
- b. The closure of Council depots from 12.00pm on Thursday 14 December 2023 and reopening on Monday 15 January 2024, with only essential staff working between these dates.**

Carried
7/0

3.3.7 Special Holidays 2024

Summary: From the Executive Support Coordinator, seeking endorsement of Special Holidays 2024.

Resolution: 2023/08/224 **Moved Cr Plumb** **Seconded Cr Peoples**
That Council endorses the application for the following Special Holidays for 2024 to the Office of Industrial Relations, following community consultation:

- **Wednesday 22 May 2024 – Alpha and Jericho townships for the Alpha Show**
- **Friday 4 October 2024 – Barcaldine and Aramac townships for the Barcaldine Show Holiday (scheduled for Saturday 15 June)**
- **Tuesday 5 November 2024 – Muttaborra township for the Melbourne Cup.**

Carried
7/0

3.3.8 Meeting Date Change – September 2023

Summary: From the Chief Executive Officer, requesting a change to the September Council meeting date.

Resolution: 2023/08/225 **Moved Cr Arthur** **Seconded Cr Hansen**
That Council changes the date of the September Council Meeting to Tuesday 26 September 2023 with a Special Meeting (should it be required) on 12 September 2023, regarding matters relating to the Barcaldine Renewable Energy Zone.

Carried
7/0

3.3.9 Q4 Review – Annual Operational Plan

Summary: From the Chief Executive Officer, presenting the fourth quarter progress report on the implementation of the Annual Operational Plan.

Resolution: Moved Cr Plumb **Seconded Cr Hansen**

2023/08/226 **That Council receives the report.**

Carried
7/0

3.4 DIRECTOR OF CORPORATE AND FINANCIAL SERVICES

3.4.1 Information Report

Summary: This report provides an update on activities and movements of the Director of Corporate and Financial Services over the last month.

Resolution: **Moved Cr Gleeson Seconded Cr Plumb**
2023/08/227 **That Council receive the report.**

Carried
7/0

Meeting was adjourned at 10.02am and reconvened at 10.45am.

Councillor Arthur declared a conflict of interest in the following five reports and left the meeting at 10.45am.

3.4.2 Local Roads and Community Infrastructure Program – Round 4 Allocation

Summary: Council, earlier this year was notified of the successful allocation of funding in Round 4 of the Local Roads and Community Infrastructure Program. This program is now open for project nominations and this report is to seeking Council endorsement for the proposed projects.

Resolution: **Moved Cr Plumb Seconded Cr Gleeson**
2023/08/228 **That Council:**
1. Acknowledge and thank the Department of Infrastructure, Transport, Regional Development, Communications and the Art for their continued funding of the Local Roads and Community Infrastructure Program.
2. Endorse the submission of the following projects for the Local Roads and Community Infrastructure Program Round 4:
a. Regional Floodways Upgrade Program – \$600,000.
b. Cattle Cross Loading Facility, Alpha – \$100,000.
c. Booker Street Pathway, Aramac – \$100,000.
d. Rural Road Sealing Program – \$1,236,728.

Carried
6/0

3.4.3 Roads to Recovery Program 2019–2024 Allocation

Summary: Council has been progressing the delivery of a program of works under the Roads to Recovery Program 2019–2024. This program is in its final year with all funds needing to be expended by 30 June 2024. This report is seeking Council endorsement for the proposed projects.

Resolution: **Moved Cr Plumb** **Seconded Cr Hansen**
2023/08/229 **That Council endorse the submission of the following projects for the remaining funds of the Roads to Recovery Program 2019–2024:**

- a. 2023/2024 Reseal Program – \$1,200,000.**
- b. Town Streets Upgrades Program – \$553,680.**
- c. Regional Floodways Upgrade Program – \$287,140.**

Carried
6/0

3.4.4 Floodways Capital Program Allocation

Summary: Council, as part of the Barcaldine Regional Council Budget for 2023/2024 funded a capital program for Floodway Upgrades. This report is for Council to allocate the funding to specific projects for delivery as part of the 2023/2024 capital program.

Resolution: **Moved Cr Hansen** **Seconded Cr Plumb**
2023/08/230 **That Council:**

- 1. Approve a budget amendment for Floodway Upgrade Program to increase budget to:**
 - a. 2023/2024 program budget from \$300,000 to \$387,000.**
 - b. 2024/2025 program budget from \$300,000 to \$400,000.**
- 2. Approve the allocation of the Floodways Upgrade Program to improve the floodways for delivery in 2023/2024 at the following locations:**
 - a. Tumbar Road – Sunday Creek Floodway – \$60,000.**
 - b. Stagmount Road – Ch25.98km and Ch28.11km – \$200,000.**
 - c. Various Gravel Floodways on Bowen Downs, Culladar and Kensington Roads – \$40,000.**
- 3. Note the allocation of \$400,000 of Local Roads and Community Infrastructure Program funding is unallocated for projects in this program to be delivered in 2024/2025.**

Carried
6/0

3.4.5 Rural Roads Sealing Capital Program Allocation

Summary: Council, as part of the Barcaldine Regional Council Budget for 2023/2024 funded a capital program for Sealing of Rural Roads. This report is for Council to allocate the funding to specific projects for delivery as part of the 2023/2024 capital program.

Resolution: Moved Cr Hansen **Seconded Cr Plumb**
2023/08/231 That Council:

- 1. Approve the allocation of \$800,000 for the Sealing Rural Roads Program to sealing of Star Downs Road, Alpha (Ch0.0–3.5km) for delivery in 2023/2024.**
- 2. Note the allocation of \$436,000 of Local Roads and Community Infrastructure Program funding is unallocated for projects in this program to be delivered in 2024/2025.**

Carried
6/0

Councillor Peoples declared a conflict of interest in the following report and left the meeting at 11.25am.

