

# CLONCURRY SHIRE COUNCIL

Operational Plan

2025-2026





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## Introduction

### Purpose of the Operational Plan

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

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

- Corporate Plan 2021-26 incorporating community engagement.
- Long-term asset management plan and long-term financial forecast.
- 2024-25 annual budget and annual Operational Plan.

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

### How we manage risk

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

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



## 1. INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE

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

|  | <b>INVESTMENT PRIORITIES</b><br>Liveable Communities<br>Active Lifestyles<br>Strong Service Network                                                                                                                                                                                         |                                                                                                                                                | <b>HOW OUR COMMUNITY ASSISTS</b><br>Volunteering<br>Active Participation |
|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
|  | <b>KEY SERVICES</b><br>Community Events   Disaster Response and Recovery   Community Development<br>Library Services   Sport and Recreation   Aged and Youth Services   Community Facilities<br>(Swimming Pool, Equestrian Centre, Art Gallery, Early Learning Centre, Airport, Cemeteries) |                                                                                                                                                                                                                                 |                                                                          |
| Focus                                                                             | Activity                                                                                                                                                                                                                                                                                    | Measure                                                                                                                                                                                                                         |                                                                          |
| 1.1 Population Attraction & Retention                                             | Council's suite of policies, projects and initiatives, its lobbying and advocacy efforts, its partnerships and investments all contribute to the sustainability, liveability and growth of Cloncurry.                                                                                       | <ul style="list-style-type: none"> <li>Population</li> <li>Number of businesses</li> </ul>                                                                                                                                      |                                                                          |
| 1.2 Health Care Services (incl. Aged Care Services)                               | Council facilitates the development of the Cloncurry Health Vision strategy and actively supports the delivery of the objectives elaborated within, including sustained advocacy for the upgrade of the Cloncurry Hospital.                                                                 | <ul style="list-style-type: none"> <li>Implementation of Health Vision 2021-24, 2025-28</li> <li>Sustainability of GP Services</li> <li>Equitable access to dental care services</li> <li>Cloncurry Hospital Upgrade</li> </ul> |                                                                          |
| 1.3 Childcare Services                                                            | Council supports, through direct investment or through facilitation and advocacy, childcare, and Out of School Hours Care services in Cloncurry.                                                                                                                                            | <ul style="list-style-type: none"> <li>Availability of services</li> <li>"Meets" or "Exceeds"</li> </ul>                                                                                                                        |                                                                          |
| 1.4 Housing & Accommodation                                                       | Council supports, through direct investment or through facilitation and advocacy, an increase in suitable residential accommodation in Cloncurry and Dajarra.                                                                                                                               | <ul style="list-style-type: none"> <li>Housing suitability</li> <li>Housing availability</li> <li>Housing affordability</li> </ul>                                                                                              |                                                                          |
| 1.5 Sport & Recreation (Facilities and Events)                                    | Council supports, through direct investment or through facilitation and advocacy, the services, facilities, and clubs that enable and encourage participation in a diversity of sport and recreation activities and events.                                                                 | <ul style="list-style-type: none"> <li>Community satisfaction</li> <li>Community wellbeing indicators</li> </ul>                                                                                                                |                                                                          |
| 1.6 Community Events                                                              | Council delivers and sponsors the delivery of a range of events that appeal to locals and visitors and encourage volunteering and promote liveability.                                                                                                                                      | <ul style="list-style-type: none"> <li>Events, donations, sponsorship budget</li> </ul>                                                                                                                                         |                                                                          |



International Women's Day 2025



Senior's Christmas Lunch 2025



| INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |              |              |                                                                        |                                                         |                                          |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|------------------------------------------------------------------------|---------------------------------------------------------|------------------------------------------|
| Plan Label and Number                            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Start Date   | End Date     | When We Plan to Do It                                                  | Who is Accountable? (Section Lead)                      | Sub-Delegate                             |
| Measure of Success 1.1.1.1                       | <b>Childcare Services - Curry Kids Upgrade</b> <ul style="list-style-type: none"> <li>Council completes construction of the new Curry Kids Early Learning Centre (February)</li> <li>Council completes all certification requirements and opens the new Curry Kids Early Learning Centre (TBC)</li> <li>Council receives monthly updates on Project progress (monthly)</li> </ul>                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | Construction<br>End Date:<br>September 2025<br>(pending tender award). | Director of Projects                                    | Project Manager                          |
| Measure of Success 1.1.1.2                       | <b>Housing &amp; Accommodation</b> <ul style="list-style-type: none"> <li>Council maintains and/or improves and/or increases its housing stock, in line with Council's Housing Policy, Council's Local Housing Action Plan, and Council's allocated CapEx and OpEx budget for 2025-26.</li> <li>Council administers lease arrangement for Perkins Street Housing Development, including: <ul style="list-style-type: none"> <li>Annual inspections</li> <li>Annual rental adjustments</li> </ul> </li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                                              | Director of Infrastructure and Environment              | Director of Corporate Services           |
| Measure of Success 1.2.1.1                       | <b>Health Care Services</b> <ul style="list-style-type: none"> <li>% implementation of the Cloncurry Health Vision 2025-28 (Council-controlled items).</li> <li>Council coordinates updates from other agencies/entities as required to inform quarterly reporting on the Health Vision action items.</li> </ul>                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Biannual (May / October)                                               | Director of Community Services and Economic Development | Economic Development and Tourism Manager |
| Measure of Success 1.3.1.1                       | <b>Childcare Services - Waitlist Management</b> <ul style="list-style-type: none"> <li>Council minimises waiting list numbers through appropriate staff, infrastructure, and business systems investments.</li> <li>Council increases childcare placements and reduces waiting list numbers following the opening of new Curry Kids Early Learning Centre.</li> <li>Council reports monthly on occupancy rates and wait list numbers against age/cohort category.</li> </ul>                                 | Jul 01, 2025 | Jun 30, 2026 | Monthly                                                                | Director of Community Services and Economic Development | Director of Child Care                   |
| Measure of Success 1.3.1.2                       | <b>Childcare Services - Financial Viability</b> <ul style="list-style-type: none"> <li>Curry Kids is operationally breakeven, excluding depreciation.</li> <li>Council reports monthly on operating result.</li> </ul>                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting to Council                                           | Director of Community Services and Economic Development | Director of Child Care                   |
| Measure of Success 1.3.2.1                       | <b>Childcare Services - Quality Rating</b> <ul style="list-style-type: none"> <li>Council receives a "Meeting" rating for the Curry Kids Early Learning Centre (noting that Departmental reviews are not delivered every year, or even every other year).</li> </ul>                                                                                                                                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | Annual                                                                 | Director of Community Services and Economic Development | Director of Child Care                   |
| Measure of Success 1.3.3.1                       | <b>Out of Hours School Care</b> <ul style="list-style-type: none"> <li>Council facilitates, through continued advocacy, initiatives to offer Out of School Hours School Care (including vacation care) services in Cloncurry for 2025-26.</li> <li>Council continues to provide the only Out of School Hours Care for 0-5 year old children enrolled at the Curry Kids Early Learning Centre.</li> </ul>                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Annual                                                                 | Director of Community Services and Economic Development | Economic Development and Tourism Manager |
| Measure of Success 1.4.1.1                       | <b>Housing and Accommodation: Non-Council</b> <ul style="list-style-type: none"> <li>Council facilitates improvements and increases to the housing stock in Cloncurry via its Economic Development programs (Urban Renewal and Revitalisation, Home Builders Grant etc.).</li> <li>Council provides quarterly reporting on utilisation of Program.</li> </ul>                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                                              | Director of Corporate Services                          | Planning and Environment Manager         |
| Measure of Success 1.5.1.1                       | <b>Sport and Recreation - Aquatic Facility</b> <ul style="list-style-type: none"> <li>Council receives monthly reporting on key operating parameters (operating revenue/costs, utilisation, regulatory compliance, maintenance etc.).</li> </ul>                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Monthly Reporting to Council                                           | Director of Infrastructure and Environment              | Operations Manager                       |



| INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE |                                                                                                                                                                                                                                                                                                                                                                                                                                           |              |              |                                         |                                                         |                                                         |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| Plan Label and Number                            | Description                                                                                                                                                                                                                                                                                                                                                                                                                               | Start Date   | End Date     | When We Plan to Do It                   | Who is Accountable? (Section Lead)                      | Sub-Delegate                                            |
| Measure of Success 1.5.1.2                       | <b>Sport and Recreation - Aquatic Facility</b> <ul style="list-style-type: none"> <li>Council tracks benefits realisation post-installation of heat pump and solar system via quarterly reporting <ul style="list-style-type: none"> <li>Attendance (monthly)</li> <li>Operating costs for electricity (quarterly)</li> </ul> </li> </ul>                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting to Council            | Director of Infrastructure and Environment              | Operations Manager                                      |
| Measure of Success 1.5.1.3                       | <b>Sport and Recreation (and Cultural Activities) – Dajarra</b> <ul style="list-style-type: none"> <li>Council provides support to enable Dajarra kids to access sporting, recreational, and cultural activities, including transport to Cloncurry for sport/swimming, attending the Cloncurry and District Show, Staff Christmas Party etc.</li> <li>Council reports quarterly on support provided.</li> </ul>                           | Jul 01, 2025 | Jun 30, 2026 | Annually                                | Director of Community Services and Economic Development | Community Activities Officer                            |
| Measure of Success 1.5.2.1                       | <b>Sport and Recreation   Tourism - Corella Dam</b> <ul style="list-style-type: none"> <li>Secure relevant tenure (freehold and reserve) over Corella Dam / Clem Walton (subject to review of Department of Resources comprehensive risk assessment of the asset).</li> </ul>                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Annual                                  | CEO                                                     | Director of Community Services and Economic Development |
| Measure of Success 1.5.2.2                       | <b>Sport and Recreation   Tourism - Chinaman Creek Dam</b> <ul style="list-style-type: none"> <li>Develop and review "Activation Plan" for Chinaman Creek Dam (kayaking and stand up paddleboarding, events, experiences etc.).</li> <li>Council reports on activation activities on a quarterly basis.</li> </ul>                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Quarterly progress reporting to Council | Director of Community Services and Economic Development | Economic Development and Tourism Manager                |
| Measure of Success 1.5.3.1                       | <b>Library Services</b> <ul style="list-style-type: none"> <li>First Five Forever delivered in line with program requirements</li> <li>Longitudinal data on membership and utilisation developed and reported on monthly</li> <li>Deliver and report on programming initiatives and activities to drive a positive library experience</li> </ul>                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Monthly                                 | Director of Community Services and Economic Development | Library Services Coordinator                            |
| Measure of Success 1.5.4.1                       | <b>Regional Arts and Development Fund (RADF)</b> <ul style="list-style-type: none"> <li>RADF terms of reference and committee membership reviewed and confirmed annually.</li> <li>Council delivers RADF program in line with program guidelines and Committee terms of reference (quarterly reporting)</li> </ul>                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Quarterly                               | Director of Community Services and Economic Development | RADF Committee                                          |
| Measure of Success 1.5.5.1                       | <b>Venues and Facilities - Bookings Capability</b> <ul style="list-style-type: none"> <li>Maintenance of bookings management system to administer and report on bookings of Council venues and equipment.</li> <li>Council completes a review of the efficiency and effectiveness of the Bookable system.</li> </ul>                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Monthly                                 | Director of Community Services and Economic Development | Venue & Marketing Coordinator                           |
| Measure of Success 1.5.5.2                       | <b>Venues and Facilities - User Group meetings</b> <ul style="list-style-type: none"> <li>Venue User Group meetings held quarterly (or as required) and minutes distributed.</li> <li>Council assists Community Groups and Associations, through a combination of direct support, facilitation or advocacy, to meet co-endorsed objectives.</li> </ul>                                                                                    | Jul 01, 2025 | Jun 30, 2026 | Quarterly                               | Director of Community Services and Economic Development | Venue & Marketing Coordinator                           |
| Measure of Success 1.6.1.1                       | <b>Events – Council</b> <ul style="list-style-type: none"> <li>Council budgets for and delivers the following events: Australia Day, International Women's Day, Anzac Day, Cloncurry Art Show, Meeting of the Mines, Beat the Heat, Seniors Week and Seniors Events, Christmas Party, and other events as budgeted.</li> <li>Council completes event de-briefs for each event, including a review of service levels delivered.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Monthly                                 | Director of Community Services and Economic Development | Community Activities Officer                            |



