



ADDENDUM

Meeting:	General Meeting
Date:	Tuesday 19 August 2025
Location:	Council Chambers, Georgetown
Councillors:	Cr. Hughes Cr. Royes Cr. Tincknell Cr. Ryan Cr. Carroll

Agenda Attached

Mark Watt
CHIEF EXECUTIVE OFFICER

Local Government Act 2009

Section 4(2) of the *Local Government Act 2009* state that the local government principles are:

- (a) transparent and effective processes, and decision-making in the public interest; and
- (b) sustainable development and management of assets and infrastructure, and delivery of effective services; and
- (c) democratic representation, social inclusion and meaningful community engagement; and
- (d) good governance of, and by, local government; and
- (e) ethical and legal behaviour of councillors, local government employees and councillor advisors.

Local Government Regulation 2012

Section 254J Closed meetings:

- (1) A local government may resolve that all or part of a meeting of the local government be closed to the public.
- (2) A committee of a local government may resolve that all or part of a meeting of the committee be closed to the public.
- (3) However, a local government or a committee of a local government may make a resolution about a local government meeting under subsection (1) or (2) only if its Councillors or members consider it necessary to close the meeting to discuss one or more of the following matters –
 - (a) the appointment, dismissal or discipline of a chief executive officer;
 - (b) industrial matters affecting employees;
 - (c) the local government's budget;
 - (d) rating concessions;
 - (e) legal advice obtained by the local government or legal proceedings involving the local government including, for example, legal proceedings that may be taken by or against the local government;
 - (f) matters that may directly affect the health and safety of an individual or group of individuals;
 - (g) 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;
 - (h) negotiations relating to the taking of land by the local government under the *Acquisition of Land Act 1967*;
 - (i) a matter the local government is required to keep confidential under a law of, or formal arrangement with, the Commonwealth or a State;
 - (j) an investigation report given to the local government under chapter 5A, part 3, division 5 of the Act.
- (4) However, a local government or a committee of a local government must not resolve that a part of a local government meeting at which a decision mentioned in section 150ER(2), 150ES(3) or 150EU(2) of the Act will be considered, discussed, voted on or made to be closed.
- (5) A resolution that a local government meeting be closed must –
 - (a) state the matter mentioned in subsection (3) that is to be discussed; and
 - (b) include an overview of what is to be discussed while the meeting is closed.
- (6) A local government or a committee of a local government must not make a resolution (other than a procedural resolution) in a local government meeting, or a part of a local government meeting, that is closed.

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10 CHIEF EXECUTIVE OFFICER - OPEN SESSION REPORTS

Item No: 10.1
Subject: Re-Review - Operational Plan 2024/25 - Fourth Quarter
Classification: Open
Author: Mark Watt, Chief Executive Officer

EXECUTIVE SUMMARY

Consideration of a re-review of the Fourth Quarter Operational Plan 2024/25 for the period ended 30 June 2025.

RECOMMENDATION

That pursuant to section 174(3) of the *Local Government Regulation 2012*, Council receive the fourth quarter progress report on Council's progress towards implementing its Operational Plan 2024/25.

BACKGROUND

At Council's July General Meeting, it was resolved to re-review the Fourth Quarter Operational Plan 2024/25. Section 174(3) of the *Local Government Regulation 2012* requires Council to report on its progress towards implementing its Operational Plan.

LINK TO CORPORATE PLAN

Corporate Plan Aim No. 5: Best practice corporate governance and organisational excellence.
Corporate Outcome No 5.3: Council provides community leadership through financial sustainability and an open and accountable governance structure.

BUDGET & RESOURCE CONSIDERATIONS

Nil

LEGAL CONSIDERATIONS

Local Government Act 2009
Local Government Regulation 2012

POLICY IMPLICATIONS

Nil

CONSULTATION

Inform: Ongoing engagement through community connect sessions.
Consider feedback and community views on Council's performance.

RISK ASSESSMENT

Risk Assessment Outcome: Low

Risks:

1. Inaccurate or outdated data
2. Overlooking stakeholder alignment
3. Resource misallocation

Mitigation:

1. Set regular review intervals to update the plan with current data
2. Establish clear communication to keep the community informed and involved.