3.4.6 Town Streets Upgrade Capital Program Allocation

Summary: Council, as part of the Barcaldine Regional Council Budget for 2023/2024 funded a capital program for Town Street Upgrades. This report is for Council to allocate the funding to specific projects for delivery as part of the 2023/2024 capital program.

Resolution: Moved Cr Gleeson **Seconded Cr Plumb**
2023/08/232 That Council approve the allocation of \$650,000 for the Town Streets Renewal and Upgrade Program to the following projects for delivery in 2023/2024:

- a. Box Street, Barcaldine – Ash Street to Elm Street – Kerb, Channel and Seal – \$100,000.**
- b. Willow Street – Fir Street to Boree Street, Barcaldine – Kerb, Channel and Seal – \$350,000.**
- c. Gordon Street, Aramac (Ch0.0–1.09), – Full Street Rehabilitation – \$200,000.**

Carried
5/0

Councillors Peoples and Arthur returned to the meeting at 11.34am.

3.5 FINANCE

3.5.1 Financial Performance Report

Summary: Section 204 of the Local Government Regulation 2012 requires the Chief Executive Officer to prepare a finance report to present at each monthly meeting of the local government. The financial report must state the progress that has been made in relation to the local government’s budget for the period of the financial year up to a day as near as practicable to the end of the month before the meeting is held.

The purpose of the report is to promote sound financial management and accountability by presenting the Council’s budget performance as at 31 July 2023.

Resolution: 2023/08/233	Moved Cr Hansen That Council receive the report.	Seconded Cr Peoples	Carried 7/0
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Councillor Arthur left the meeting at 11.43am and returned at 11.44am.

3.5.2 Community Care Services Report

Summary: This report provides an update on the Community Care Services financial progress. The financial performance of the business unit is broken up into the care packages provided by Council.

Resolution: 2023/08/234	Moved Cr Plumb That Council receives the report.	Seconded Cr Gleeson	Carried 7/0
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3.6 Director of Works Report - Nil

3.7 DISTRICT MANAGER – ALPHA AND JERICHO

3.7.1 Information Report

Summary: This report provides an update on the Council activities that have occurred over the last month in and around the Alpha and Jericho District.

Resolution: 2023/08/235	Moved Cr Peoples That Council receives the report.	Seconded Cr Gleeson
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Carried

7/0

Councillor Arthur left the meeting at 11.48am and returned at 11.49am.

Councillor Arthur became aware of a conflict of interest in the following report and left the meeting at 11.55am.

Councillor Peoples became aware of a conflict of interest in the following report and left the meeting at 11.56am.

3.7.2 Cemetery Fencing Program Funding Allocation

Summary: Council, as part of the Barcaldine Regional Council Budget for 2023/2024 funded a Regional Cemetery Upgrade Program. This report is for Council to allocate the funding to specific projects for delivery as part of the 2023/2024 program.

Resolution: **Moved Cr Plumb** **Seconded Cr Gleeson**
2023/08/236 **That Council approve the allocation of the Cemetery Fencing Program to:**
1. The Alpha Cemetery Fence - \$44,308; and
2. The planning for the Returned Services League Memorial at the Barcaldine Cemetery - \$5,692.

Carried

5/0

Councillors Arthur and Peoples returned to the meeting at 12.02pm.

3.8 DISTRICT MANAGER – ARAMAC AND MUTTABURRA

3.8.1 Information Report

Summary: This report provides an update on the Council activities that have occurred over the last month in and around the Aramac and Muttaborra District.

Resolution: **Moved Cr Rogers** **Seconded Cr Gleeson**
2023/08/237 **That Council receives the report.**

Carried

7/0

3.9 DISTRICT MANAGER – BARCALDINE

3.9.1 Information Report

Summary: This report provides an update on the Council activities that have occurred over the last month in and around the Barcaldine District.

Resolution: Moved Cr Arthur Seconded Cr Plumb
2023/08/238 That Council receives the report.

Carried
 7/0

Resolution: Moved Cr Peoples Seconded Cr Plumb
2023/08/239 That Council closes the meeting to the public in accordance with Section 254J(3)(g) of the Local Government Regulation 2012, regarding negotiations relating to a commercial matter involving the local government for which a public discussion would be likely to prejudice the interests of the local government.

Carried
 7/0

The meeting was closed at 12.14pm, reconvening at 1.14pm and moved in to open session at 1.31pm.

Resolution: Moved Cr Plumb Seconded Cr Peoples
2023/08/240 That Council reopens the meeting.

Carried
 7/0

3.9.2 Barcaldine Clay Target Club Incorporated

Summary: This report is presented to Council for consideration to provide land tenure arrangements to Barcaldine Clay Target Club Incorporated.

Resolution: Moved Cr Plumb Seconded Cr Hansen
2023/08/241 That the decision be deferred until the Chief Executive Officer and District Manager meet with the Club, after preparing a draft lease agreement for their consideration.

Carried
 7/0

3.10.1 Project Progress Report

Summary: Council has adopted a Capital Works Program for 2022/2023 financial year at its budget meeting in June 2022. At the meeting Council also adopted a list of special operating projects for this financial year. This report is a progress summary of each project to the end of June 2023.

Resolution: **Moved Cr Gleeson** **Seconded Cr Plumb**
2023/08/242 **That Council receives the report.**

Carried
7/0

3.11.1 Information Report

Summary: From the Community Engagement Coordinator submitting the Information Report for July 2023.

Resolution: **Moved Cr Peoples** **Seconded Cr Plumb**
2023/08/243 **That Council receives the report.**

Carried
7/0

3.11.2 Regional Arts Development Fund Application

Summary: From the Community Engagement Coordinator, reporting on the Regional Arts Development Fund Assessment Outcome.

