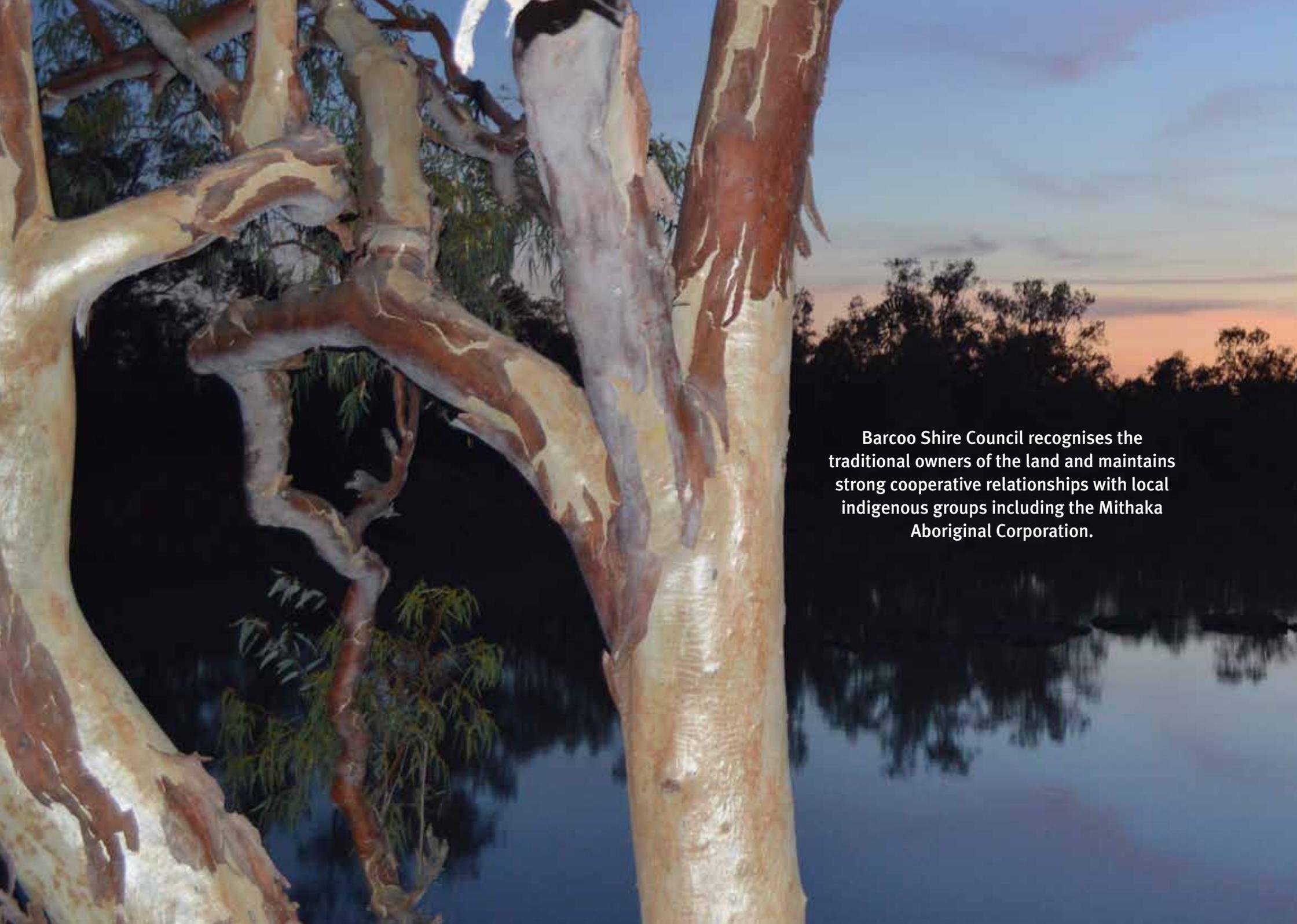




CORPORATE PLAN 2016-2021



Barcoo Shire Council recognises the traditional owners of the land and maintains strong cooperative relationships with local indigenous groups including the Mithaka Aboriginal Corporation.

Foreward

Barcoo Shire Council's driving purpose is to improve quality of life for our residents, businesses and visitors and to protect our iconic natural assets. We do this by delivering quality services and facilities, and setting a shared vision and strategy for the shire.

A corporate plan is Council's leading strategic document. The Barcoo Shire Council Corporate Plan 2016-21 presents Council's vision and mission for the next five years. It outlines our collective goals, and the strategies and measures we will use to ensure we meet them. Most importantly, it has been developed in partnership with our community. (Our consultation process and key stakeholders are outlined on page 32.

As a council, we pride ourselves on fair and responsible governance and ensuring we are transparent in how we deliver services to the community. Our corporate plan is one of the ways we provide that transparency, by setting ourselves a five-year plan, and then annually reporting our achievements in delivering on that plan (in our annual report).

The Barcoo Shire Corporate Plan 2016-2021 gives strategic direction to Councillors and staff. It provides a high level of accountability and clearly articulates Council's priorities for the Barcoo Shire community. This is a living plan. It will be regularly reviewed and revised as necessary by Council to reflect the changing needs and priorities of our community.

This corporate plan is a broad document setting out our collective vision and expectations for the next five years. It allows all residents of the shire to have input through regular community consultation and via their elected members. Together we can build on and enhance the lifestyle, health, wellbeing and prosperity of our community.

Bruce Scott
MAYOR

Robert O'Brien
CHIEF EXECUTIVE OFFICER

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Shire profile

Barcoo is a remote rural shire located in western Queensland in the heart of the Channel Country. It includes the towns of Stonehenge, Jundah and Windorah and surrounding properties, with a shire population of approximately 345 people (Australia Bureau of Statistics 2010 Census figures).