## INVESTING IN OUR COMMUNITIES, PEOPLE & LIFESTYLE

| Plan Label and Number      | Description                                                                                                                                                                                                                                                                                        | Start Date   | End Date     | When We Plan to Do It         | Who is Accountable? (Section Lead)                      | Sub-Delegate                             |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-------------------------------|---------------------------------------------------------|------------------------------------------|
| Measure of Success 1.6.1.2 | <b>Events – Other</b> <ul style="list-style-type: none"> <li>Council actively markets and seeks hosting responsibilities for business and industry events.</li> <li>Council reports on number / type of events held on a quarterly basis.</li> </ul>                                               | Jul 01, 2025 | Jun 30, 2026 | Ongoing - Quarterly reporting | Director of Community Services and Economic Development | Economic Development and Tourism Manager |
| Measure of Success 1.6.2.1 | <b>Events – Community</b> <ul style="list-style-type: none"> <li>Council budgets for and supports community events in line with relevant policies (e.g. Grants to Community Organisations).</li> <li>Council reports quarterly on allocations against the Community Grants budget.</li> </ul>      | Jul 01, 2025 | Jun 30, 2026 | Quarterly grant rounds        | Director of Community Services and Economic Development | Community Support Officer                |
| Measure of Success 1.6.2.2 | <b>Events – Community</b> <ul style="list-style-type: none"> <li>Council reviews and progresses required submissions to confirm:                             <ul style="list-style-type: none"> <li>Show Day Holidays</li> <li>Special Event Holidays</li> </ul> </li> </ul>                       | Jul 01, 2025 | Jun 30, 2026 | Annually                      | CEO                                                     | Executive Support                        |
| Measure of Success 1.6.2.3 | <b>Clubs, Committees, and Associations</b> <ul style="list-style-type: none"> <li>Council supports and enables local clubs, committees, and associations to progress and deliver identified outcomes and objectives.</li> <li>Council reports on support provided on a quarterly basis.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly                     | Director of Community Services and Economic Development | Community Support Officer                |





## 2. STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH

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

|                                                                 | <b>INVESTMENT PRIORITIES</b><br>Attracting population growth at a sustainable rate<br>Experience Cloncurry<br>North West Transport Hub                                                                                                           |                                                                                                                                                                                                                                       | <b>HOW OUR COMMUNITY ASSISTS</b><br>Friendliest Spirit<br>Buy Local<br>Create opportunities for traineeships, work experience and apprenticeships |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                 | <b>KEY SERVICES</b><br>Tourism & Events   Economic Development   Planning & Development   Regional Collaboration   Cloncurry Unearthed   Cloncurry Airport   John Flynn Place   Saleyards   Building Services   Marketing, Communication & Media |                                                                                                                                                                                                                                       |                                                                                                                                                   |
| Focus                                                           | Activity                                                                                                                                                                                                                                         | Measure                                                                                                                                                                                                                               |                                                                                                                                                   |
| 2.1 Advocacy: Local, Regional, State, and National              | Council secures positive outcomes for the Shire or leverages its memberships in key organisations to drive positive outcomes for the Shire and the region.                                                                                       | <ul style="list-style-type: none"> <li>Value derived from memberships and delegations</li> </ul>                                                                                                                                      |                                                                                                                                                   |
| 2.2 Local Business and Industry                                 | Council supports the development of competitive local business and industry in line with Council's Economic Development Strategy and in concert with relevant regional and state-wide strategies.                                                | <ul style="list-style-type: none"> <li>No. of businesses</li> <li>No. of employees / trainees / apprenticeships</li> <li>Use of Preferred &amp; Prequalified Suppliers</li> <li>Sale and/or development of industrial lots</li> </ul> |                                                                                                                                                   |
| 2.3 Digital Investments: Connectivity, Reliability, Speed, Data | Council invests directly in, or supports through lobbying and advocacy efforts, the continued improvement of digital connectivity in Cloncurry and the region.                                                                                   | <ul style="list-style-type: none"> <li>Impact of support / investments on digital inclusion: coverage, speed, data, reliability</li> </ul>                                                                                            |                                                                                                                                                   |
| 2.4 Council Commercial Operations                               | Council's commercial operations are financially viable and contribute positively to the region's economic development (Cloncurry Saleyards, Cloncurry Aerodrome, Curry Kids Early Learning Centre)                                               | <ul style="list-style-type: none"> <li>Operating Surplus Ratio</li> </ul>                                                                                                                                                             |                                                                                                                                                   |

| Focus                             | Activity                                                                                                                                                                                            | Measure                                                                                                                                                                                                                                                                       |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.5 Tourism & Events              | Council and key stakeholders promote Cloncurry as a Tourism Destination, driving investments in new businesses, (events and facilities) and generating new revenue streams for existing businesses. | <ul style="list-style-type: none"> <li>Average length of stay</li> <li>Overnight visitor expenditure</li> <li>% implementation of Economic Development Strategy Action Plan</li> <li>Signature multi-purpose tourism, cultural, and community facility constructed</li> </ul> |
| 2.6 Broadening the Economic Base  | Council supports and invests in opportunities that promote economic diversification and a broadening of the Shire and the region's economic base.                                                   | <ul style="list-style-type: none"> <li>Irrigated Ag initiatives</li> <li>Business/Industry Forums and Events</li> <li>Drone/aviation activity</li> </ul>                                                                                                                      |
| 2.7 Urban Renewal and Enhancement | Council's planning, policies and investments improve urban amenity and connectivity in Cloncurry                                                                                                    | <ul style="list-style-type: none"> <li>No. of urban renewal and enhancement projects completed</li> </ul>                                                                                                                                                                     |
| 2.8 Commercial Accommodation      | Council invests directly in, or facilitates investment to grow the no. of commercial accommodation rooms available in Cloncurry.                                                                    | <ul style="list-style-type: none"> <li>Total no. of rooms</li> </ul>                                                                                                                                                                                                          |
| 2.9 Planning & Development        | Council's Planning Scheme and associated policies support sustainable growth and development.                                                                                                       | <ul style="list-style-type: none"> <li>Planning decisions meet statutory requirements</li> <li>Major Amendment to Planning Scheme</li> <li>10-year Planning Scheme Review</li> </ul>                                                                                          |