3. Conduct a realistic resource assessment as part of approving and implementing the plan.

ATTACHMENTS

1. Operational Plan 2024-2025 - Fourth Quarterly Review [**10.1.1** - 7 pages]

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OPERATIONAL PLAN 2024-2025 UPDATE

Corporate Aim No. 1: A Sustainable Transport Network That Meets Community Needs

Strategic Outcome: Shire Rural Roads are all Weather, Town Streets are Bitumen with Footpaths, Kerb, Channelling and Drainage

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
An asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's road assets.	DES	Develop and implement a shire roads intervention level policy	Jun-25	Policy adopted by Council and Implemented	Workshop for road register to be scheduled
	DES	Identify the current status of shire rural roads and town streets	Apr-25	Updated road register	Workshop for road register to be scheduled
	DES	Implement maintenance programs on Towns Streets	May-25	Program implemented	Works program will be presented in August Council meeting
	DES	Implement maintenance programs on Rural Roads	May-25	Program implemented	Works program will be presented in August Council meeting
	DES	Implement maintenance programs on bridges, floodway's, drainage etc.	May-25	Program implemented	The 10 year floodways upgrade will be implemented once the road register is approved.
	DES	Actively source materials for future road works	Monthly	There are no shortages of materials required to undertake Flood Damage works There are no shortages of materials required to undertake Council works	Discussion with DAF in progress Process has been utilised.
Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program for roads, incorporating road train access and drainage.	DCS	Funded road depreciation for asset replacement	May-25	AMP updated	Depreciation charged in line with AMP
	DES	Implement capital programs on Towns Streets	May-25	Program implemented	Capital programs on town streets will be updated once the road register is approved.
	DES	Implement capital programs on Rural Roads	May-25	Program implemented	Capital programs on rural roads will be updated once the road register is approved.
	DES	Implement capital programs on bridges, floodways, drainage etc.	May-25	Program implemented	Capital programs will be updated once the road register is approved.
Lobby for adequate funding to enable the repair of the shire road network affected by natural disaster.	DES	Implement reinstatement program for NDRRA	May-25	Works are programmed and under budget	Work in progress
Work with regional groups and our communities to upgrade Local Roads of Regional Significance.	DES	Attend regional meetings and meet with government representatives	Monthly	Attendance to regional FNQRRTG meetings	On going

Strategic Outcome: Transport and Main Roads is Committed to Developing a Network that is Fully Sealed to Road Train Route Standard

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Maintain relationship with the Department of Transport and Main Roads to undertake road construction and maintenance (Road Train Routes).	DES	Implement TMR programs for RMPC & NDRRA	Feb-25	Contract TMR works on track and under budget	Contract TMR works on track and under budget
	DES	Attend regional meetings and meet with government representatives to lobby for increased commitment to Main Roads Network	Monthly	Attendance to FNQRRTG regional meetings	On going
	DES	Create an audit of TMR infrastructure in the Shire (list of km of Gravel, single line bitumen and narrow/ problem bridges)	Nov-24	Audit presented to Council	Information are available .
Continue to lobby to raise the national profile of the Georgetown to Forsayth, Kennedy, Gulf and Gregory Development Roads and Bridges and for additional funding for high priority widening and sealing.	DES	Implement TMR upgrade programs	Jun-25	TMR contracts awarded to Council and completed on time and within budget	Construction is in progress and will be completed by December 2025.

Strategic Outcome: There are Multiple Public Transport Options

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
An asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's airports and airfield assets.	DES	Implement maintenance programs for airports	Mar-25	Annual maintenance program implemented	Fencing work installation in progress and will be completed by August 2025
	DCS	Funded airport depreciation for asset replacement	May-25	AMP updated	Depreciation charged in line with AMP and indexed valuation
	DES	Implement capital program for airports	Annually	Program implemented	Fencing work installation in progress and will be completed by August 2025
Advocate for improved airfield infrastructure and services.	DES	Attend regional meetings and meet with government representatives	Quarterly	Attendance at FNQRRTG regional meetings	Attendance at FNQRRTG regional meetings
Advocate for improved rail and bus services	CEO	Attend regional meetings and meet with government representatives	Annually	Attendance at FNQROC & NWQROC regional meetings	In addition to ROC meetings, attendance at the LGAQ Road & Transport Forum - Cairns