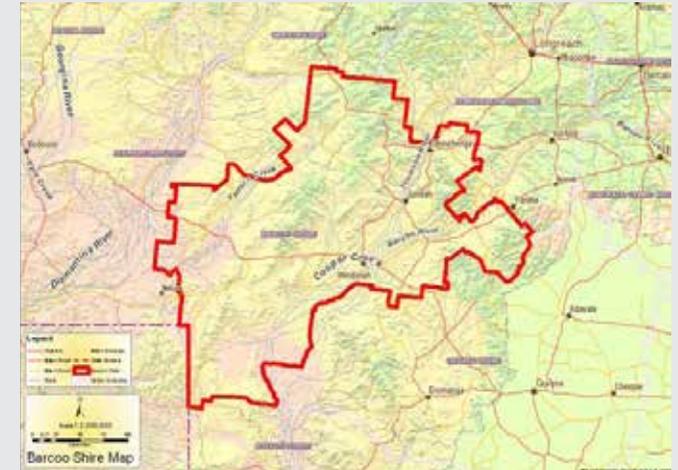
Barcoo Shire covers an expanse of 61,974 square kilometres and shares borders with Longreach Regional Council, the shires of Winton, Diamantina, Quilpie and Bulloo, and the border of South Australia.

The shire's primary river systems are the Thomson and Barcoo, which amalgamate above Windorah to become Cooper's Creek. All rivers and creeks within the shire emerge and flow southwest towards South Australia, terminating at Lake Eyre.

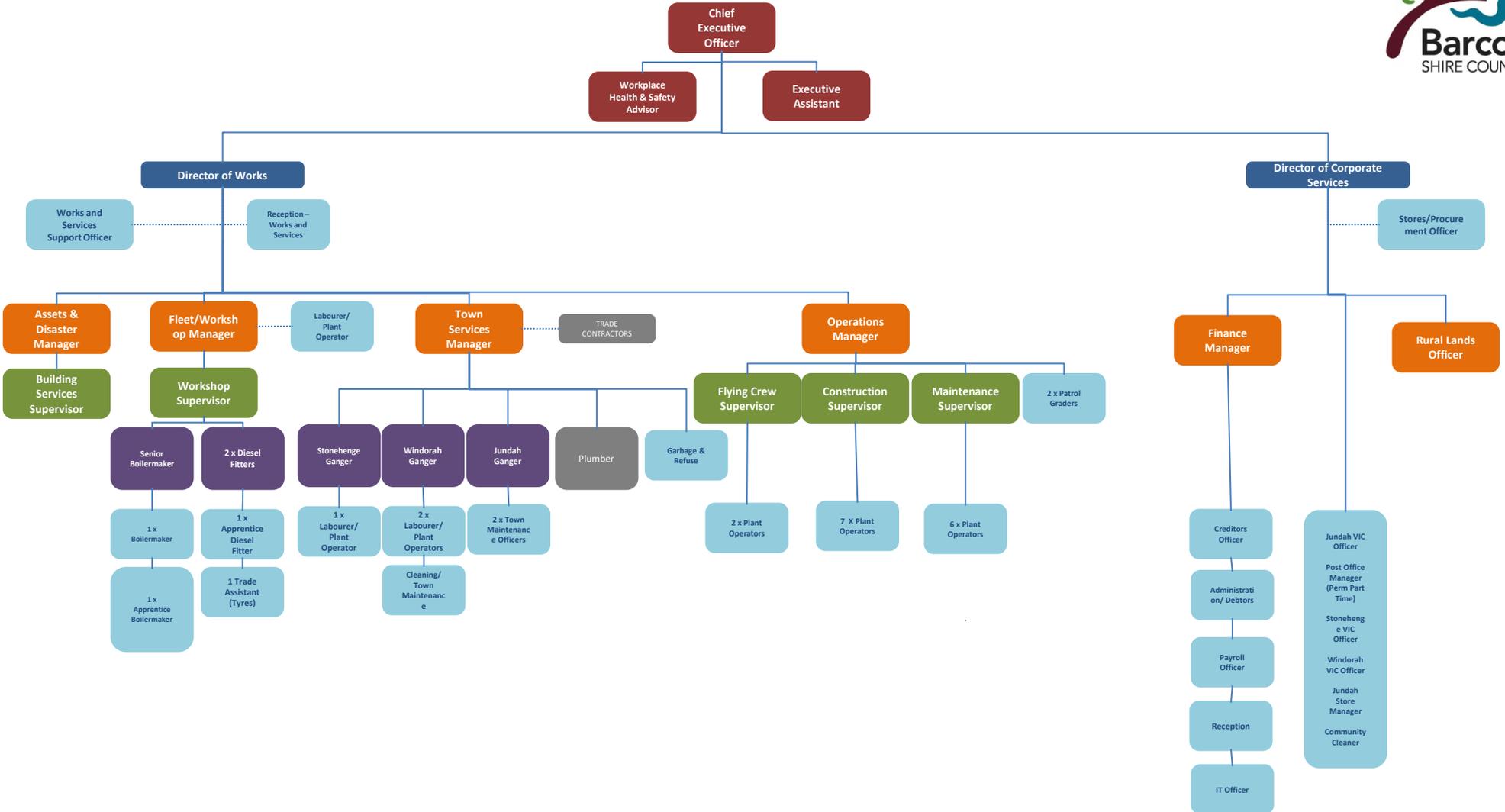
The shire's main economic output is beef production and, to a lesser extent, wood production, opal mining, earthmoving works, tourism and hospitality. Recent times have seen the discovery of reserves of oil and gas within the shire, which has led to considerable development in these industries.

Our residents say they enjoy living in the shire because of our strong sense of community, the opportunity to stand out from the crowd, low crime, quality lifestyle and wide open spaces.

Visitors to our region discover scenic lookouts, red sand dunes, spectacular wildflowers, the unique water labyrinths of the Channel Country in flood and, above all, the wonderful hospitality of the people who live here.



MAYOR AND COUNCILLORS



Our vision

Barcoo Shire: where people, lifestyle, business and the natural environment flourish

Our mission

To provide quality lifestyles for the people of our shire by:

- committing to the objectives of our corporate plan
- supporting our communities
- embracing innovation
- creating and taking advantage of opportunities
- being a leader in local government and our region.