Beat the Heat Festival 2025



| STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              |              |                       |                                                         |                                          |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|---------------------------------------------------------|------------------------------------------|
| Plan Label and Number                         | Description                                                                                                                                                                                                                                                                                                                                                                                                                                            | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)                      | Sub-Delegate                             |
| Measure of Success 2.1.1.1                    | <b>General Advocacy</b> <ul style="list-style-type: none"> <li>Council advocates for and secures positive outcomes for the Shire and the region, leveraging media campaigns to assist as appropriate.</li> </ul>                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Ongoing               | Mayor                                                   | CEO                                      |
| Measure of Success 2.1.1.2                    | <b>Advocacy - Health</b> <ul style="list-style-type: none"> <li>Council continues to advocates for suitable upgrades to the Cloncurry Hospital.</li> <li>Council continues to advocate for suitable dental care arrangements in Cloncurry.</li> </ul>                                                                                                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Mayor/Elected Members                                   | CEO                                      |
| Measure of Success 2.1.1.3                    | <b>Advocacy - Transport</b> <ul style="list-style-type: none"> <li>Council advocates for Malbon Creek, Tommy's Creek, Butcher's Creek and Corella Bridge Upgrades.</li> <li>Council advocates for the sealing of the balance of 7708.</li> <li>Council advocated for improved resilience of transport assets.</li> </ul>                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Mayor/Elected Members                                   | CEO                                      |
| Measure of Success 2.1.1.4                    | <b>Advocacy - Copperstring 2032</b> <ul style="list-style-type: none"> <li>Council continues to advocate for all necessary enabling and ancillary projects in support of Copperstring 2032.</li> <li>Council continues to advocate for Copperstring 2032 legacy project(s) for Cloncurry.</li> </ul>                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Mayor/Elected Members                                   | CEO                                      |
| Measure of Success 2.1.1.5                    | <b>Advocacy - Irrigated Agriculture Projects and Initiatives</b> <ul style="list-style-type: none"> <li>Council advocates for irrigated agriculture projects and initiatives.</li> </ul>                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Mayor/Elected Members                                   | CEO                                      |
| Measure of Success 2.1.1.6                    | <b>Advocacy - Water Security and Access</b> <ul style="list-style-type: none"> <li>Council continues to advocate for and participate in processes linked to improving water security and access for the Cloncurry Shire.</li> </ul>                                                                                                                                                                                                                    | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Mayor/Elected Members                                   | CEO                                      |
| Measure of Success 2.1.1.7                    | <b>Advocacy - Sport and Recreation</b> <ul style="list-style-type: none"> <li>Support, either directly or through advocacy, access to coaching, training, participation, and competition opportunities, to reduce barriers to Cloncurry Shire kids achieving their sporting goals.</li> </ul>                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Annually              | Mayor/Elected Members                                   | CEO                                      |
| Measure of Success 2.2.1.1                    | <b>Development of Competitive Local Business and Industry – Procurement</b> <ul style="list-style-type: none"> <li>Maintain registers of pre-qualified suppliers for: <ul style="list-style-type: none"> <li>Trades &amp; Services</li> <li>Plant Hire</li> <li>Quarry &amp; Construction Materials</li> <li>Mechanical, Auto-electrical, Tyres, Tubes &amp; Associated Services</li> <li>Aerial Services (disaster management)</li> </ul> </li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services                          | Procurement Manager                      |
| Measure of Success 2.2.1.2                    | <b>Development of Competitive Local Business and Industry – Procurement</b> <ul style="list-style-type: none"> <li>Quarterly reporting on procurement by volume, value, locality (Level 1, Level 2, Non-Local), ROPS and LocalBuy engagements.</li> </ul>                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services                          | Procurement Manager                      |
| Measure of Success 2.2.2.1                    | <b>Development of Competitive Local Business &amp; Industry – Cloncurry Commerce</b> <ul style="list-style-type: none"> <li>Provide secretarial support to Cloncurry Commerce and attend all meetings.</li> <li>Annual review of Terms of Reference (August or as otherwise appropriate)</li> <li>Annual review of Cloncurry Commerce membership (August or as otherwise appropriate)</li> </ul>                                                       | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Community Services and Economic Development | Economic Development and Tourism Manager |



| STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |              |              |                              |                                                         |                                                           |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|------------------------------|---------------------------------------------------------|-----------------------------------------------------------|
| Plan Label and Number                         | Description                                                                                                                                                                                                                                                                                                                                                                                                                                              | Start Date   | End Date     | When We Plan to Do It        | Who is Accountable? (Section Lead)                      | Sub-Delegate                                              |
| Measure of Success 2.2.2.2                    | <b>Development of Competitive Local Business &amp; Industry – Cloncurry Commerce</b> <ul style="list-style-type: none"> <li>Council supports (directly/indirectly) a range of events and initiatives (e.g. "Buy Local") aimed at building the sustainability, resiliency, efficiency, capability of local businesses.</li> <li>Council reports on initiatives via monthly Council meeting and Small Business annual reporting.</li> </ul>                | Jul 01, 2025 | Jun 30, 2026 | Quarterly                    | Director of Community Services and Economic Development | Economic Development and Tourism Manager                  |
| Measure of Success 2.2.3.1                    | <b>Industrial Estate – Stage 1</b> <ul style="list-style-type: none"> <li>Implement strategies to sell and/or develop balance of Stage 1 Industrial Lots.</li> <li>Provide quarterly reporting on progress against above.</li> </ul>                                                                                                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Quarterly                    | CEO                                                     | Director of Corporate Services                            |
| Measure of Success 2.2.3.2                    | <b>Industrial Estate – Stage 2</b> <ul style="list-style-type: none"> <li>Council finalises design work required to unlock additional lots in the Industrial Estate (Birtwell extension)</li> <li>Council completes required infrastructure works to unlock an additional five lots of Industrial Estate Stage 2 (subject to receipt of funding).</li> </ul>                                                                                             | Jul 01, 2025 | Jun 30, 2026 |                              | CEO                                                     | Director of Corporate Services<br>Shared Services Manager |
| Measure of Success 2.2.4.1                    | <b>Economic Development – Strategy implementation</b> <ul style="list-style-type: none"> <li>Report quarterly on % implementation of Economic Development Strategy (funded/resourced items only, including advocacy).</li> </ul>                                                                                                                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | Quarterly                    | Director of Community Services and Economic Development | Economic Development and Tourism Manager                  |
| Measure of Success 2.3.1.1                    | <b>Digital Connectivity</b> <ul style="list-style-type: none"> <li>Support initiatives that improve digital connectivity, speed, data and reliability.</li> <li>Quarterly reporting on initiatives supported: e.g., Cloncurry to Normanton Telecommunications Corridor, Quamby &amp; Sally Creek RT upgrade projects, the Dajarra 4GX project, improved comms at Corella Dam, fibre connection to Depot, QCN installation and activation etc.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Annual                       | CEO                                                     | Director of Community Services and Economic Development   |
| Measure of Success 2.4.1.1                    | <b>Saleyards - Bull Sales</b> <ul style="list-style-type: none"> <li>Facility hosts bull sale in March/April 2026</li> <li>Council reports on bull sale statistics</li> </ul>                                                                                                                                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | Annual                       | CEO                                                     | Media and Public Relations Officer                        |
| Measure of Success 2.4.1.2                    | <b>Saleyards – Operations</b> <ul style="list-style-type: none"> <li>Monthly reporting provided on Saleyards Management Operations in line with contract deliverables.</li> </ul>                                                                                                                                                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Monthly                      | CEO                                                     | Director of Corporate Services                            |
| Measure of Success 2.4.1.3                    | <b>Saleyards - Implementation of Masterplan</b> <ul style="list-style-type: none"> <li>Projects and initiatives for 2025-26 include <ul style="list-style-type: none"> <li>Transition to bore water at Saleyards</li> <li>Renewal of dip race</li> <li>Maintenance and renewal works on southern loading ramp</li> <li>Installation of shade infrastructure</li> </ul> </li> </ul>                                                                       | Jul 01, 2025 | Jun 30, 2026 |                              | Director of Projects                                    | Project Manager                                           |
| Measure of Success 2.4.2.1                    | <b>Cloncurry Airport - Implementation of Masterplan</b> <ul style="list-style-type: none"> <li>Progressive implementation of priority/budgeted items in Airport Masterplan (CapEx and OpEx), subject to receipt of funding as appropriate: <ul style="list-style-type: none"> <li>Deliver Airport Renewal and Upgrade Project in 2025-26, 2026-27 (dependent on timing of receipt of funding).</li> </ul> </li> </ul>                                    | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting to Council | Director of Projects                                    | Project Manager                                           |
| Measure of Success 2.4.2.2                    | <b>Cloncurry Airport – Financials</b> <ul style="list-style-type: none"> <li>Cloncurry Airport remains financially viable (in line with adopted budget)</li> <li>Council reports monthly on key operating details: passenger throughput (FIFO / RPT), revenue, expenditure, flight delays etc.</li> </ul>                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Monthly Reporting to Council | Director of Infrastructure and Environment              | Airport Manager                                           |



| STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |              |                                                            |                                                         |                                                         |
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| Plan Label and Number                         | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Start Date   | End Date     | When We Plan to Do It                                      | Who is Accountable? (Section Lead)                      | Sub-Delegate                                            |
| Measure of Success 2.4.2.3                    | <b>Cloncurry Airport – Compliance</b> <ul style="list-style-type: none"> <li>Council completes annual review of relevant documents in line with CASA requirements: <ul style="list-style-type: none"> <li>Operating Manual</li> <li>Wildlife Hazard Management Plan</li> <li>Emergency Plan</li> </ul> </li> <li>Council completes annual audits of the Cloncurry Airport as required and implements rectification action plans</li> <li>Council completes annual emergency exercise for airport operations.</li> <li>Council actively works on removing NOTAM for night flights via Airport Renewal and Upgrade Project.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly reporting                                        | Director of Infrastructure and Environment              | Airport Manager                                         |
| Measure of Success 2.4.2.4                    | <b>Cloncurry Airport - Cloncurry Flight Test Range</b> <ul style="list-style-type: none"> <li>Council enters into and manages licence arrangements for the Cloncurry Flight Test Range.</li> <li>Council reports quarterly and annually on operational activity.</li> <li>Council develops and implements a marketing strategy for the Flight Test Range.</li> </ul>                                                                                                                                                                                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                                  | CEO                                                     | Director of Infrastructure and Environment              |
| Measure of Success 2.4.3.1                    | <b>Childcare Services - Financial Viability</b> <ul style="list-style-type: none"> <li>Curry Kids is operationally breakeven, excluding depreciation.</li> <li>Council reports monthly on operating result.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting to Council                               | Director of Community Services and Economic Development | Director of Child Care                                  |
| Measure of Success 2.5.1.1                    | <b>Sport and Recreation   Tourism - New Initiatives</b> <ul style="list-style-type: none"> <li>Roll-out elements of "Tracks and Trails" project in 2025-26, including: <ul style="list-style-type: none"> <li>Installation of key signage (trailhead signage: length, difficulty, time)</li> <li>Addition of Cloncurry hikes/walks onto 3rd party application (progressive, and requires water subsidence around Dam).</li> </ul> </li> </ul>                                                                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | November 2025                                              | Director of Community Services and Economic Development | Economic Development and Tourism Manager                |
| Measure of Success 2.5.2.1                    | <b>Sport and Recreation   Tourism - Great Walk</b> <ul style="list-style-type: none"> <li>Great Walk Project (Cloncurry to Mt Isa): prepare advocacy document and advocacy strategy to generate project awareness with the aim of securing support for this initiative.</li> </ul>                                                                                                                                                                                                                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | December 2024                                              | Director of Community Services and Economic Development | Economic Development and Tourism Manager                |
| Measure of Success 2.5.2.2                    | <b>Tourism, Recreation, and Community Facility - JFP Renewal and Expansion</b> <ul style="list-style-type: none"> <li>Complete of detailed design, curation and business case documentation to enable Council to initiate major grant funding applications and associated lobbying.</li> </ul>                                                                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Monthly Reporting via Council Meeting / Workshop Reporting | Director of Projects                                    | Director of Community Services and Economic Development |
| Measure of Success 2.5.2.3                    | <b>Sport and Recreation   Tourism - Dam Activation (Chinaman Creek Dam, Corella Dam)</b> <ul style="list-style-type: none"> <li>Council, leveraging previous work completed in this area, substantively progresses an Options Analysis and Business Plan for the management of tourism/recreation at Corella Dam.</li> </ul>                                                                                                                                                                                                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | March 2025                                                 | Director of Community Services and Economic Development | Economic Development and Tourism Manager                |
| Measure of Success 2.5.3.1                    | <b>Tourism - Visitor Information Centre</b> <ul style="list-style-type: none"> <li>Develop, implement and report on initiatives designed to sustain and increase visitor numbers.</li> <li>Develop, implement and report on initiatives designed to increase merchandise sales.</li> </ul>                                                                                                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Monthly                                                    | Director of Community Services and Economic Development | Economic Development and Tourism Manager                |



| STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH |                                                                                                                                                                                                                                                                                                                                                                                                                                   |              |              |                       |                                                         |                                                                              |
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| Plan Label and Number                         | Description                                                                                                                                                                                                                                                                                                                                                                                                                       | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)                      | Sub-Delegate                                                                 |
| Measure of Success 2.5.4.1                    | <b>Tourism - John Flynn Place</b> <ul style="list-style-type: none"> <li>Develop, implement and report on initiatives designed to sustain and increase visitor numbers.</li> <li>Develop, implement and report on initiatives designed to increase merchandise sales.</li> </ul>                                                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Community Services and Economic Development | Economic Development and Tourism Manager                                     |
| Measure of Success 2.5.5.1                    | <b>Tourism - RV Friendly Policy</b> <ul style="list-style-type: none"> <li>Progressive implementation of "RV Friendly" Strategy for Cloncurry.</li> <li>Review "RV Friendly Strategy" (October-November)</li> <li>Seasonal reporting on RV Friendly Strategy (October-November)</li> </ul>                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Community Services and Economic Development | Economic Development and Tourism Manager                                     |
| Measure of Success 2.5.5.2                    | <b>Tourism</b> <ul style="list-style-type: none"> <li>% implementation of Economic Development Strategy (Tourism Items: funded/resourced/advocacy items only).</li> <li>Quarterly reporting against Action Plan items.</li> </ul>                                                                                                                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Community Services and Economic Development | Economic Development and Tourism Manager                                     |
| Measure of Success 2.6.1.1                    | <b>Urban Renewal / Revitalisation</b> <ul style="list-style-type: none"> <li>Review of Urban Renewal and Revitalisation Policy</li> <li>Allocation of funding to facilitate/enable objectives of Policy</li> <li>Quarterly (Operational Plan updates) and annual reporting (Annual Report) on initiatives funded</li> </ul>                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Ongoing               | Director of Community Services and Economic Development | Economic Development and Tourism Manager<br>Planning and Environment Manager |
| Measure of Success 2.6.2.1                    | <b>Economic Diversification - Irrigated Agriculture</b> <ul style="list-style-type: none"> <li>Council seeks to acquire or support initiatives to acquire appropriate land for the siting of a cotton gin in Cloncurry.</li> </ul>                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Projects                                    | CEO                                                                          |
| Measure of Success 2.6.3.1                    | <b>Economic Diversification - Film and TV</b> <ul style="list-style-type: none"> <li>No. and success of advocacy efforts to attract film and TV production to Cloncurry.</li> <li>Report on Return on Investment for film and TV initiatives.</li> </ul>                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Community Services and Economic Development | Economic Development and Tourism Manager                                     |
| Measure of Success 2.6.3.2                    | <b>Economic Development – Recruitment</b> <ul style="list-style-type: none"> <li>Council progresses initiatives to improve recruitment attraction and retention strategies for Cloncurry.</li> </ul>                                                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | Biannual              | CEO                                                     | Director of Community Services and Economic Development                      |
| Measure of Success 2.7.1.1                    | <b>Chinaman Creek Dam Rec Area   Mary K Park   FCP   Sheaffe Street   Robertson Park   Cemetery   Sport and Recreation Grounds</b> <ul style="list-style-type: none"> <li>Service level standards developed for key sites and enshrined in Asset Management - Levels of Service Manual.</li> <li>Works programs, inspections, audits, defect logging program in place to monitor adherence to service level standards.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | September             | Director of Infrastructure and Environment              | Works Manager                                                                |
| Measure of Success 2.7.1.2                    | <b>Chinaman Creek Dam Rec Area   Mary K Park   FCP   Sheaffe Street   Robertson Park   Cemetery   Sport and Recreation Grounds</b> <ul style="list-style-type: none"> <li>Works programs, inspections, audits, defect logging program in place to monitor adherence to service level standards.</li> </ul>                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | September             | Director of Infrastructure and Environment              | Works Manager                                                                |
| Measure of Success 2.8.1.1                    | <b>Economic Development - Commercial Accommodation</b> <ul style="list-style-type: none"> <li>Council advocates for and utilises Investment Attraction Incentive Scheme to attract investment in additional commercial accommodation in Cloncurry.</li> </ul>                                                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | September             | Director of Community Services and Economic Development | Economic Development and Tourism Manager                                     |
| Measure of Success 2.9.1.1                    | <b>Planning Scheme &amp; Documents</b> <ul style="list-style-type: none"> <li>Council completes the major amendment to the Planning Scheme (December 2025).</li> <li>Council completes a Level 3 Flood Study of Cloncurry (September 2025).</li> <li>Council adopts its Local Heritage Plan (September 2025).</li> </ul>                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | June 2025             | CEO                                                     | External Consultancy<br>Planning and Environment Manager                     |



| STRENGTHENING OUR ECONOMY & SUPPORTING GROWTH |                                                                                                                                                                                        |              |              |                       |                                    |                      |
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| Plan Label and Number                         | Description                                                                                                                                                                            | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead) | Sub-Delegate         |
| Measure of Success 2.9.1.2                    | <b>Planning Scheme - Planning Applications</b> <ul style="list-style-type: none"> <li>All planning applications are considered and dealt with within legislated timeframes.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Planning and Environment Manager   | External Consultancy |



### 3. BUILDING AND MAINTAINING OUR INFRASTRUCTURE

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

|                                     | <b>INVESTMENT PRIORITIES</b><br>Asset Management<br>Township Renewal & Enhancement<br>Strong Transport Network                                                                                                     |                                                                                                           | <b>HOW OUR COMMUNITY ASSISTS</b><br>Water Wise<br>Waste Reduction<br>Civic Participation |
|----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
|                                     | <b>KEY SERVICES</b><br>Road, Drainage & Footpath Construction & Maintenance   Parks & Gardens   Construction & Maintenance   Water & Sewer Treatment & Supply   Workshop and Fleet Management   Project Management |                                                                                                                                                                                            |                                                                                          |
| Focus                                                                                                                | Activity                                                                                                                                                                                                           | Measure                                                                                                                                                                                    |                                                                                          |
| 3.1 Asset Management Framework and Capabilities                                                                      | Council develops, implements, and maintains an effective and compliant asset management framework.                                                                                                                 | <ul style="list-style-type: none"> <li>• Asset Management Plans in place and updated for all asset classes</li> </ul>                                                                      |                                                                                          |
| 3.2 Asset Investments: Transport, Water, Sewer, Buildings & Other Structures, Sport and Recreation, Plant, and Fleet | Council manages, maintains, renews, and upgrades assets in line with relevant plans, policies, strategies, budgets and in line with relevant funding program requirements.                                         | <ul style="list-style-type: none"> <li>• Whole of Life Costing embedded in asset investment decisions.</li> <li>• Operating surplus ratio</li> <li>• Asset sustainability ratio</li> </ul> |                                                                                          |
| 3.3 Resilient Infrastructure, Resilient Communities                                                                  | Council identifies opportunities and leverages funding to build more resilient infrastructure.                                                                                                                     | <ul style="list-style-type: none"> <li>• Number and value of Betterment projects and initiatives delivered.</li> </ul>                                                                     |                                                                                          |
| 3.4 Efficient and Effective Services                                                                                 | Council invests in projects and initiatives that improve efficiencies in service delivery while achieving the same or a higher level of service.                                                                   | <ul style="list-style-type: none"> <li>• Operating Surplus Ratio</li> </ul>                                                                                                                |                                                                                          |
| 3.5 Water Security and Access                                                                                        | Council investments and advocacy are directed toward achieving improved water security and access.                                                                                                                 | <ul style="list-style-type: none"> <li>• Improved coordination of NW Water Resources</li> <li>• Initiatives that deliver improved water security/access for Cloncurry.</li> </ul>          |                                                                                          |
| Focus                                                                                                                | Activity                                                                                                                                                                                                           | Measure                                                                                                                                                                                    |                                                                                          |
| 3.6 Water Supply, Treatment and Distribution                                                                         | Council provides safe and reliable access to treated water in line with its Drinking Water Quality Management Plans and Customer Service Standards.                                                                | <ul style="list-style-type: none"> <li>• % compliance with DWQMP</li> <li>• Performance against Customer Service Standards</li> </ul>                                                      |                                                                                          |