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Corporate Aim No. 2: A Sustainable Environment of Natural Assets, Water, Waste Water and Waste Management

Strategic Outcome: Best Practice Water and Waste Water Management

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
An asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's water and waste water assets.	DES	Implement maintenance programs for the water networks	Oct-24	Maintenance program developed and implemented	The work will be carried out in September 2025
	DES	Implement maintenance programs for the water treatment plants	Dec-24	Maintenance program developed and implemented	Need to search for suitable funding source.
	DES	Develop and implement a water and waste water intervention level policy	Jun-25	Policy developed and presented to Council	
Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program to deliver good quality, reliable water and waste water supplies for all communities	DCS	Funded water depreciation for asset replacement	May-25	AMP updated	Depreciation charged in line with AMP
	DES	Implement Capital programs for the water networks	Annually	Program developed and implemented	4 valves installation in Forsyth completed.
	DES	Improvement of the Water Treatment Plants at Georgetown and Forsyth	Dec-24	Upgrade Forsyth WTP operations	Finding of funding source to upgrade the Forsyth and Georgetown WTP in progress.
Water Reservoirs are operating and environmentally compliant	DES	Implement maintenance programs for the water reservoirs	Mar-25	Program developed and implemented	MTCE will be done when required.
	DES	Charleston Dam is completed and operational	Oct-24	Charleston Dam online and operational. Further that the Dam Regulator requirements are met.	EAP 2025 will be amended in July 2025
Lobby for adequate funding to enable the repair and maintenance of shire water and waste water network affected by natural disaster or other events	CEO	Attend regional meetings and meet with government representatives	Monthly	Advocated at FNQROC & NWQROC regional meetings	CEO and Mayor attend and advocate at these meetings.

Strategic Outcome: Best Practice Waste Management

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
An asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's collection and waste management facilities throughout shire	DES	Implement waste collection and disposal programs at each town	Jun-25	Strategy presented to Council for adoption	Council is working with RRTG waste management group to develop a strategy. Forsyth Transfer Station not complete and community consultation being undertaken
	DCS	Funded depreciation for asset replacement	May-25	AMP updated	Depreciation charged in line with AMP
	DES	Implement the Regional Waste Strategy programs at each facility	Jun-25	Strategy is implemented and regular attendance at FNQWaste regional meetings.	Working with FNQROC and NWQROC on a regional waste strategy
	DCS	Effective education program and encourage recycling, reuse and reduction of community waste	Jan-25	Successful media campaign held	Council share campaigns from both Clean Up Australia Day & Keep Australia Beautiful. Council also communicating use of Forsyth Transfer Station

Strategic Outcome: Best Practice Natural Environment and Pest Management

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Develop Council's Biosecurity Plan in consultation with landowners and other stakeholders to reduce the impact of existing and emerging pests.	DCS	Implement works program for biosecurity	Jun-25	Plan adopted by Council	Biosecurity Committee collaborating to develop draft Biosecurity Plan.
In partnership with the community and external agencies, promote and support best practice management of the natural environment.	CEO	Attend regional meetings and meet with government representatives	Monthly	Advocated at FNQROC & NWQROC regional meetings	CEO and Mayor attend and advocate at these meetings.
Minimise the potential of disease outbreaks through implementation of an integrated mosquito management program.	DCS	Implement program as required	Ongoing	Program developed and adopted by Council	Program will be implemented as required with consultation with EHO and fogging contractor.

Strategic Outcome: An Energy Efficient Shire

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Support of renewable energy & carbon reduction programs and Council's carbon footprint	CEO	Identify the current status of Council's renewable energy portfolio	Jan-25	Council Status recognised	Ongoing
	CEO	Attend regional meetings and meet with government and industry representatives	Half Yearly	Attendance at FNQROC Climate Resilience Waste regional meetings	REFF Funding completed for energy audit. Results of report being reviewed.

Strategic Outcome: Industry has Sustainable Environmental Practices

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Companies and industries are environmentally compliant	CEO	Attend regional meetings and meet with government and industry representatives	Bi-Monthly	Advocated at regional meetings	CEO and Mayor attend and advocate at these meetings.