Resolution: **Moved Cr Plumb** **Seconded Cr Arthur**
2023/08/244 **That Council defer the decision until further information is received.**

Carried
7/0

4. Questions on Notice

4.1.1 Questions on Notice

Summary: From the Chief Executive Officer, tabling the responses received to the July Council Meeting Questions on Notice.

Resolution: **Moved: Cr Gleeson** **Seconded: Cr Arthur**
2023/08/245 **That Council receive the report.**

Carried
7/0

Questions on Notice for August meeting:

Councillor Peoples – Harry Redford Drive resolution for support – financial and in-kind, including balance of trust fund – to be tabled at September meeting.

Councillor Rogers – The Breeze still being produced – Secretariat to send copy to Councillors – previous for this year and ongoing as published.

5. Close of Meeting

As there was no further business, the Mayor declared the meeting closed at 2.08pm.

CONFIRMED AS A TRUE AND CORRECT RECORD

MAYOR: -----

DATED: 15 August 2023

Theme 1: Community

Our communities have the infrastructure and programs to support safe, healthy living, welcome and retain new people to the region, provide affordable access to technology and culture and build resilience.

New Activities in 2022/23 to Achieve Theme Outcomes									
Corporate Plan Strategies	Actions in 22/23	Outcome	Responsibility	Key Performance Indicator	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
1.1	Develop and implement an advocacy strategy to attract private and government investment in health, emergency services, housing and education in the region.	Continue to understand the housing needs. Continue to meet with key government stakeholders to ensure that services meet demands.	Development investment prospectus for the Barcaldine region. Identify approaches to address housing shortages.	CEO	Draft prospectus presented to Council by Q3.	Currently undertaking a workforce and needs analysis across the region, including economic and tourism potential.	Continued analysis of housing, workforce and emerging developments and trends.	Council has undertaken initial workshop to understand Housing issues across the region, limited Housing availability has flagged shortages with rental housing stock , operationally Recruitment and retention, staffing impacts for industry require a multi-agency approach CEO and DCFS will develop an options paper Q4 for inclusion in the 23/24 budget and operational plan. The New Town Plan, LGIP, future service delivery requirements will compliment new development opportunities.	Council deferred to development of a housing strategy and white paper 23/24 with consideration to housing needs, economic development and funding. Housing Shortages across the region are impacting all sectors and industries. Council investigating opportunities for investment.
1.2	Finalise a regional approach to planning schemes and develop a fee schedule that balances costs with attracting investment to the region.	Community consultation on new scheme in accordance with the communications strategy.	Satisfactory community response. Planning Scheme adopted by Council.	CEO	Planning Scheme adopted by Council by Q3.	Community consultation has commenced with visits to Muttaborra, Aramac, Barcaldine, Jericho and Alpha. Submissions close on 9 th December for consideration.	New Town Plan adopted December 2023 by Council and forwarded to minister for review. LGIP also being developed.	New Town Plan being considered by Minister. LGIP review commenced	Following ministerial approval, new plan will be advertised and implemented
1.3	Continue with the Head Yakka program whilst working with others to identify and advocate for appropriate mental health services.	Support the Head Yakka Program to deliver for the community.	Program objectives are met.	CEO	Regular updates from Outback Futures to Council.	Ongoing collaboration with Outback Futures, recent meetings in October to review progress.	Ongoing collaboration with Outback Futures	Ongoing collaboration with Outback Futures	Ongoing collaboration with Outback Futures Advocate for additional funding for program

1.4	Investigate alternate ways to access contemporary television and radio services.	Upgrade television and radio infrastructure at Aramac and Muttaborra as required.	Continued provision of television and radio services.	DM Aramac	Ongoing monitoring and performance reporting.	Ongoing.	Head end needs replacing in Aramac to complete job. Approximate cost 50k+. Advice is all areas will need upgrades in the next few years (Jericho, Alpha and Muttaborra) 100k+ each as infrastructure is aging. Future Project analysis required to develop plans for budget consideration 2023/24	Ongoing Future Project analysis required to develop plans for budget consideration 2023/24	Ongoing Funds allocated in 23/24 budget to replace Aramac head end. Continue to develop plans for future needs
1.5	Support provision of NBN to Aramac and Alpha.	Continue lobbying for improved services for Aramac.	Improved digital access for Aramac residents.	DM Aramac	Apply for any funding programs as they arise.	Ongoing discussions, NBN rollout in progress at Alpha with a view to community information sessions in preparation.	Community information sessions with NBN planned for February 2023	Ongoing discussion with NBN to ensure Alpha community is well supported and consulted with the changeover.	Ongoing discussion with NBN to ensure Alpha community is well supported and consulted with the changeover.
1.6	Maintain RADF program for the delivery of art and culture opportunities.	Continue with program.	Access to arts and culture.	CEC	Successful delivery of RADF program.	Current program in progress.	No applications received this quarter, Communications and Engagement Coordinator position advertised Feb 23. This role will include support for RADF.	Applications have been received and approved. Council through the Communications and Engagement Coordinator will look to promote the RADF program and provide awareness of support for arts and culture opportunities.	Ongoing support and promotion of program, RADF: <ul style="list-style-type: none"> Youth Acting Workshops Sculpture Workshop Phone booth restoration
1.7	Promote support mechanisms for not-for-profit organisations to reduce reliance on Council funding.	Promotion and education of the community grants policy.	Reduced reliance on Council for funding.	CEO	Monthly reporting of grant allocations.	Ongoing.	We promote grants for example advertise in the Bottom Rail and other media. If there is a major grant we will endeavour to contact clubs and groups. We have a Grants Assessment Tool which we use to review the requests for assistance. Council staff encourage community groups/organisations to source funding through grants. The DCFS will develop a grants report/update for council workshop on grants/delivery/outcomes achieved Q3	Council continues to receive applications and provide support for community groups and events. A review of the grants policy will be undertaken by Council and will be considered by Council Q4 as part of budget review for the 23/24 financial year	The new grants policy has been promoted through the Galilee Gazette and the Bottom rail in a number of distributions throughout the year. Council provided support to local events across the region including Rugby League, Race Meetings, Stock and Regional Shows, Camp drafts, Barrel Racing, Water sports including Power Boats, Rowing, Community Events