| BUILDING AND MAINTAINING OUR INFRASTRUCTURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              |              |                       |                                            |                                                                            |
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| Plan Label and Number                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)         | Sub-Delegate                                                               |
| Measure of Success 3.1.1.1.1                | <b>Asset Management - Condition Assessments</b> <ul style="list-style-type: none"> <li>Council develops an asset condition assessment plan with associated budget (e.g. for housing, buildings, culverts, bridges, sporting facilities, sewer, sealed road network etc.).</li> <li>Council delivers asset condition assessment plan for 2025-26, including: <ul style="list-style-type: none"> <li>Leak detection program &amp; review of underground water mains</li> <li>Review of Cloncurry valves and hydrants</li> <li>Water and wastewater pump stations</li> <li>DRFA condition assessments: sealed and unsealed road network</li> </ul> </li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Infrastructure Manager<br>Works Manager<br>Asset Engineer                  |
| Measure of Success 3.1.2.1                  | <b>Asset Valuations</b> <ul style="list-style-type: none"> <li>Council completes a desktop asset valuation for the 2025-26 financial year (Feb-May 2026).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Jul 01, 2025 | Jun 20, 2026 | May 2025              | Director of Corporate Services             | Finance Manager                                                            |
| Measure of Success 3.1.3.1                  | <b>Asset Management - Asset Register</b> <ul style="list-style-type: none"> <li>Asset capitalisation and disposal takes place on a quarterly basis and is informed by Project Completion Reports.</li> <li>Asset inspections and condition assessments inform updates to Council's Asset Register (annual).</li> <li>Asset desktop revaluation informs updates to Council's Asset Register (2024-25 and 2025-26)</li> </ul>                                                                                                                                                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services             | Director of Projects<br>Works Manager<br>Asset Engineer<br>Finance Manager |
| Measure of Success 3.1.4.1                  | <b>Asset Management - Asset Management Policy &amp; Strategy</b> <ul style="list-style-type: none"> <li>Asset Management Policy reviewed by Council biennially or as required (Mar 2027).</li> <li>Asset Management Strategy reviewed by ELT biennially or as required (Mar 2027).</li> </ul>                                                                                                                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | March                 | CEO                                        | Director of Infrastructure and Environment                                 |
| Measure of Success 3.1.5.1                  | <b>Asset Management - Asset Management Plans</b> <ul style="list-style-type: none"> <li>Asset Management Plans reviewed biennially for the following asset classes: transport, water supply, sewer, buildings and other structures (Mar 2027)</li> <li>Improvement Plan from each AMP informs budget development/adoption process on an annual basis (Feb - May).</li> </ul>                                                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | March                 | CEO                                        | Director of Infrastructure and Environment                                 |
| Measure of Success 3.1.6.1                  | <b>Transport Infrastructure - RMPC - Registration &amp; RMPC Plans</b> <ul style="list-style-type: none"> <li>Council maintains its Traffic Management Registration Scheme Status (TMRS) to work on State-controlled Roads.</li> <li>Council's WHS, Quality, and Environmental Management Plans are up to date and in place for the 2025-26 and 2026-27 program.</li> <li>Council's WHS, Quality, and Environmental Management Plans are reviewed and endorsed by May 2027 for the 2027-28 and 2028-29 program).</li> </ul>                                                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | July                  | Director of Infrastructure and Environment | Works Manager                                                              |
| Measure of Success 3.1.6.2                  | <b>Transport Infrastructure - RMPC - Program Development and Delivery</b> <ul style="list-style-type: none"> <li>Council delivers &gt;65% of RMPC Program by 14 December 2025 and 100% of RMPC Program by 15 June 2026</li> <li>Council actively lobbies for additional funding to meet road maintenance requirements and/or access program underspends.</li> <li>All invoicing and forward list of works submitted in line with contract requirements.</li> </ul>                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Infrastructure and Environment | Works Manager                                                              |