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Corporate Aim No. 3: A Diversified Economic Development Ensures a Prosperous Shire

Strategic Outcome: A Variety of Land and Housing Options for the Community

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Maintain a compliant planning scheme that supports the future development of our shire	DCS	Implement the planning scheme	May-25	Planning applications processed	Processed as required.
	DCS	Review and update planning scheme	Dec-24	Plan review and presented to Council	Planning scheme due for renewal. Council has applied for \$100k grant to assist with the cost of this. Will take approximately 12 months to review. Will hear if successful by end of May 2025.
Review and update the asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's housing stock	DES	Implement maintenance program for Council housing	Ongoing	Maintenance program implemented	implements a maintenance program inline with annual budget considerations.
	DCS	Funded depreciation for asset replacement	May-25	AMP updated	Depreciation inline with AMP. Building and land revaluations to be reviewed in FY25/26
Advocating for the release of State Land for future development across the shire	CEO	Attend regional meetings and meet with government representatives	Monthly	Deputation with DOR representatives	Local Housing Action Plan (LHAP) being reviewed and reported on.
	CEO	Promote residential, rural residential and industrial subdivisions throughout shire as land become available and demand increases.	Monthly	Successful media campaign held	Planning Scheme amendment currently going through public consultation.

Strategic Outcome: A Diversified Economic Base: Rural, Tourism, Mining and Support Services

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Facilitate the development and marketing of a distinctive regional image.	CEO	Review and update shire marketing image	Jun-25	Strategy developed and adopted by Council	To be addressed as part of Shire brochure review.
Support community development to expand and meet the growing needs of the region through infrastructure, income diversification and advocacy	CEO	Develop and implement a Tourism Plan by consulting with all relevant stakeholders	Feb-25	Adopted Plan reviewed by Council	Pending
	CEO	Area Promotion	Monthly	Successful Media Campaign Held	Not yet commenced
	CEO	Review the TerrEstrial VIC Business Plan, with a view to identify latent opportunities and extending the tourist experience to include interactive activities.	Apr-25	Business case developed and adopted by Council	Pending
Support skills development (youth, business, industry)	DCS	Develop and implement a community skills development program	Dec-25	Program implemented	Continued support of capacity building programs within the Shire. Council also renewed Scholarship Policy and annual program
	DCS	Review procurement policy and monitor the outcomes	Half Yearly	Outcome report presented to Council for consideration	Completed as part on annual budget.
Advocate for the development of the Etheridge Agriculture Precinct and associated agricultural industries	CEO	Attend regional meetings and meet with government and industry representatives	Monthly	Attendance at FNROQ & NWQROC regional meetings	Appointment of Project Officer and commencement of milestone completion and reporting.

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Corporate Aim No. 4: Quality Social Infrastructure Makes the Shire a Desirable Place to Live

Strategic Outcome: An Active Community with a Variety of Recreational Activities

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Review and update the comprehensive asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's parks, garden and recreational facilities	DES	Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program for parks, garden and recreational facilities	Jun-25	Program developed and implemented	On going
	DES	Maintain the public conveniences	Monthly	Facilities meet expectations	On going
	DES	Maintain the Shire's Cemeteries.	Monthly	Facilities meet expectations	Completed
	DES	Maintain Swimming Pool as a safe and attractive venue.	Monthly	Facilities meet expectations	On going
Establishment suitable recreational activities/facilities at water reservoirs	CEO	Construct recreation facilities at Charleston Dam to encourage activity based tourism.	Apr-25	Project complete	Works to be allocated to Engineering project manager and revised scope of works presented to Council for review.
	CEO	Continue our partnership with Department to further enhance the visitor experience on the Copperfield Dam, including construction of recreation facilities to encourage activity based tourism.	Monthly	Attendance at FNROC & NWQROC regional meetings	Deferring and removal in future operational plans
Enhance and improve the aesthetics of each town.	DES	Review and implement Georgetown beautification plan	May-25	Project approved and underway	To be discussed in ELT
	DES	Review beautification plans for Einasleigh, Forsyth and Mt Surprise	Jun-25	Plan presented to Council for consideration	Plans to be prepared and presented to Council for review
Advocate for funding for additional sport and recreation infrastructure.	CEO	Review Council's sport and recreation long term plan	Apr-25	Status of current plan considered and reviewed	Not yet commenced
	CEO	Attend regional meetings and meet with government and industry representatives	Monthly	Attendance at FNROC & NWQROC regional meetings	Sport & Recreation Plan under development with Griffith Uni.

