



CORPORATE PLAN 2021 - 2026

FROM THE MAYOR AND CEO

The Barcoo Shire Council's Corporate Plan (2021 – 2026) is our principal strategic planning document. The plan documents Council's and the community's measurable aspirations for a better future for our community and our organisation. The plan outlines how we will go about serving our community in a responsive, responsible and sustainable manner.

As part of Barcoo Shire Council's Corporate Plan (2021 – 2026) development, Council undertook significant community engagement using a community survey tool. The number of Barcoo Shire residents who provided responses to the survey represented 64% of the adult population of the Shire.

This provides Council with a strong level of confidence in the results of the community survey and forms the basis of this document. The plan has four distinct themes – our economy, community, environment and organisation. Council is very mindful that unless we can operate effectively and efficiently as an organisation, our efforts in attempting to improve our community's wellbeing, liveability, economy and environment will be less than optimal.

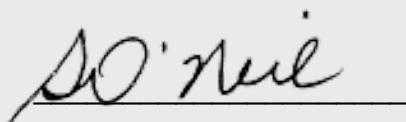
It is important to note that the plan does not document everything we do, but rather outlines Council's strategic direction. "Business as usual" activities and key business initiatives are more evident in our annual operational plans and budgets.

Council will play varying roles in achieving its strategic objectives. We have categorised these roles as: Direct (D or d); Facilitate (F or f); and Advocate (A or a). Where you see these letters in uppercase (D,F,A) associated with our strategic objectives, this means this will be Council's primary role in achieving this objective. Where you see these letters in lowercase (d,f,a), this means this will be Council's secondary or lesser role in achieving this objective.

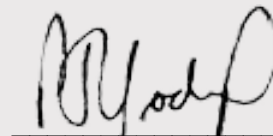
Barcoo Shire Council's Corporate Plan provides strategic direction to Councillors and staff and clearly articulates our priorities in becoming a responsive and sustainable organisation, while addressing the needs of the community. We will report annually on our performance in achieving the objectives set out in the plan through our annual report.

The Corporate Plan is a dynamic document and as such will be reviewed and modified if required to ensure it is responsive to the community's changing demands and expectations.

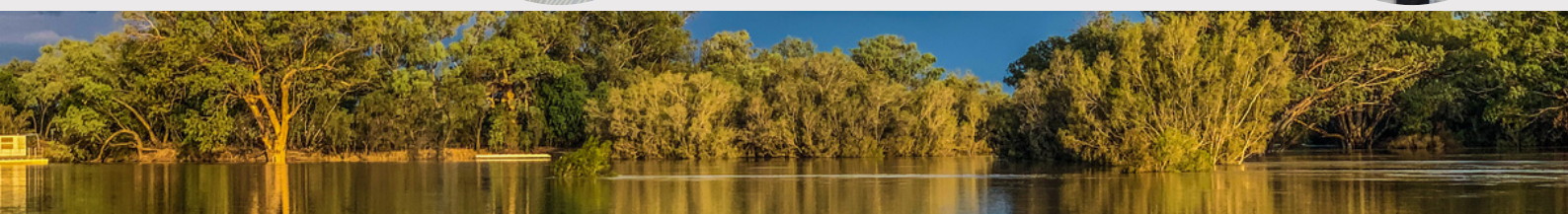
We look forward to both the opportunities and the challenges ahead of us over the next five years and we are committed to creating a better future for our community.



Sally O'Neil
Mayor



Paul Hockings
CEO



VISION

A professional organisation
creating a better future
for our community.

MISSION

To serve our community through
sustainable infrastructure
and service delivery.

VALUES

Simplicity

We will simplify things for ourselves and our community,
and focus our efforts on the things that matter most.

Transparency

We will meaningfully engage with our community in our decision-
making processes and in the delivery of our projects,
services and infrastructure.

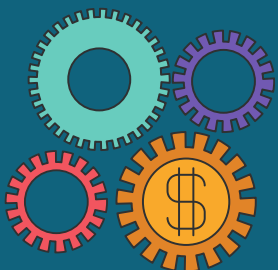
Accountability

We are all accountable for our actions, inactions,
professionalism, performance and behaviour which
will drive our culture of continuous improvement.

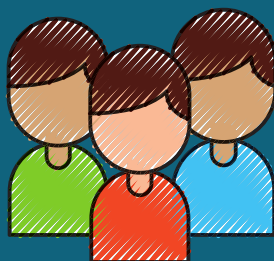
Respect

We will respect each other, our organisation,
our community and our environment.