1.8	We recognise the importance of council staff to the local communities.	Develop a workforce plan and service delivery model for the region.	Quality service to each community.	CEO	Monitoring and quarterly reporting of compliments and complaints.	Ongoing.	Reviewing Plant and Equipment, works programs and workforce plan. Plant and fleet assessments will be presented in Q3 to deliver on operational needs and provide options for budget consideration.	Additional analysis is required. The Workforce and servicing plans continue to be reviewed and form part of the 23/24 budget deliberations. Council is investing in staff training and development. Community information via social media and the Gazette continues to provide updates on Council operations and projects.	Training sessions with staff to compliment workforce health and planning and service delivery. Training has been identified across the organisation to be rolled out. The training will assist in providing quality outcomes, succession planning, recruitment and attraction opportunities.
1.9	Provide facilities and support for travelling shows, exhibitions, sports and recreation.	Continue to promote shows, exhibitions and events through Council marketing channels.	Increased exposure to regional events to increase participation rates.	CEC	Monthly reporting of participation and feedback.	Continued promotion, exhibitions, various events such as regional race meetings, sporting achievements such as Sand Goannas Rugby League grand final success, various television and social and print media on Barcaldine Rec Park and Big Red, Long Drive for Drought have attracted nationwide recognition. Ongoing opportunities to promote region, including recent recognition of the Muttaborrasaurus and the Queensland Fossil Emblem.	Funding provided to Central West Junior Rugby League, Regional collaboration in Tourism and marketing planned for Q3. Events across region: Camp drafts, Rodeo and Gymkhana, Get Gardening Expo, Muttaborra Campdraft. October – Muttaborra Campdraft, Mixed touch football, Loud Shirt Day, Muttaborra Races, Festival of small halls Barrels 4 a cause/hear and say. November - Melbourne Cup luncheon, Remembrance day, Barefoot bowls (council v's school), Aramac State School awards night, Muttaborra State School awards night. December - Catholic fair, Muttaborra Town and Country Christmas fair, Muttaborra Catholic fair. Barcaldine: Rec Park – Powerboat Races, Outback Rowing, Australia Day Awards and Activity Afternoon hosted by Barcaldine Senior Rugby League. Annual Art Show Globe Gallery. Alpha - ICPA cricket	Continued promotion, exhibitions, various events have been well supported by our Community	Support was offered to various clubs for sport and recreations Council provided support to local events across the region including Rugby League, Race Meetings, Stock and Regional Shows, Camp drafts, Barrel Racing, Water sports including Power Boats, Rowing, Community Events, and Rodeo's. Arts Performances: <ul style="list-style-type: none"> • Out of Abbington • Festival of Small Halls • Wolfgang's Magical • Lady Sings the Maroons • Wind in the Willows

	Scoping sound and video equipment at the Council chambers.	Installation of new sound and video equipment.	CEC	Report to Council on project plan and costs by Q2.	Under review.	This project has been deferred awaiting ICT review.	This project has been deferred awaiting ICT review.	Deferred to 23/24 EOI upgrade to systems and software.
	Barcaldine Town Hall upgrades.	New floor and exterior to be upgraded.	DM Barcaldine	Project completion by Q2.	In progress.	The exterior work and lining of western verandah has been completed. Flooring installation commenced on Monday 31 January and is scheduled to be completed by 24 February.	Completed	Completed
	Barcaldine Rec Park upgrades	Shade over deck.	DM Barcaldine	Project completion by Q2.	Shade has been completed.	Community consultation meeting was held on Monday 14 November 2022 with Councillors, staff and representatives from Barcaldine Water Sports and community members attending. Discussions were had on the long term goals for the site and the key focus for the next stage. Priorities for the next stage are shade structures, extension of beach area, lighting, walking pathway around top of lake, playground, entry signage, increased car parking, storage sheds and access pedestrian bridge across Lagoon Creek. Before progressing to the next stage in development a costed project plan will be undertaken with budget analysis.	Future upgrades considered as part of 2023/24 budget deliberations.	<p>Future upgrades considered as part of 2023/24 budget deliberations.</p> <p>The shade structure over the deck was funded by community members and constructed by local builder, with no cost to Council. Council has received grant funding of \$367,534 with Council contribution of \$40,883 for the next stage in development of the Rec Park. Works funded are:</p> <ul style="list-style-type: none"> • Spray/seal multi-purpose walking track around the top of the lake – allocated \$100,000 • Concrete pathway from spillway to boat ramp – allocated \$80,000 • Shade structures over picnic tables – allocated \$100,000 • Lighting around amenities and carpark – allocated \$74,000 <p>Prior to commencing Council is looking to adopt a masterplan for Barcaldine Rec Park.</p>