Strategic Outcome: An Invigorated Community with a Variety of Multi-Aged Services

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Review and update the comprehensive asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's Health, Aged Care, Child Care facilities	DCS	Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program for Social facilities	May-25	Program developed and implemented	Not yet commenced. Require external opinion
	CEO	Advocate to State and Federal Governments, supporting residents to address social inequity, disadvantage, livelihoods and general well-being.	Monthly	Attendance at FNQROC & NWQROC regional meetings	CEO and Mayor attend and advocate at these meetings.
	CEO	Partner with state government agencies to improve social conditions and liveability.	Monthly	Attendance at FNQROC & NWQROC regional meetings	CEO and Mayor attend and advocate at these meetings.
Ensure that services to the community for child care, youth hostel and aged care are provided.	DCS	Review and implement strategies for an efficient use of the 'Georgetown Hostel'	Mar-25	Current strategy review and updated	Consistent meetings held. Still undertaking negotiations around afterschool care.
	DCS	Review and implement strategies for an efficient operation of the childcare business, including after school care	Mar-25	Current strategy review and updated	Afterschool care unable to be incorporated within daycare operations. Possible improvements included increasing potential cot space and staff area in FY25/26 budget.
	DCS	Review and implement strategies for youth programs for leadership, recreation, entertainment and healthy socialization	Feb-25	Current strategy review and updated	Inclusion of under-18 representatives on the RADF Committee, ensuring young people have a voice in community arts and cultural funding decisions. Additionally, CDEO is developing a rotating youth sport program to increase recreational opportunities, alongside supporting the establishment of a local Parkrun to promote healthy socialisation and regular physical activity for all.
	DCS	Review and implement strategies for an efficient operation of programs for seniors	Jan-25	Current strategy review and updated	Regular consultation with Etheridge Cares, ensuring that community needs and feedback directly inform program delivery. Annual Seniors Day event provides opportunities for social connection, entertainment, and recognition of the valuable contributions made by older members of the community.
Construct care facilities to retain citizens in the community.	DCS	Develop plans to build aged care facilities.	Mar-25	Completion	Project currently progressing as per amended schedule
	DCS	Develop plans to build special care facilities.	Jun-25	Overall strategy developed for Consideration	No appetite. Remove from future Op Plans

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Advocate and facilitate the provision and improvement of central and remote health services.	CEO	Meet with government lobbying for health concerns, including a doctor to the region, aged care and respite and palliative care support.	Monthly	Attendance to regional meetings	Representations made regarding Georgetown Clinic and staff resources.
Advocate and facilitate for improvements in educational services to be provided within the shire	CEO	Attend Schools and meet with representatives of the school and P&Cs	Half yearly	Attendance to meetings	Relationship and ongoing contact maintained.
Advocate for sufficient policing and emergency service facilities	CEO	Meet with government representatives	Quarterly	Attendance to DDMG meetings	Representations made to Minister for Police regarding permanent officer for Georgetown, including recruitment.

Strategic Outcome: A Culturally Aware Community

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Review and update the comprehensive asset management strategy to support the monitoring, maintenance, replacement and enhancement of Council's social infrastructure	DCS	Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program for Social Infrastructure	Jun-25	Program developed and implemented	Not yet commenced. Require external opinion
Provide libraries, as learning and information centres	DCS	Review and implement strategies for library service	Jan-25	Strategy is reviewed and implemented	Georgetown library space has been renewed to allow for extended computer stations included BYOD. Free delivery service implemented to shire wide residents in all communities.
Engage with and support local arts and cultural groups.	DCS	Review and implement strategies for engaging with arts and cultural groups	Ongoing	Strategy is reviewed and implemented	RADF Program continues
Build and strengthen the Shire's identity through the support and provision of a variety of events and branding our corporate image.	DCS	Support volunteers, community groups and events	Ongoing	Community assistance policy is reviewed and implemented	FY2025 Community Assistance Grants implemented as per budget and policy.
Encourage local historians to preserve and promote local history and heritage.	DCS	Support important social milestones on appropriate anniversary dates.	Ongoing	Community calendar of events is developed and supported	CDEO provides support to the community.