Our priorities

In carrying out our mission, our priorities are:

- our people
- our children's future
- the wellbeing and growth of our communities
- the responsible and sustainable development of our shire
- the uniqueness of our shire and the individuality of our towns
- the integrity of our natural assets
- our cultural, social and natural history
- education and skills development
- responsible governance
- regional cooperation.

Our core values

How we accomplish our mission is as important as our mission itself. Fundamental to achieving success are the following core values:

Quality service

We value integrity and transparency.

Excellence

We value the pursuit of excellence by our management and staff.

Innovation

We value creativity and innovation as a way of improving our service.

Culture

We value maintaining a positive and respectful culture through the way our elected members, staff and community work together.

Accountability

We value the importance of being accountable to our community and to the individuals who access our services, programs and facilities.

Transparency

We value openness in our dealings and consultation with our community.

Organisational objective

We aim to be effective and efficient in what we do as an organisation, while taking into account the local government principles of:

- transparent and effective processes and decision-making in the public interest
- sustainable development and management of assets and infrastructure and delivery of effective services
- democratic representation, social inclusion and meaningful community engagement
- good governance of, and by, local government
- ethical and legal behavior of Councillors and local government employees
- ensuring legislative and regulatory requirements are being met by the organisation.

Corporate Plan

The Corporate Plan outlines Council's objectives for the current five-year period and is structured around the four key areas of Council. The Corporate Plan sets out Council's vision, mission and values as well as outlining what Council will do to progress the four key areas.

Operational Plan

Each year, Council must develop and adopt an Operational Plan, which sets out what we plan to do during the financial year towards the delivery of the Corporate Plan 2016-2021. Operational planning is closely linked to budget development. These reports are available on Council's website.

EXECUTIVE (E)

► GOVERNANCE

OBJECTIVE: To have ethical, transparent, fair and responsible governance

CODE	STRATEGY	LED BY	MEASURE
E1A	Maintain an organisational structure that is effective, efficient and financially responsible	CEO	Budget, operational plan and annual report
E1B	Establish and maintain easy-to-understand, effective and fair procedures, protocols and policies that are accessible to the community	CEO Senior officers	Adopted policies, procedures and protocols in all identified areas
E1C	Adhere to the requirements and principles for the separation of the roles of staff and Councillors	Mayor CEO	Annual staff and Councillor performance reviews
E1D	Develop and adopt a 20-year asset management plan	CEO	Complete plan adopted by 2018
E1E	Record, report on and review how corporate objectives are delivered	CEO	Quarterly reports to Council on operations and report annually to the community
E1F	Adhere to statutory and regulatory reporting requirements	Mayor CEO	As per departmental requirements
E1G	Adopt and adhere to best practice governance standards	CEO Senior officers	Governance manual developed to report against
E1H	Review local laws and related policies in line with the annual budget	CEO	Status of local laws reported to Council and reviewed
E1I	Develop a strategy that ensures Council maintains effective communication with the community and the shire's key partners and stakeholders	CEO Senior officers	Feedback from annual formal community consultation
E1J	Establish advisory committees for key function areas	Councillors Senior officers	Committees are established

► SHIRE PLANNING

OBJECTIVE: To have a shire planning scheme which meets and is relevant to community needs

CODE	STRATEGY	LED BY	MEASURE
E2A	Review the planning scheme in accordance with the requirements of the <i>Planning Act 2016</i>	CEO Consulting town planner	Relevance of current Barcoo Shire Town Plan
E2B	Investigate and develop a simplified planning scheme for a rural and remote council in association with the Department of Infrastructure, Local Government and Planning (DILGP).	CEO Senior officers DILGP	Adopted Barcoo Shire Town Plan

► REGIONAL COOPERATION

OBJECTIVE: Barcoo Shire maintains relationships and memberships of all regional organisations and bodies through active and open collaboration, cooperation and coordination

CODE	STRATEGY	LED BY	MEASURE
E3A	Investigate and participate in resource sharing opportunities	Mayor CEO Senior officers	The number of opportunities where resources have been shared
E3B	Ensure terms of reference are clear for organisations of which Council is a member and that each promotes good governance practices	CEO Senior officers	All relevant organisations have clear terms of reference
E3C	Continue to work with representative organisations to promote regionally appropriate public policy, innovation and economic opportunities	Mayor CEO	Positive, identified regional outcomes
E3D	Recognise the strength in regional advocacy to benefit both the region and the shire	Mayor CEO	Value of advocacy opportunities and outcomes
E3E	Collaborate and cooperate with peak bodies	Mayor CEO Senior officers	Positive feedback and outcomes

► EMERGENCY SERVICES

OBJECTIVE: To prepare and protect the community before, during and after times of emergency or natural disaster

CODE	STRATEGY	LED BY	MEASURE
E4A	Maintain a current Local Disaster Management Plan	Chair of Local Disaster Management Group Local District Coordinator Emergency Management Coordinator	Annual Disaster Management Plan assessment process and audits by the Inspector General Emergency Management
E4B	Support and provide funding to shire emergency services groups	CEO	Budget allocation to identified groups
E4C	Encourage and support emergency, police and health services to co-locate in our three communities where possible	Mayor CEO	Cross-agency agreements with Queensland Government
E4D	Review the Local Disaster Management Plan	Chair of Local Disaster Management Group Local District Coordinator Emergency Management Coordinator	Annual review
E4E	Maintain an Airport Emergency Plan for the Windorah Airport	Quality Systems Support Officer Director of Works	Annual audit and exercise Civil Aviation Safety Authority standards are met
E4F	Promote recruitment of volunteers to the Rural Fire Service and State Emergency Services	Brigade Training Support Officer Area Director Emergency Management Queensland Local Controller	Numbers of new members recruited
E4G	Provide ongoing training for all emergency services members	CEO Senior officers	Training register kept current

CORPORATE SERVICES (CS)