		Upgrade Aramac pool.	Improved facilities for recreation and swimming in Aramac.	DM Aramac	Project completion by Q2.	In progress.	Delays in supplies of materials, Contractor to confirm start date.	In Progress	Completed. Installation of a shade cover over the splash pad area and new editions to the splash pad have seen numbers of users increase.
		Upgrade Barcaldine pool subject to funding.	Improved facilities and filtration system.	DM Barcaldine	Dependent on funding outcomes. Filtration system completed in Q4.	Filtration system requirements in review for progressing tender.	Meeting held at pool with pool operator and volunteer with knowledge of pool operations on 9 December 2022 to identify works required to upgrade filtration system from liquid chlorine to granular. Outcome of this meeting identified the following works need addressing: <ul style="list-style-type: none"> • Maintenance works identified that can be carried out by local suppliers. • Building works – demolish brick walls of current chemical room due to deterioration/disintegration and roof constructed over sand filter tanks. • Replace roller door. • Increase size of acid storage shed. • Maintenance sand filters, replace sand. • Remove and replace exterior chain wire fence. • Replace liquid chlorine tank with granular dosing system. • CCTV camera inspection of pipework associated with 50m pool, called on vendor panel. • Discussions held with Director of Works on engagement of consultant to draw plans for building works, preparation of specifications and tender documentation for works and project management requirements. 	In progress, report provided Q4	GBA Consulting Engineers has been engaged to draw plans, preparation of specifications, tender documentation and professional project management. The scope of the project is to upgrade and replace the filtration system. Prior to full scoping of filtration system upgrade investigations were required to identify the state of pipe work. Detection for leaks and the state of pipework was carried out week of 19 June 2023, report has been received. Report has identified areas where leaks are and pipework needs replacing, to work with Council plumber on this work. Works in progress and scheduled are: <ul style="list-style-type: none"> • Lid on balance tank has been replaced. • Tender awarded for repairs to sand filter tank. • Tender awarded for replacement of media (sand) in sand filters. Work to commence 31 August 2023. • Tender awarded for replacement of wading pool control valve. • Pipe repairs to be carried out, discussions with Council plumber.

		Upgrades to Muttaborra Pool.	Improved facilities.	DM Aramac	Project completion by Q3.	In progress.	New self-dosing system has been installed. Installation complete.	Completed	Completed Self-dosing system is working well.
		Showground upgrades to all showgrounds.	Regional improvements to all showgrounds.	All DM's	Monthly reporting of progress.	Ongoing.	<p>Aramac – We continue to improve the showground space by beautifying – planting trees, cement paths to new amenities, bollards to identify parking areas, currently installing water tank and pump.</p> <p>Q3 we will be resheeting the surface of the caravan park to assist all weather usage.</p> <p>Barcaldine – Order placed for Modus Amenities Unit 22 December 2022 with 20 week manufacture lead time.</p> <p>Construction to be carried out by Council carpenter, expected completion date to be confirmed once modular unit received.</p>	Ongoing Toilet Blocks procured across the region, Barcaldine facilities under construction	<p>Aramac – A water tank has been installed with pressure pump at the new amenities block due to the large amount of travellers using the facility. Resheeting is yet to occur due to staff shortages and wet weather hampering the completion before tourist season arrived. Completion date set to late August 2023.</p> <p>Upgrades to Men's Shed in Jericho in progress.</p> <p>Toilet facilities upgrades Barcaldine to be completed August 2023</p> <p>Masterplan in 2023 for facilities</p>

Theme 2: Services

Our townships continue to be provided with compliance and sustainable water, sewerage and waste services. In the absence of other alternative providers we continue to provide quality community support services on a cost neutral basis.

New Activities in 2022/23 to Achieve Theme Outcomes									
Corporate Plan Strategies	Actions in 22/23	Outcome	Responsibility	Key Performance Indicator	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
2.1	Continue providing support programs to our vulnerable residents and advocate for improved ageing/living in place opportunities.	Review service delivery model for community.	Improved compliance and client satisfaction.	CEO	Quarterly reporting of client and participant satisfaction.	Current review of systems and staffing, met with various department staff and Ministers in October to seek support and funding.	Ongoing review of needs analysis, client care, service provision and inclusion of allied health options.	Continual improvement, identifying opportunities to provide quality services to our clients. Progress has been made with Home Modifications completion across the region.	There has been significant improvement with delivery of services with a focus on client care, Home Modifications, NDIS and CHSP functionality. Reporting has also improved.
2.2	Introduced fixed network and variable water usage charges to equitably recover water supply costs.	Continue monitoring water usage.	Quality information on water usage to allow future funding model decisions.	CEO	Quarterly reporting of water usage in all communities.	Ongoing review and monitoring.	Ongoing review and monitoring.	Ongoing review and monitoring. Meeting with Water Regulators Q4 at Regional meeting/workshop held in Barcaldine.	Ongoing review and monitoring.
2.3	Continue implementing strategies to manage our wastewater networks in a sustainable manner.	Commence use of effluent reuse pipeline from Barcaldine STP.	Effluent is reused for sporting or commercial activities.	DOW	Report to Council on progress Q3.	In progress.	In progress.	Progress report Q4, contractor and supplier delays.	Discussion with Council, GBA and contractors are in progress in relation to delays in Contractor and equipment availability. Significant work required to be undertaken to complete the project, a scoping review to be commenced July 2023 to re-establish project delivery.
		Upgrade regional SCADA and telemetry to allow improved monitoring and performance.	SCADA and telemetry installed and commissioned.	DOW	Project completed Q3.	In progress.	In progress.	SCADA installation completed in Muttaborra, Aramac and Barcaldine, in progress, installation at Jericho and Alpha.	Aramac & Muttaborra Complete Barcaldine, Jericho & Alpha 90% complete