Strategic Outcome: A Variety of Modern Communication Mechanisms Available for the Whole Shire

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Improve co-operation and communication with relevant stakeholders and all levels of government in the strategic planning of future community infrastructure.	DCS	Develop and maintain a current advocacy plan for the provision of telecommunication services, telemetry and media.	Ongoing	Plan is developed and Implemented	In progress
Review and update the comprehensive asset management strategy to support the maintenance, replacement and enhancement of Council's communication assets.	DCS	Maintain radio re-transmission services for Mt Surprise, Forsyth and Einasleigh.	Monthly	Services are operational	Fully operational
	DCS	Assist a commercial entity to introduce local radio services.	Jun-25	Options are considered and implemented	Currently FM radio available in all towns. 4KZ declined offer.

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Corporate Aim No. 5: Best Practice Corporate Governance and Organisational Excellence

Strategic Outcome: Council Provides Community Leadership Through Financial Sustainability and an Open and Accountable Governance

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Councillors take a leadership role in the community, serve as a role model and provide strategic direction for the continued growth and development of the region.	CEO	Review and implement Council's strategic plans	Monthly	Delegations from the monthly Council meetings	Ongoing
	CEO	Attend local and regional meetings with community, government and industry representatives	Monthly	Opportunities to attend regional meeting is given	Training and regional meeting attendance opportunities provided to councillors.
Pursue and nurture an environment of honesty and integrity in which elected members, managers and staff work together in a spirit of trust and teamwork.	CEO	Adopt appropriate governance structures and make appropriate delegations.	Sep-24	Organisational structure is reviewed	Governance review by CEO yet to commence.
	CEO	Ensure the administration of the region is governed through open and transparent decision-making and reporting processes.	Mar-25	Meetings and legislative requirements are met	Ongoing
	DCS	Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program for Corporate Assets	May-25	AMP is updated	Ongoing
	DCS	Maintain compliance with legislation, local laws, policies	Monthly	Local Laws, policies and procedures are reviewed on a regular basis for compliance	Governance improvement plan is progressing.
Actively participate in the membership of regional development and other organisations in order to achieve mutual regional priorities.	CEO	Actively participate in the regional organisations and statutory supported planning instruments	Monthly	Attendance to regional meetings	Regional Plan review continuing
	CEO	Build the Council's data analytic capability.	Apr-25	Statistical data is collected	Attendance at LGAQ for CEO briefing

Strategic Outcome: Effective Communication Between Council and the Community Across the Community

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Using appropriate media, promote civil and respectful discussion and participation in relevant issues.	CEO	Branding of Shire	Monthly	Media channel are used to promote Council operations	Website nearing GoLive
Disseminate accurate and relevant information within the organization, the community and other relevant audiences.	CEO	Review of Council communication mechanisms	Dec-25	Current communication processes are reviewed and report to Council for consideration	Not yet commenced
Review the current practice of holding consultation meetings throughout the Shire and distribution of newsletter 'Inform' to maximise effective community engagement.	CEO	Council will embrace exceptional customer service, valuing staff and promoting ethical standards of practice, supported by clear policies and strategies;	Monthly	Item is raised at every Council meeting to ensure compliance	Ongoing

Strategic Outcome: Council Operations Support Quality Service Provision and Good Governance