► ORGANISATIONAL ADMINISTRATION

OBJECTIVE: To provide effective administration services to Council

CODE	STRATEGY	LED BY	MEASURE
CS1A	Provide adequate resources for effective administration	CEO Director Corporate Services	Staff Satisfaction Survey Staff retention
CS1B	Ensure adequate administrative systems are in place to enable appropriate and efficient governance, processes and procedures in line with Council policies	CEO Director Corporate Services	Staff Satisfaction Survey Community Satisfaction Survey Reports to Council on improved efficiency
CS1C	Establish advisory committee to support effective administration services, human resources and consistent governance within Corporate Services	CEO Director Corporate Services	Standing committee established
CS1D	Develop a corporate style guide to improve consistency across all Council communications, including shire signage	Director Corporate Services	Corporate style guide adopted

► INFORMATION MANAGEMENT

OBJECTIVE: To ensure best practice in the management of Council's and public information

CODE	STRATEGY	LED BY	MEASURE
CS2A	Provide an accurate records management system that is well maintained	CEO Director Corporate Services	Easily accessible information
CS2B	Develop, document, implement and review appropriate information management policies and procedures	CEO Director Corporate Services	Information policies and procedures adopted
CS2C	Manage and preserve Council's historical data, corporate knowledge, information and records	CEO Director Corporate Services	Effective access to historical Council data
CS2D	Implement an internal and external reporting/complaints management system to better manage community and staff expectations and requirements	Council Senior officers	Community Satisfaction Survey System statistics Annual report
CS2E	Manage and maintain Council's digital communications (website, social media and email contact list)	Director Corporate Services	Correct, precise and up-to-date communications information readily available Community Satisfaction Survey

► STAFF MANAGEMENT

OBJECTIVE: To foster a workforce that is listened to, respected, well resourced, given opportunities to thrive, and is highly skilled

CODE	STRATEGY	LED BY	MEASURE
CS3A	Implement human resource management policies and processes that reflect the needs, culture and values of the organisation	CEO Director Corporate Services	Staff Satisfaction Survey Staff retention
CS3B	Create an environment for career pathways and multi-skilling opportunities, with a focus on enhancing local employment	CEO Senior officers	Staff retention Training provided to staff Succession planning in place
CS3C	Strive to be an equal opportunity employer and employer of choice	CEO Elected members and senior officers	Diverse, skilled workforce Low job vacancies and turnaround times
CS3D	Ensure regular two-way communication between staff and management regarding job satisfaction and performance to determine organisational, professional and personal needs	CEO Elected members and senior officers	Annual performance review Staff Satisfaction Survey Regular formal and informal communication with staff
CS3D	Continue association with a registered health provider to support the Employee Assistance Program	CEO Elected members and senior officers	Employee Assistance Program continued Quarterly report to CEO/Director Corporate Services from Employee Assistance Program
CS3E	Continue with open and fair enterprise bargaining negotiations with a view to creating a single agreement that provides parity across all Council staff	CEO Enterprise Bargaining Team Director Corporate Services Unions	An executed enterprise bargaining agreement, covering all parties concerned

► COUNCIL FINANCIAL SUSTAINABILITY

OBJECTIVE: to have responsible financial management focused on growing the community's wealth and Council's fiscal capacity

CODE	STRATEGY	LED BY	MEASURE
CS4A	Capitalise on external revenue sources to benefit and enhance the shire	CEO	Monthly and annual financial statements
CS4B	Implement effective asset management plans and associated financial strategies to replace assets and account for depreciation	CEO Director of Works	Total asset management plans adopted and integrated into Council's financial system
CS4C	Manage revenue collection from rates, fees, charges and internal sources efficiently and effectively	Consultant	Monthly and annual financial statements
CS4D	Continue to levy rates and charges in a responsible, fair and equitable manner	CEO Elected members and senior officers	Formal complaints (via Council's complaints process) Community Satisfaction Survey

COMMUNITY AND DEVELOPMENT (CD)

► COMMUNITY SPIRIT

OBJECTIVE: To have vibrant, positive and sustainable communities

CODE	STRATEGY	LED BY	MEASURE
CD1A	Identify the needs of and opportunities available in each community through annual meetings and regular consultation with community groups	CEO Elected members and senior officers Community groups	Community Satisfaction Survey
CD1B	Support current and new community groups and activities, and their infrastructure requirements	CEO Elected members and senior officers Community Information Officers	Number of successful grant applications Council sponsorship of local events and activities
CD1C	Encourage and foster social cohesion between Council and the community	CEO Elected members and senior officers	Community Satisfaction Survey
CD1D	Ensure Council staff and elected members lead by example to promote a cohesive and respectful culture and strong community values	All staff and elected members	Community Satisfaction Survey

► DEVELOPMENT

OBJECTIVE: To promote and enhance economically viable, environmentally sustainable and socially responsible development in the shire

CODE	STRATEGY	LED BY	MEASURE
CD2A	Apply the principles of economic viability, environmental sustainability and social responsibility to development approvals	CEO	Completed development approvals
CD2B	Identify current and future development needs, including retail, fuel and accommodation outlets	CEO Elected members and senior officers	Feedback via Visitor Information Centres Number of new developments in the shire
CD2C	Facilitate appropriate infrastructure development to support tourism growth, including accommodation, food and fuel facilities, where there is private sector failure	CEO Elected members and senior officers	Infrastructure completed in line with budget allocation and external funding
CD2D	Construct a new Jundah General Store that is economically viable, environmentally sustainable and socially responsible which can provide basic food, chemist and fuel services to the Jundah community	CEO Elected members and senior officers	Infrastructure completed in line with budget allocation and external funding
CD2E	Continue to maintain a road transport network that supports tourism, agriculture and resources sectors in the shire	CEO Elected members and senior officers	Industry consultation and feedback
CD2F	Support appropriate new and existing industry development through provision of land, waivers and general administrative support	CEO	Policy to support economic development is adopted
CD2G	Identify private commercial opportunities	CEO Elected members and senior officers	Policy to support economic development is adopted