		Finalise and progress asset management plans.	Asset management plans implemented.	Asset Manager	Project completed Q3.	In progress.	A full condition assessment and comprehensive valuation on our road network to be advertised January 2023. This information will inform our asset management, maintenance and audit reporting requirements. Operationally Council will undertake regular condition assessments of our road network.	Condition assessment in progress with assets team, Draft AMP expected Q4	Comprehensive Road Valuation and Condition Assessment completed, Draft reports being prepared including Draft Assets Management Plan reviewed by Management Team. Draft Asset Management Plan completed.
2.4	Work with other local governments to identify strategies to meet waste targets.	Collaborate with other Councils on strategies. Participate in LAWMAC.	Regional approach to waste management.	CEO/DOW	Regular monitoring and reporting.	In progress.	Regular monitoring and reporting.	Waste Management review undertaken with RAPAD initiative. Regional collaboration ongoing.	Waste Management review undertaken with RAPAD initiative. Regional collaboration ongoing.
2.5	Regionalise our approach to landfill management to minimise whole of life costs.	Finalise upgrade to the Barcaldine landfill.	Landfill complies with regulations and available to accept regional waste.	DOW	Report to Council in Q2.	In progress.	Gates have been installed at Barcaldine landfill to manage site with remediation works to commence February 23. A project plan and timelines to be developed to manage existing site and new site.	Considerable works undertaken at Barcaldine landfill to improve management practices.	Continued works undertaken to transition to new landfill site. Existing sites to be managed with strategies being developed for operations and supervision.
2.6	Identify opportunities to achieve a positive return on financial and postal services.	Ongoing monitoring.	Ongoing sustainability achieved.	DM's	Report at budget review.	Considered as part of budget review.	Considered as part of budget review.	Considered progress and performance Q4 workshop and budget review	Commissions have increased in the banking sector over the last quarter. Combining the Library with the BOQ has reduced staffing costs.

Theme 3: Transport

Our communities will have safe, affordable and reliable infrastructure to travel within, between and beyond our towns. We will continue to be a contractor of choice for the Department of Transport and Main Roads

New Activities in 2022/23 to Achieve Theme Outcomes									
Corporate Plan Strategies	Actions in 22/23	Outcome	Responsibility	Key Performance Indicator	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
3.1	Implement sound project management practices.	Review project management practices for large projects and identify opportunities for improvement.	Scope of works developed to improve project management.	DOW	Project maintenance plans Q2.	Under review.	DOW to provide report Q3	Additional analysis is required. The condition assessment on our roads network will provide a comprehensive report. Workforce and servicing plans continue to be reviewed and form part of the 23/24 budget deliberations. A project plan including WHS will be presented Q4	Comprehensive Road condition analysis has been completed. The information will provide current data on transport infrastructure. Senior Works Supervisors in collaboration with management have commenced road reviews and will provide quarterly updated on progress on projects. Project Planning and delivery will be a focus on the 23/24 budget including contract management. Project Management Training will also be provided to staff.
		Utilise simple project management plan and monitoring tool for minor capital works projects.	Improved delivery of minor works on time, to quality and within budget.	DOW	Project maintenance plans Q2.	In progress.	DOW in collaboration with Works coordinator and Works supervisors to provide a progress report on maintenance plans Q3. Q2 ELT and staff participated in a RACAS presentation and viewed examples of specific BRC road network conditions including valuable data to inform Councils maintenance planning schedule. It was agreed to proceed to the project of information capture and planning based on condition assessment. This project will assist in developing our short and long term decisions.	Additional analysis is required. The condition assessment on our roads network will provide a comprehensive report. Workforce and servicing plans continue to be reviewed and form part of the 23/24 budget deliberations. A project plan including WHS will be presented Q4	Project Planning analysis has formed part of the 23/24 budget process. District managers and Senior Works Supervisors have managed the delivery of the 22/23 operational and capital delivery. WHS plans and onsite visits are assisting in project and contractor compliance.

3.2	Advocate to maintain affordable public transport by rail, bus and air and continued upgrade of the state road network.	Advocate for affordable access.	Access to affordable travel.	CEO	Regular reporting on advocacy.	Advocacy continued with State and Federal government.	Advocacy continued with State and Federal government.	Ongoing	Advocacy continued with State and Federal government.
3.3	Maintain airstrips for evacuation purposes.	Ongoing condition assessment and maintenance.	Management of asset and continued provision of service.	DOW	No scheduled closures to prevent use. Regular reporting with no issues.	Audit in progress.	Audit completed	Ongoing Maintenance and reporting	Ongoing Maintenance and reporting
3.4	Transport infrastructure, footpaths and roads will be maintained and upgraded in accordance with adopted asset management plans.	Review and report on road and footpath network conditions.	Improved road condition assessment and reporting to Council.	DOW	Works maintenance and capital planning report Q2 and twice yearly ongoing.	In progress with coordinator of works, supervisors and Director of Works.	DOW in collaboration with Works coordinator and Works supervisors to provide a progress report on maintenance plans Q3.	Maintenance of footpath network ongoing Roads condition assessment provided with Road assessment project Q4	Footpath reviews have been requested with works undertaken in Barcaldine and Alpha/Jericho. Aramac footpath network has been identified to be action 23/24 quarter 1

Theme 4: Economy

Our partnerships, policies and processes will encourage new and support existing economic opportunities across the region. Our agricultural, tourism, renewable energy and closed loop sectors continue to be supported through relevant programs and targeted infrastructure.

New Activities in 2022/23 to Achieve Theme Outcomes									
Corporate Plan Strategies	Actions in 22/23	Outcome	Responsibility	Key Performance Indicator	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
4.1	Implement planning frameworks and land releases to enable development.	Identify land available across each township that may be utilised for development.	Reliable data to inform future investment prospectus.	CEO	Acquisition of state/private land.	Under review.	In progress, Planners are undertaking reviews on available services, LGIP and site development potential	In progress, Planners are undertaking reviews on available services, LGIP and site development potential	Housing strategy and land availability will be developed 2023/24 budget to accommodate economic growth from development approvals and anticipated growth across the regional centres.
4.2	Advocate for appropriate levels of road funding to maintain and improve road infrastructure.	Continue to actively participate in Beef Corridors Alliance and ORRTG.	Widening of Capricorn Highway east of Alpha. Sealing of Alpha-Tambo Road and Clermont-Alpha Road. Widening of Barcaldine-Aramac Road.	Mayor/CEO	Successful funding announcements.	Funding has been approved following federal budget announcement.	Advocacy for region is ongoing.	Advocacy for region is ongoing. Regular contact with Ministers and Government Departments	Advocacy for region is ongoing. Regular contact with Ministers and Government Departments Council has been successful in continued transport and facility funding.
4.3	Continue to actively promote tourism and maintain quality camping areas.	Maintain membership with OQTA and actively monitor and manage performance.	Barcaldine region is appropriately referenced in broader outback promotions.	CEO	To be determined in September Council Meeting.	Confirmed.	Confirmed	Confirmed	Confirmed
		Install stopping bays along the Lake Dunn Sculpture Trail.	Improve tourist safety when viewing sculptures.	DOW	Completed Q1.		Completed	Completed	Completed
		Install village green lighting in Barcaldine.	Increase opportunities for after dark tourism activities to increase visitor spend outside of traditional tourist season.	DM Barcaldine	Completed Q2.	In progress.	Contractor has received all materials. Lights are to be installed by February 23.	Completed	Completed