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Ensure the transparency of Council's financial operations and performance and promote awareness within the community of Council's financial management and other strategies.	DCS	Review and implement strategies for an efficient operation of Council administration and finances sections	Jun-25	Number of issues raised	Every opportunity taken to increase available funding opportunities.
	DCS	Review and implement strategies for an efficient operation of Council's internet and internal technology capabilities.	Jun-25	Capabilities of the system is reviewed and reported to Council	Microsoft training completed in March. Website renewal delayed to Q1 FY2026
	DCS	Review and implement a fair and equitable rating system	May-25	Review is undertaken and outcomes are reported to Council for their consideration	FY25/26 workshop completed.
Pursue opportunities for external income sources to enhance financial capacity beyond traditional methods	CEO	Review Council's strategies / operations to reduce costs to Council	Monthly	Report to Council on options of gaining additional revenue sources	Ongoing
Ensure the efficiency of procurement and stores activity.	DCS	Review and implement strategies for an efficient operation of the procurement and stores sections	Oct-24	Undertake a review of processes and if required implement an improvements	Ongoing review. Stocktake successfully completed with no material overstatement.
Ensure the efficiency of depot and engineering administration	CEO	Review and implement strategies for an efficient operation of Councils depot and engineering sections	Ongoing	Review current practices and report back to Council on possible improvements	Staff resources for depot being reviewed
	DES	Effective works program to better utilize alignments between all funding.	Fortnightly	Works programs will be updated fortnightly in Council web site	On going
Maintain a profitable fleet business and manage contractor hire arrangements.	DES	Review and implement strategies for an efficient operation of Council's Plant Fleet	Annually	AMP for Council plant and machinery is reviewed and implemented	Fleet report has been reviewed . DES is in process to develop a Fleet Asset management Plan.
	DES	utilisation of plants effectively and monitoring contractor's performance in regular basis.	Ongoing	Satisfactory Utilisation hours and project completion within the set time frame and costs	On going
	DES	Develop a Plant Replacement and upgrade schedule and maintain the operational capacity of plant.	Jun-25	An annual plant for plant replacement is presented to Council, including a 10 year replacement Program	Will be reviewed in August 2025

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Strategic Outcome: Desirable Staffing Balance that Reflects Council and Community Expectations

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Develop, review and implement a staffing strategy to the efficiency of Council operations	CEO	Review and implement strategies to increase the capacity of Council	Oct-24	As apart of the organisational review.	Recruitment prioritised as needed
Provide accountable, professional, responsible, timely and accessible services to external and internal customers that reflect the values of the organization.	DCS	Review and implement strategies to for customer services	Dec-24	The current process for customer requests and complaints is review and any outcome is presented to Council for consideration	Full version of Snap Send Solve implemented. ELT are reviewing internal policies for customer service and seeking training options.

Strategic Outcome: Council is Effective in Attracting and Retaining Qualified, Experienced and Committed Staff

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Ensure Councillors and staff are provided with relevant learning and personal development opportunities to achieve stated strategic priorities and corporate objectives.	CEO	Promote a drug free environment.	Monthly	Outcomes from testing is considered	Drug & Alcohol Policy being prepared for review
	CEO	Review and implement strategies for an efficient training and development programs	Monthly	A training needs analysis is developed	Ongoing
Implement effective HRM strategy throughout the organisation.	CEO	Review HRM practice for Council.	Dec-24	An annual review is undertaken of current practices	Ongoing
Develop and implement organisation well-being programs.	CEO	Well-being program is part of a HRM review.	Dec-24	An annual review is undertaken of current practices	Employee Assistance Program (EAP) promoted to staff
Develop and implement proactive WHS and enterprise risk strategies to reduce threats to the Council and the community.	CEO	Promote and support a safe and healthy work environment in which the importance of family and work/life balance is recognised.	Feb-25	Annual review is favourable and incidents are minimised	Enterprise Risk Management Plan identified for review.

Strategic Outcome: Council if Effective in Planning, Preparing and Responding to Natural Disasters

Strategies	Officer	Actions	Comp Date	KPI	4th Quarter
Ensure a preparedness to respond to natural disasters and other emergencies and engage in planning activities aimed at minimising the impact of such disasters on the community.	CEO	Advocate for improved weather information infrastructure in the region (stream gauge stations, rainfall gauge stations and radar).	Dec-24	Suitable weather forecasting is place.	Action Plan to be finalised at upcoming LDMG meeting
Maintain a compliant, resourced disaster management plan	CEO	Review and update disaster management plan	Dec-24	Get ready is successful	Fresh review of Disaster Plan being undertaken