STRATEGIC THEMES



ECONOMY



COMMUNITY



ENVIRONMENT



ORGANISATION



WHAT WE WANT TO SEE IN 2026

A strong local economy supported by an efficient and effective Council.

STRATEGIC OBJECTIVES

- Maximise macro-economic growth of the Shire (dfA)
- Maximise local business opportunities in dealing with Council (Df)
- Maximise local employment opportunities within Council (Df)
- Maximise economic impact of the shire's key industries (dFa)
- Enhance transport infrastructure (Dfa)



**HOW WE WILL
MEASURE SUCCESS**



**KEY STRATEGIES, PLANS
SERVICES AND ONGOING
ACTIVITIES THAT SUPPORT THIS
THEME**

Achieving 100% of Key Business
Initiatives in annual Operational Plans

Trended performance improvements in
biennial Council performance survey

Growth in percentage of Council's local
business spend

Procurement Policy

Transport Asset Management Plan

Outback Regional Road Transport Group -
Regional Route Hierarchy

Inland Queensland Road Network Strategy
2018 (IQRAP)

'Home Grown Employment' program

Barcoo Shire Planning Scheme 2020

Employment Resourcing Strategy

External Contracts and Recoverable Works
Strategy

COMMUNITY



WHAT WE WANT TO SEE IN 2026

An engaged, passionate and connected community effecting positive change.

STRATEGIC OBJECTIVES

- Identify and address community needs and opportunities to create positive change (Dfa)
- Meaningfully engage with the community (Df)
- Build community connectedness through community events, activities and use of public facilities (dFa)
- Develop community capacity to facilitate positive change (dFa)
- Through improved performance, enhance Council's reputation within the community (D)



HOW WE WILL MEASURE SUCCESS

Achieving 100% of key business initiatives in annual Operational Plans

Trended performance improvements in biennial Council performance survey

Number of community engagement initiatives completed

Number of community events supported by Council

Number of completed community capacity building initiatives supported by Council



KEY STRATEGIES, PLANS SERVICES AND ONGOING ACTIVITIES THAT SUPPORT THIS THEME

Community Engagement Policy and Strategy

Community Grants Policy

Arts and Culture Strategy

Sport and Recreation Strategy

Library Service Plan

Customer Service Charter

Local Disaster Management Plan

ENVIRONMENT



WHAT WE WANT TO SEE IN 2026

Responsible stakeholder partnerships respecting our natural environment.

STRATEGIC OBJECTIVES

- Enhance Rural Lands Services (dFa)
- Reduce prevalence of pest weeds and animals to enhance biosecurity outcomes (dFa)
- Improve water efficiency (Dfa)
- Environmentally compliant waste service (Dfa)
- Enhance beautification of towns and surrounding areas (dFa)



**HOW WE WILL
MEASURE SUCCESS**



**KEY STRATEGIES, PLANS
SERVICES AND ONGOING
ACTIVITIES THAT SUPPORT THIS
THEME**

Achieving 100% of key business initiatives in annual Operational Plans

Trended performance improvements in biennial Council performance survey

DES environmental authority compliance

Increased landholders' participation in Rural Lands Services' programs

CW Regional Biosecurity Plan

Local Laws

Rural Lands Service Plan

Water Asset Management Plan

Waste Management Strategy

ORGANISATION



WHAT WE WANT TO SEE IN 2026

An efficient, sustainable and professional organisation.

STRATEGIC OBJECTIVES

- Improve Council's financial sustainability (Dfa)
- Improve Council's performance as an employer (Df)
- Improve Council's governance performance (Da)
- Improve Council's internal business management performance (Df)



**HOW WE WILL
MEASURE SUCCESS**



**KEY STRATEGIES, PLANS
SERVICES AND ONGOING
ACTIVITIES THAT SUPPORT THIS
THEME**

Achieving 100% of key business initiatives in annual Operational Plans

Trended performance improvements in biennial Council internal performance survey

Trended performance improvements in biennial organisational culture and satisfaction studies

Key Financial Ratios

Lost Time Injury Frequency Rate

Project Management Framework

QTC business improvement program

Long Term Financial Forecast

Continuous Improvement Strategy

Staff performance and review planning

Council Resolution Action Register

Barcoo Shire Safety Management System

Water Services Business Plan

Waste Services Business Plan



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