► MULTIPLE CENTRES

OBJECTIVE: To embrace the uniqueness of each town and build on their strengths

CODE	STRATEGY	LED BY	MEASURE
CD3A	Strengthen the unique identity aspects of each town	CEO Elected members and senior officers Community groups	New simplified planning scheme that encourages the uniqueness of the three towns
CD3B	Provide and maintain equitable services and facilities to each community	CEO Elected members and senior officers Community groups	Community Feedback Survey
CD3C	Advocate for essential Australian and Queensland Government services to be retained and/or provided	CEO Elected members and senior officers	State and federal services retained

► SHIRE PROMOTION AND TOURISM

OBJECTIVE: To promote and develop Barcoo Shire as a unique destination and to manage tourism in a sustainable manner

CODE	STRATEGY	LED BY	MEASURE
CD4A	Expand the shire's involvement in regional tourism promotion	Director Corporate Services Visitor Information Centres	Statistics collected through Visitor Information Centres Annual report
CD4B	Maintain and build tourism-based opportunities and networks for joint marketing and promotion across the central west through the Remote Area Planning and Development (RAPAD) Board	Mayor CEO	Regional Tourism Coordinator position at RAPAD created Annual Report
CD4C	Maintain links with Outback Queensland Tourism Association and Tourism Queensland to promote and market the shire to visitors	Director Corporate Services Visitor Information Centres	Maintain memberships, meeting attendance and representation at trade shows and other tourism events Annual Report
CD4D	Develop alliances with local indigenous groups, in particular the Mithaka Aboriginal Cooperation, to identify and deliver tourism opportunities	Elected representatives CEO	Develop formal MOU with Mithaka Aboriginal Cooperation Annual report
CD4E	Continue to promote the shire in line with the Barcoo Shire Tourism Strategy	Director Corporate Services Visitor Information Centres	Statistics collected via Visitor Information Centres Social and digital media feedback Annual report
CD4F	Establish advisory committee to help promote and develop the shire as a unique destination, and manage tourism, events and community development	Director Corporate Services Visitor Information Centres	Standing committee established

► ELECTRICITY SERVICES AND INFRASTRUCTURE

OBJECTIVE: To have electricity infrastructure that meets shire residents' needs

CODE	STRATEGY	LED BY	MEASURE
CD5A	Identify electricity infrastructure opportunities and seek policy amendments that provide equity in electricity services for shire residents	Council CEO	Opportunities identified and policy amendments made
CD5B	Build relationships with Ergon Energy and appropriate Queensland Government bodies and private companies	Council CEO	Number of meetings and interactions with Ergon Energy
CD5C	Investigate renewable energy opportunities, particularly the installation of solar panels and geothermal opportunities	Council CEO	Opportunities identified Annual report

► TRANSPORT SERVICES

OBJECTIVE: To maintain public transport facilities and services in the shire

CODE	STRATEGY	LED BY	MEASURE
CD6A	Investigate subsidies, assistance and options available to sustain public transport	CEO	Subsidies identified and secured Current vehicles maintained
CD6B	Provide and maintain community transport vehicles suitable for school children and social outings	Plant and Workshop Manager Visitor Information Centres	Community transport vehicles available
CD6C	Encourage the Queensland Government to continue to subsidise Western Route 2 regular passenger transport service to Windorah, with the current scheduling and aircraft seating capacity	Mayor CEO	Current service continues at existing standard or above
CD6D	Construct appropriate aircraft maintenance and storage hangar at the Windorah Airport	CEO	Project complete

► TELECOMMUNICATIONS SERVICES AND INFRASTRUCTURE

OBJECTIVE: To have the standard of telecommunications services and infrastructure available to metropolitan Australia

CODE	STRATEGY	LED BY	MEASURE
CD7A	Advocate to Australian and Queensland Government and telecommunication carriers to continually improve telecommunications services available in the shire	Mayor	Growth in services
CD7B	Advocate to the Australian Government to continue the telecommunications Universal Service Obligation (USO) for regional areas	CEO Elected members and senior officers	Current service standards continue
CD7C	Advocate to the Australian Government to provide terrestrial fixed voice services to rural properties and industrial sites	Mayor CEO	Current services continue or improve
CD7D	Encourage the Remote Area Planning and Development (RAPAD) Board to proactively promote equity in telecommunications infrastructure and services across the whole central west region	Mayor RAPAD	Number of submissions by RAPAD Representation achieved
CD7E	Continue to maintain and upgrade the UHF network	CEO Elected members and senior officers Director of Works	Service continues to operate

► TECHNOLOGY AND INNOVATION

OBJECTIVE: For shire residents to benefit from advancements in technology and innovation

CODE	STRATEGY	LED BY	MEASURE
CD8A	Explore new technologies and innovative ideas which may be of benefit to the shire including: <ul style="list-style-type: none"> • Council operations • smart city/smart community ideas 	CEO All staff Community groups	Innovative and new technology adopted and opportunities identified
CD8B	Help develop community awareness of new technologies and digital applications	Visitor Information Centres	Number of training and information awareness sessions held in the community Number of articles in community newsletter
CD8C	Promote and explore the use of modern technologies to create employment opportunities and workplace flexibility	CEO Telstra Local Government Association of Queensland	Number of employment opportunities created Increased job satisfaction through flexible working arrangements Broader employment base within shire
CD8D	Explore and implement modern technology to monitor weather events	CEO	Additional facilities/devices installed
CD8E	Enable wider education and training opportunities through the use of higher bandwidth services	CEO Visitor Information Centres Workplace Health and Safety Officer	Number of training opportunities available to the community
CD8F	Explore and implement modern technology to manage natural disasters, with a specific focus on alerts and relevant information	Visitor Information Centres Local Disaster Management Group	Procedures and systems implemented

► EDUCATION

OBJECTIVE: To help develop community education and training opportunities in the shire

Code	Strategy	Led by	MEASURE
CD9A	Continue to fund the Barcoo Shire Bursary	Community Cultural Tourism Supervisor	Funding awarded
CD9B	Support shire schools and distance education families, and help provide resources as necessary	CEO Elected members and senior officers	Resources and services identified Annual report
CD9C	Ensure local residents have access to Council training opportunities	CEO Workplace Health and Safety Officer Visitor Information Centres	Residents attend identified training programs
CD9D	Help provide trainers and educators to meet identified community needs	CEO Visitor Information Centres	Report outlining relevant training provided to Council