		Promote Tropic of Capricorn as a tourism site.	Incorporate Oak St pond into a Tropic of Capricorn site as well as incorporating the regions reliance on Great Artesian Basin (GAB).	DM Barcaldine	Completed Q1.	Completed.	Completed	Completed	Completed
		Develop marketing strategy for region.	Increase tourism opportunities outside of traditional market.	CEO	Report to Council Q3.	Under review.	Q3 Council Tourism staff are collaborating across RAPAD region to enhance opportunities.	Regional collaboration has commenced with Tourism Officers. Communications and Engagement Coordinator in collaboration with Community and Council will develop opportunities.	Regular engagement with RAPAD Councils on strategically market our areas. Regions collaborating to promoted regional tourism. Staff attended various workshops.
4.4	Continue to advocate for funding to support weed and pest eradication programs.	Maintain relationships with DCQ, neighbouring Councils, RAPAD and NQ Dry Tropics.	Importance of eradication programs on the economy is recognised by Government.	DMs	Program funding continued and reported.	Ongoing, support for funding applications.	Ongoing, support for funding applications.	Ongoing Pest and weed programs have been highlighted by RAPAD and a collaborative approach supported. RLO's have been active with weed management, the NQ Dry Tropics initiative has commenced.	Ongoing RLO's and management team to work towards new Biosecurity plan. Technology based systems in place to help identify weed and pest infestations. Future planning of works to ensure best use of staff, plant and equipment. Including telematics and mapping.
4.5	Identify and sell surplus parcels of land, both urban and rural.	Identify land parcels that are surplus to Council's needs.	Register of land to determine disposal strategies.	Asset Manager	Land schedule report Q2.	Under review along with workforce, investment profile and housing strategies.	Under review along with workforce, investment profile and housing strategies.	Under review along with workforce, investment profile and housing strategies	Staff undertaking a workforce, investment profile and housing review, to be prepared for the 23/24 budget year, following recent development approvals there is potential growth for the Region.

4.6	Plan for additional parking locations for Oak St in Barcaldine.	Install signage on north side of railway.	Parking area identified.	DM Barcaldine	Completed Q2.	In progress.	DM investigating site for parking of caravans and motorhomes on Poplar Street. Identifying parking bays, and appropriate signage to be strategically placed on Oak Street to direct RV's to parking area on north side of railway line and education of RV owners to use this area for parking. Consideration to Long term plan for the parking area 23/24 budget review.	Deferred to Q4 budget considerations	District manager and (former) Director of Works have identified sites for additional parking. A project plan and analysis will be required for Council consideration 2023/24 budget year.
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Theme 5: Governance

We will have safe, engage, proud and performing council and workforce that is inclusive, innovative, ethical and trusted by all levels of government.

New Activities in 2022/23 to Achieve Theme Outcomes									
Corporate Plan Strategies	Actions in 22/23	Outcome	Responsibility	Key Performance Indicator	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
5.1	Competency frameworks developed and implemented for our leaders and employees.	Review programs to support leadership skills.	Improved leadership capacity.	CEO	Opportunities identified for employees.	Expression of Interest for leadership and management training providers. Programs to be implemented across the organisation.	Leadership and supervisor training to commence February 2023	Continued training across managers, supervisors and emerging leaders undertaken	Training provided <ul style="list-style-type: none"> • Front Line Leadership, • Emerging Leaders, • First Aid, • Safety Management System, • Certification reviews, accreditation, Verification of Competencies (VOC's) • NHVR Chain of Responsibility, • IPWEAQ Supervisors Workshop, • RFDS Mental Health First Aid, • Transport Load Restraints, • LGAQ Managing Challenging Situations, • Cert III Aged Care, • Traineeships/apprentices • WHS Cert IV , • Aged Care certification. Full Audit of Plant and Equipment, review into Fuel Systems and Plant and Fleet Software.
5.2	Incorporation of risk management and project management principles into our workplace cultures.	Councillors and senior leadership team to undergo training in risk management.	Councillors and senior leadership team capable of implementing a risk management culture.	CEO	Refresher workshop Q2.	Workshop planning in progress.	Q3	Due Diligence workshops have commenced along with WHS audit findings and updates to Management Systems, Q4 Due Diligence workshops developed for Councillors and Managers.	Councillors and Staff undertook WHS and Due Diligence update and training. A Mock Court and Prosecution workshop was also delivered to the leadership group. The Enterprise Risk Management documentation Corporate Risk register reviewed and updated to capture staffing changes, to be presented Q1 2023/24