► LOCAL EMPLOYMENT

OBJECTIVE: To increase employment opportunities and options in the shire

CODE	STRATEGY	LED BY	MEASURE
CD10A	Promote community awareness of employment opportunities and options available in the shire	Director Corporate Services Director of Works	Job opportunities advertised in line with Council's communication strategy
CD10B	Seek funding for projects that create employment in the shire	CEO	Funding applications successful and employment opportunities created
CD10C	Investigate funding options and provide local opportunities in vocational training and apprenticeships	CEO Director Corporate Services Director of Works	Funding applications successful and positions created
CD10D	Partner with TAFE and tertiary providers to host graduates with practical, on-the-job experience	CEO Director Corporate Services Director of Works	Number of placements per year

► ACCOMMODATION

OBJECTIVE: To help staff, residents and visitors access to good quality accommodation

CODE	STRATEGY	LED BY	MEASURE
CD11A	Encourage, support and facilitate the sale of identified Council houses to existing tenants and general public	CEO Elected members and senior officers	Increased sales of Council housing
CD11B	Continue to make residential land available	CEO Elected members and senior officers	Sale of residential land
CD11C	Provide a standard of employee housing that encourages a stable workforce	CEO Elected members and senior officers	Reduced staff turnover
CD11D	Provide short term accommodation for visiting professionals and tourism needs	CEO Elected members and senior officers	Increased overnight stays
CD11E	Construct at least one new house per year for staff that suits a family, is energy efficient and low maintenance	CEO Elected members and senior officers Director of Works	Four houses constructed in the next four years

► COMMUNITY HEALTH

OBJECTIVE: To advocate for a high standard of health services and facilities

CODE	STRATEGY	LED BY	MEASURE
CD12A	Advocate for appropriate community health needs and expectations to services providers	Mayor	Regular contact with health service providers
CD12B	Facilitate programs that address community health problems and issues, including chronic disease management, healthy minds and healthy lifestyles	Director Corporate Services Dr Lisa Patterson Kane	Improved health statistics
CD12C	Enable better health and aging outcomes through the use of technology	CEO Elected members and senior officers	Improved health statistics
CD12D	Use regional networks to improve health outcomes	Mayor CEO	Regular contact with regional bodies

► SPORT AND RECREATION

OBJECTIVE: To expand and diversify sporting and recreational facilities and opportunities in the shire

Code	Strategy	Led by	Measure
CD13A	Review, update and implement a Sport and Recreation Development Plan	CEO Community, Cultural, Tourism Supervisor	Updated Sport and Recreation Development Plan
CD13B	Seek funding opportunities as identified in the Sport and Recreation Development Plan for facility development	CEO	Funding applications successful
CD13C	Seek funding opportunities as identified in the Sport and Recreation Development Plan for programs and equipment	CEO	Funding applications successful
CD13D	Investigate options to develop the shire's natural assets for recreation purposes, including private enterprise partnerships	Visitor Information Centres Community groups	Natural assets successfully developed for recreation purposes
CD14E	Investigate options to develop community swimming pools in Stonehenge and Windorah	CEO	Funding application successful

► CULTURAL AND NATURAL HERITAGE

OBJECTIVE: To acknowledge and preserve the diverse cultural and natural heritage of Barcoo Shire

CODE	STRATEGY	LED BY	MEASURE
CD14A	Identify cultural and natural heritage assets of the shire	Visitor Information Centres Community groups and landholders Mithaka Aboriginal Corporation Desert Channels Queensland (DCQ)	Cultural and natural heritage assets are mapped
CD14B	Conserve the cultural heritage assets of the shire	CEO, elected members and senior officers Mithaka Aboriginal Corporation Community groups	Conservation strategy in place
CD14C	Work with local indigenous groups Mithaka to identify and preserve significant sites	CEO, elected members and senior officers Mithaka Aboriginal Corporation	Significant sites are identified and preserved

CODE	STRATEGY	LED BY	MEASURE
CD14D	Work with local indigenous groups Mithaka and universities with natural history faculties to develop a Channel Country interpretation centre	CEO, elected members and senior officers Mithaka Aboriginal Corporation	A concept and associated business plan for Channel Country interpretation centre is created with identified partners

► ARTS AND CULTURAL DEVELOPMENT

OBJECTIVE: To expand and diversify arts and cultural facilities and opportunities in the shire

CODE	STRATEGY	LED BY	MEASURE
CD15A	Seek grants for arts and cultural activities and facility development	Community, Cultural and Tourism Supervisor Director Corporate Services	Number of successful grants
CD15B	Work collaboratively with regional organisations such as Red Ridge and CICADAS to identify opportunities and funding to progress arts and cultural development in the shire	Community, Cultural and Tourism Supervisor Director Corporate Services	Successful collaboration opportunities with regional organisations
CD15C	Support Regional Arts Development Fund (RADF) initiatives	Community, Cultural and Tourism Supervisor Director Corporate Services RADF Committee	Bid process and outcomes successful in line with RADF criteria

► LAW AND ORDER

OBJECTIVE: To have adequate resources within the shire to maintain law and order

CODE	STRATEGY	LED BY	MEASURE
CD16A	Advocate to the Queensland Government to ensure adequate police resources are available, as required, in association with the District Inspector	Mayor	Police service levels are maintained
CD16B	Support initiatives and training in the responsible service of alcohol for public events	CEO Elected members and senior officers	Training provided and compliance with liquor licence conditions achieved

WORKS AND SERVICES (WS)

► WORKS OPERATIONS

OBJECTIVE: To have a works operation that is capable of delivering a broad range of civil engineering works to a high and cost effective standard