		Utilise simple project management plan and monitoring tool for minor capital works projects.	Improved delivery of minor works on time, to quality and within budget.	CEO	Reporting framework to Council Q2.	Under review.	ELT to develop and presented to workshop Q3	Draft project management plan including WHS analysis has been developed, consulted Q4 for implementation new projects	Project Planning and Budget management has commenced and formed part of the 2023/24 budget considerations.
		Review project management practices for large projects and identify opportunities for improvement.	Scope of works developed to improve project management.	CEO	Reporting framework to Council Q2.	Under review.	ELT to develop and presented to workshop Q3	Draft project management plan including WHS analysis has been developed. Major Projects require additional consideration from Scope of Works to supervision and delivery of project reporting.	Project Planning and Budget management has commenced and formed part of the 2023/24 budget considerations. New Projects will include requirements for project planning, scope of works and contractor obligations.
5.3	Contemporary asset management plans developed for each asset class.	Finalise asset management plans for each class of asset.	Asset management plans adopted by Council.	Asset Manager	Roads and Plant management completed Q2. Water completed Q3. Waste water and Building completed Q4.		Plant and fleet coordinator appointed tasked with a full review of plant and Equipment required across region, report Q3 including budget considerations. Water completed Q3. Waste water and Building completed Q4.	Additional analysis is required. The condition assessment on our roads network will provide a comprehensive AMP. Delays have been experienced with Water and Sewerage AMP , Buildings including council housing is in progress.	The comprehensive roads Valuation and condition assessment was completed prior to 30 th June 2023. The project also included the delivery of a Transport Asset Management Plan which will be presented to Management for review incorporating the Valuations, Asset Condition and future considerations. Water and Sewerage and other Network plans have been scheduled by the asset manager for 2023/24 budget year. A Council Building asset maintenance review has been completed which will assist in developing the Asset Management Plan.
5.4	Develop systems to better inform investment decisions (including return on investment and whole of life costs).	Engage with QTC to develop models.	Implement improved decision making framework.	CEO	Report to Council in Q3.	Capability survey and prioritisation progressing with QTC.	DCFS and CEO to engage with QTC for workshop Q3.	Met with QTC to review Council progress and opportunities. QTC continues to provide much valued support.	Council to consider a new Enterprise System which integrates Council needs. Expressions of interest will be called in 2023/24 to provide a ERP and systems solution. Consultation across the organisation will commence following budget adoption.

5.5	Review of systems and process to identify enabling software.	Fully implement Council safety management system.	Safety Management System fully implemented.	Safety Officer	Completed Q4.	External Audit commenced to assist in gap analysis and full review of Councils Safety Management System.	External Audit ongoing to assist in gap analysis and review of Councils Safety Management System. Vacant WHS positions have been advertised. WHS auditor returns February 23 to continue reviews	Safety Management System has been reviewed and updated, consultation and implementation to commence Q4	Consultation period closed July 23. The updated Safety Management System will be implemented following consultation. A particular focus on supporting staff understanding safety obligations has been delivered and is ongoing. CEO, Management and WHS Specialist have continued to visit worksites, Depots and Offices across the region to support the WHS cultural change.
		Review of Council's IT systems and record management systems.	Independent review and assessment for implementation.	CEO	Report to Council Q3.		Report to Council Q3.	Ongoing analysis has delayed full report to Council, opportunities to be considered for 2023/24 budget and operations	Council considered for 2023/24 budget the requirement for a new enterprise system to support the organisation. The transition to improved connectivity and systems has commenced including the introduction of Microsoft 365 and cloud based solutions.
5.6	Continue safety improvement journey.	Continue to evolve safety performance reporting regionally.	Increased engagement in safety from staff.	Safety Officer	Nil work health and safety incidents.	External Audit commenced to assist in gap analysis and full review of Councils Safety Management System.	External Audit continues with organisational gap analysis and review of Councils Safety Management System. Vacant WHS positions have been advertised.	Safety Management System has been reviewed and updated, consultation and implementation to commence Q4 Council has appointed a WHS specialist to commence Q4	A particular focus on supporting staff understanding safety obligations has been delivered and is ongoing. CEO, Management and WHS Specialist have continued to visit worksites, Depots and Offices across the region to support the WHS cultural change.
5.7	Continue listening to our communities to identify opportunities for improvement.	Support Councillors and employees on effective stakeholder engagement.	Review stakeholder engagement policy and procedures.	CEO	Report to Council Q2.	Policies under review.	Communications and Engagement Coordinator role advertised February, the position will support policy review.	Communications and Engagement Coordinator appointed, commences Q4	Council and community has seen improvement across our communications and engagement delivery, a refreshed social media platform including Facebook and Instagram, coverage of events both Council and Community. We have also commenced upgrades to the Council Website functionality and content.. This is a collaborative staff approach to delivering quality information to our community and visitors.

		Develop engagement strategy for youth of region.	Strategy developed.	CEO	Developed by Q3.		Council to consider options	Initial discussions have been held with Schools about opportunities to engage with Council.	Ongoing discussion being held with schools. Offers have been made to attend and meet with students across the region.
5.8	Continue reviewing policies and strategic plans for relevancy and currency.	Develop timetable for policy reviews and strategic plan updates.	Policies reflect current Council positions.	CEO	Developed by Q2.	In progress.	To be commence Q3	Currently reviewing delegations and policies to enable a prioritised list to be developed.	Policy framework adopted with Council policies to be reviewed and presented throughout 23/24
		Review Council's framework for policies, corporate standards and procedures.	Approach agreed by ELT.	CEO	Completed by Q2.	In progress.	CEO and DCFS to implement Q3	Policy framework in draft to be presented to Council Q4 to provide guidance on policy development and implementation.	completed
5.9	Improved project management and budget compliance.	Budget to be broken down into monthly expenditure to allow for improved tracking.	Improvement in way monthly reviews of financial performance is completed.	DCEO	Ongoing, monthly reports.	Budget review to include monthly and quarterly accruals.	DCFS commences January 2023, the ELT and Manager of Finance will develop reporting and commence budget review workshops	In progress	Reviewed and implementing continual improvements
		Projects to be reviewed on a monthly basis against project management plans.	Improvement in delivery.		All projects delivered within budget.	In progress.	In progress	ongoing	Commenced, forms part of project reporting to Council for budget and will be incorporated in future project analysis.