CODE	STRATEGY	LED BY	MEASURE
WS1A	Attract and retain a highly skilled workforce and provide appropriate resources to complete a range of works	Manager Operational Works Director of Works	Staff retained Annual works completed and reported quarterly Annual report
WS1B	Create an environment for career pathways and multi-skilling opportunities, with a focus on enhancing local employment	Manager Operational Works Director of Works	Staff retained Training provided to staff Succession planning in place
WS1C	Continue to invest in a modern, safe and well maintained plant fleet that meets its operational and work requirements	CEO Elected members and senior officers Fleet Workshop Manager Manager Operational Works	Plant replacement schedule adopted Plant and fleet audit (using plant assessor program)
WS1D	Maintain a 10-year plant replacement program consistent with Council's plant replacement policy	CEO Elected members and senior officers Fleet Workshop Manager	Current plant replacement policy reviewed and adopted Age and use of plant reported to Council monthly
WS1E	Provide a high standard of camp accommodation for operational works staff that encourages a safe and comfortable work environment	CEO Elected members Director of Works	Retention of workforce
WS1F	Continue to provide camp television, phone and internet communication (work, social and emergency) and health and wellbeing recreational opportunities	CEO Elected members and senior officers Manager Operational Works Workplace Health and Safety Officer	Staff Satisfaction Survey
WS1G	Establish and maintain a Works and Services Committee	CEO Elected members	

► ROAD INFRASTRUCTURE

OBJECTIVE: To have road infrastructure that meets community and industry needs

CODE	STRATEGY	LED BY	MEASURE
WS2A	Maintain a shire and state road infrastructure plan that identifies a 3-5 year schedule of designed projects	Mayor CEO Director of Works Outback Regional Roads and Transport Group	3-5 year schedule of designed projects adopted under the Outback Regional Roads and Transport Group recommendations
WS2B	Build relationships with appropriate Australian and Queensland Government departments, ministers, IQ-RAP and Regional Development Australia bodies	Mayor CEO Elected members and senior officers	Membership, submissions, deputations and meetings
WS2C	Maintain involvement in the Outback Regional Roads and Transport Group	Mayor CEO Director of Works	Continued membership and participation
WS2D	Advocate on behalf of the community or region to Australian and Queensland Governments regarding transport and roads matters	Mayor	Deputations and meetings
WS2E	Improve the flood immunity of shire road network	CEO Elected members Director of Works	Flood immunity improved
WS2F	Provide wide seal and kerb and channelling to all town streets within four years	CEO Elected members Director of Works	Monthly, quarterly and annual reporting
WS2G	Identify and respond to road-related funding opportunities	Mayor CEO Director of Works	Funding opportunities identified and applications submitted
WS2H	Develop a strategy to identify, design and seal priority sections of the state and local road networks	CEO Elected members Director of Works	Strategy complete

► COMMUNITY INFRASTRUCTURE

OBJECTIVE: To responsibly provide low maintenance and long life community infrastructure that meets community requirements

CODE	STRATEGY	LED BY	MEASURE
WS3A	Develop a shire and community infrastructure plan that identifies a 3-5 year schedule of designed projects	CEO Elected members and senior officers Community groups	3-5 year schedule of designed projects adopted Projects successfully delivered
WS3B	Advocate on behalf of the community as required	Mayor CEO	Deputations, submissions and meetings
WS3C	Identify and respond to community infrastructure funding opportunities	Mayor CEO Community Groups	Funding opportunities identified and applications submitted
WS3D	Provide aerodrome facilities that satisfy both regular public transport (RPT) and The Royal Flying Doctor Service (RFDS) requirements in each identified centre	CEO Director of Works	Registration of aerodromes
WS3E	Identify an extended maintenance and upgrade program that aids in keeping the facilities at the required standards	CEO Director of Works	Extended life of facilities

► WATER SUPPLY

OBJECTIVE: To have a safe and reliable water supply in each community

CODE	STRATEGY	LED BY	MEASURE
WS4A	Manage water supply schemes in accordance with Council's Total Management Plan and implement water use restriction trigger point signage	Director of Works Outback Regional Water Group	Replacement and maintenance undertaken as per Council's Total Management Plan Water use restriction trigger point signage installed
WS4B	Continue community education on responsible water usage	Director of Works Community & Tourism Manager	Notices included in water-related Council communication Consistent messaging delivered in Council water-related communications
WS4C	Provide safe and reliable potable water supplies in accordance with the Australian Drinking Water Standards	Director of Works	Shire water meets the Australian Drinking Water Standards
WS4D	Continue to collaborate regionally through membership of the Outback Regional Water Group	Mayor CEO Director of Works Outback Regional Water Alliance	Outback Regional Water Group membership continued Water supply savings and innovation identified
WS4E	Consider alternative water pricing measures based on responsible water use	Council CEO Director of Works	Monthly report to Council
WS4F	Research smart technology to help monitor demand management and water usage	CEO Elected members and senior officers Director of Works	Monthly report to Council
WS4G	Ensure the community's water security needs are met by continuing to monitor the shire's highly variable climate and lack of capacity in water storages and natural water holes	CEO Elected members and senior officers Director of Works Outback Regional Water Group Queensland Water Directorate	Water usage and storage levels monitored and reported
WS4H	Revisit previous planning reports on common effluent disposal systems in all three communities in response to the high volume of tourists and other visitors	CEO Elected members and senior officers Director of Works	Monthly report to Council

► PARKS AND GARDENS

OBJECTIVE: To have parks, gardens and streetscapes that are well planned and complement the individuality of each community

CODE	STRATEGY	LED BY	MEASURE
WS5A	Continue to conduct community consultation to guide development of parks, gardens and streetscape needs	CEO Elected members and senior officers Visitor Information Centres	Community responses and feedback
WS5B	Seek funding to develop a plan for the staged development of parks, gardens and streetscapes using low maintenance and water efficient plant species and designs, taking into account the individuality of each community	CEO Elected members and senior officers Community groups	Plan adopted

► ENVIRONMENTAL HEALTH

OBJECTIVE: To ensure that a high standard of environmental health is maintained in the community

CODE	STRATEGY	LED BY	MEASURE
WS6A	Continue to engage an appropriately qualified environmental health officer	CEO	Environmental Health Officer appointed/contracted
WS6B	Provide services that maintain the environmental integrity of public land, including waste removal, garbage disposal and wash down bays	Town Services Manager	Waste regularly removed and landfill site effectively managed <i>Environmental Protection Act 1994</i> licencing standard met
WS6C	Promote and help maintain the clean appearance of the towns	Town Services Manager	Community programs (Clean Up Australia Day, kerbside collection and regular garbage removal) delivered Community consultation and feedback
WS6D	Provide, where necessary, information, education and training regarding public health issues and compliance	CEO Elected members and senior officers Environmental Health Officer	Number of notices and level of compliance
WS6E	Provide, where necessary, measures to eradicate vermin and insect epidemics	CEO Elected members and senior officers Environmental Health Officer	Public health risk reduced

LAND, WATER AND ANIMAL MANAGEMENT (LWAM)

► LAND, WATER AND VEGETATION MANAGEMENT

OBJECTIVE: To be aware of legislation that impacts land, water and vegetation management

CODE	STRATEGY	LED BY	MEASURE
LAM1A	Monitor and respond to ongoing requirements and changes to legislation	CEO Rural Lands Officer	Legislative changes and notification monitored and responded to as necessary
LAM1B	Make representations regarding land use management issues on behalf of shire residents, as required	Mayor CEO	Number of deputations, meetings and submissions
LAM1C	Seek regional cooperation, where appropriate, to comment on and endeavour to influence legislation for the benefit of the central west region	Mayor CEO	Responses provided when required
LAM1D	Continue active involvement in government committees related to land, water and vegetation management	Mayor CEO Councillors	Memberships continued

► STOCK ROUTES AND RURAL LANDS

OBJECTIVE: To have stock routes, public lands and pastoral leases that are responsibly and sustainably maintained

CODE	STRATEGY	LED BY	MEASURE
LAM2A	Manage noxious weeds, pest animals (in particular wild dogs/feral pigs) and disease in the shire in accordance with the Shire Pest Management Plan	Rural Lands Officer Land and Animal Management Committee	Noxious weeds, pest animals (wild dogs/feral pigs) reduced The shire remains disease free
LAM2B	Cooperate with neighbouring shires to control and manage stock movement and the spread of noxious weeds on stock routes in the shire	Rural Lands Officer Land, Water and Animal Management Committee	Attendance at Shire Rural Lands Officers Group meetings
LAM2C	Participate in Shire Rural Lands Officers Group initiatives	Rural Lands Officer	Attendance at meetings and activities
LAM2D	Establish advisory committee for Land, Water and Animal Management	Councillors Rural Lands Officer	Standing committee established
LAM2E	Seek regional cooperation to establish stronger compliance measure to control pest plants and animals.	Mayor CEO	Deputations, meetings and submissions
LAM2F	Continue membership of the Central West Regional Pest Management Group and Technical Committee	Mayor CEO	Membership continued

► TOWN COMMONS AND RESERVES

OBJECTIVE: To maintain the environmental integrity of town commons and reserves

CODE	STRATEGY	LED BY	MEASURE
LAM3A	Review the Town Commons and Reserves Management Plan	CEO Elected members and senior officers Rural Lands Officer	Town Commons and Reserves Management Plan adopted
LAM3B	Manage the use of town commons and reserves in accordance with Town Commons and Reserves Management Plan	CEO Elected members and senior officers Rural Lands Officer Land, Water and Animal Management Committee	Rural Lands Officer mostly reports to Council
LAM3C	Provide recommendations via the advisory committee for Land and Animal Management on the management of town commons and reserves	Rural Lands Officer Land, Water and Animal Management Committee	Minutes and recommendations provided to Council

► CATCHMENT MANAGEMENT

OBJECTIVE: To maintain the environmental integrity of the Lake Eyre Basin

Code	Strategy	Led by	Measure
LAM4A	Work closely with and support Desert Channels Queensland on natural resource management issues	CEO Elected members and senior officers	Cooperation on catchment management issues
LAM4B	Control noxious weeds, pest animals (in particular wild dogs/feral pigs) and disease in accordance with the Central West Regional Pest Management Plan	Mayor CEO Rural Lands Officer	Noxious weeds and pest animals (in particular wild dogs/feral pigs) reduced
LAM4C	Proactively comment on policy and legislation affecting catchment management	CEO Elected members and senior officers	Deputations, meetings and submissions

Participating lead agencies

Council will work collaboratively with a number of lead agencies and key partners to deliver this corporate plan, including (but not limited to):

- other shires in central western Queensland
- Remote Area Planning and Development Board (RAPAD)
- Queensland Government agencies, especially:
 - Department of Transport and Main Roads
 - Queensland Health
 - Department of Education and Training
 - Tourism Queensland
 - Department of Police, Fire and Emergency Services
 - Department of Natural Resources and Mines
 - Department of Infrastructure, Local Government and Planning
- Local Government Association of Queensland (LGAQ)
- Regional Development Australia – Fitzroy Central West
- Desert Channels Queensland
- Mithaka Aboriginal Corporation
- Red Ridge
- Outback Regional Roads and Transport Group
- private enterprise e.g. Ergon Energy, Telstra
- Outback Regional Water Group
- Rural Lands Officers Group
- Central West Regional Pest Management Group and Technical Committee
- local progress associations
- sporting and community groups
- mining companies.

Consultation process

An independent consultant was appointed to engage with our community in developing the draft corporate plan.

The consultant:

- designed the consultation process
- delivered and managed community consultation
- collaborated with Council to develop the draft
- wrote draft reports.

Councillors and staff participated actively in all steps inclusive community consultation process.

Consultation methods included:

- 23 semi structured telephone interviews
- an online survey
- a hard copy survey for those with no or limited internet access
- regular consultation and planning meetings with Council
- town hall consultation meetings in Windorah, Jundah and Stonehenge that included a voting process to prioritise key actions (all Councillors and some staff attended at least one community consultation meeting – some all three – to listen and participate).

All feedback was considered and helped shape this draft Barcoo Shire Corporate Plan 2016-2021, ensuring it reflects our community's needs and aspirations.