| BUILDING AND MAINTAINING OUR INFRASTRUCTURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |              |              |                       |                                            |                                            |
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| Plan Label and Number                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)         | Sub-Delegate                               |
|                                             | <ul style="list-style-type: none"> <li>Revision of plant rates for RMPC 2026-27 completed by 15 May 2026 as required (noting rates may hold across 2 x financial years).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                      |              |              |                       |                                            |                                            |
| Measure of Success 3.1.6.3                  | <b>Transport Infrastructure – RMPC – REPA Program Management and Delivery</b> <ul style="list-style-type: none"> <li>Council manages the delivery of DTMR's REPA program on 7708 and elsewhere as required.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | As required           | Director of Infrastructure and Environment | Works Manager                              |
| Measure of Success 3.2.1.1                  | <b>Plant and Fleet - Plant Acquisition &amp; Replacement Program</b> <ul style="list-style-type: none"> <li>1 to 10-year plant acquisition and replacement program developed, updated and presented to Council as part of budget development and adoption process (March-May).</li> <li>Annual plant acquisition and replacement program adopted (June each year)</li> <li>Delivery of plant acquisition and replacement program reported on monthly.</li> </ul>                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | April                 | Director of Infrastructure and Environment | Works Manager                              |
| Measure of Success 3.2.1.2                  | <b>Plant and Fleet – Reporting</b> <ul style="list-style-type: none"> <li>Workshop &amp; Fleet develops and implements a plant/fleet maintenance program that tracks, at a minimum, scheduled servicing, and the planned vs. unplanned maintenance ratio.</li> <li>Workshop &amp; Fleet benchmarks plant utilisation against sector and industry standards (using IPWEA and VisionLink benchmarks) for identified plant.</li> <li>Council reviews fuel consumption patterns.</li> </ul>                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Works Manager                              | Director of Infrastructure and Environment |
| Measure of Success 3.2.2.1                  | <b>Project - Planning (Water and Sewer)</b> <ul style="list-style-type: none"> <li>WTP renewal and upgrades in Cloncurry (December 2025): <ul style="list-style-type: none"> <li>WTP Capacity and Clear Water Storage;</li> <li>Treatment processes;</li> <li>Boost pump arrangements;</li> <li>SCADA arrangements;</li> <li>Chemical handling;</li> </ul> </li> <li>Water and sewer pump station renewal and upgrades in Cloncurry and Dajarra.</li> <li>Initiate water mains replacement prioritisation via completion of leak detection and services mapping in Cloncurry.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | March 2025            | Director of Infrastructure and Environment | Infrastructure Manager                     |
| Measure of Success 3.2.3.1                  | <b>Project - Planning (Reseal Program)</b> <ul style="list-style-type: none"> <li>Council reviews and approves reseal / rehabilitation program for following financial year as part of budget process (Apr - Jun).</li> <li>Council delivers 2025-26 reseal program.</li> </ul>                                                                                                                                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | May                   | Director of Infrastructure and Environment | External Consultancy                       |
| Measure of Success 3.2.4.1                  | <b>Transport - Maintenance and Operations</b> <ul style="list-style-type: none"> <li>Develop 1 to 3-year maintenance and operations program for Transport Infrastructure.</li> <li>Deliver 2025-26 maintenance program for transport infrastructure.</li> </ul>                                                                                                                                                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | March                 | Director of Infrastructure and Environment | Works Manager                              |
| Measure of Success 3.2.4.2                  | <b>Stormwater Drainage: Pre- and Post-wet</b> <ul style="list-style-type: none"> <li>Pre- and post-wet drainage maintenance program developed and delivered in 2025-26.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | November to March     | Works Manager                              | Director of Infrastructure and Environment |
| Measure of Success 3.2.4.3                  | <b>Transport - Airport Operations</b> <ul style="list-style-type: none"> <li>Council completes annual audit of Cloncurry Airport</li> <li>Council provides quarterly progress updates on rectification action items.</li> </ul>                                                                                                                                                                                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Airport Manager                            |



| BUILDING AND MAINTAINING OUR INFRASTRUCTURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |              |              |                                                                                      |                                            |                                                                           |
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| Plan Label and Number                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Start Date   | End Date     | When We Plan to Do It                                                                | Who is Accountable? (Section Lead)         | Sub-Delegate                                                              |
| Measure of Success 3.2.4.4                  | <b>Transport - Airport Operations</b> <ul style="list-style-type: none"> <li>Council completes 6 monthly inspections of Burke &amp; Wills, Kajabbi, Duchess, and Dajarra airstrips.</li> </ul>                                                                                                                                                                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Biannually                                                                           | Director of Infrastructure and Environment | Airport Manager                                                           |
| Measure of Success 3.2.5.1                  | <b>Transport – CapEx</b> <ul style="list-style-type: none"> <li>Deliver 2025-26 CapEx program for Transport Infrastructure: <ul style="list-style-type: none"> <li>Granada Road Upgrade to Seal Project (Aug-Sep)</li> <li>Coppermine Creek Bridge Upgrade Project (Aug)</li> <li>Malbon Selwyn Causeway Replacement and Upgrades. Crossings 2 &amp; 3 (December 2025), Crossing 1 (August 2026)</li> <li>Cloncurry Airport Renewal and Upgrade Project (Sep 2026)</li> <li>Eastern Drainage Stage 5 (if funded)</li> </ul> </li> </ul> | Jul 01, 2025 | Jun 30, 2026 | June                                                                                 | Director of Projects                       | Director of Infrastructure and Environment<br>Project Manager             |
| Measure of Success 3.2.5.2                  | <b>Scarr Street Revitalisation Project</b> <ul style="list-style-type: none"> <li>Secure funding to deliver project</li> <li>Complete procurement for project</li> <li>Commence project delivery from end of Q1 2025-26 (subject to outcome of procurement).</li> <li>Monthly reporting on progress provided.</li> </ul>                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting to Council                                                         | Director of Projects                       | Project Manager                                                           |
| Measure of Success 3.2.5.3                  | <b>Coppermine Creek Bridge Upgrade</b> <ul style="list-style-type: none"> <li>Council commences and completes the delivery of the Coppermine Creek Bridge Upgrade Project (Aug-Sep 2025).</li> </ul>                                                                                                                                                                                                                                                                                                                                    | Jul 01, 2025 | Jun 30, 2026 | Subject to timing and receipt of funding - Forecast Construction End Date: June 2025 | Director of Projects                       | Project Manager                                                           |
| Measure of Success 3.2.5.4                  | <b>Quarry Management</b> <ul style="list-style-type: none"> <li>Council renews its Sales Permit (August 2025)</li> <li>Council reviews and updates its Quarry Management Plan for 2025-26 (Sep 2025).</li> </ul>                                                                                                                                                                                                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | September                                                                            | Director of Infrastructure and Environment | Planning and Environment Manager<br>Works Manager<br>External Consultancy |
| Measure of Success 3.2.6.1                  | <b>Water Supply and Treatment - Maintenance and Operations</b> <ul style="list-style-type: none"> <li>Develop 1 to 3-year maintenance and operations program for Water (every March).</li> <li>Deliver 2025-26 maintenance and operations program for Water.</li> </ul>                                                                                                                                                                                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | March                                                                                | Director of Infrastructure and Environment | Infrastructure Manager                                                    |
| Measure of Success 3.2.6.2                  | <b>Water Infrastructure - Chinaman Creek Dam – Reporting</b> <ul style="list-style-type: none"> <li>Annual Safety Inspection completed (November 2025)</li> <li>Annual Safety Statement submitted as required (December 2025)</li> </ul>                                                                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | October - December                                                                   | Director of Infrastructure and Environment | CEO<br>Planning and Environment Manager                                   |
| Measure of Success 3.2.6.3                  | <b>Water Infrastructure - Chinaman Creek Dam – Training</b> <ul style="list-style-type: none"> <li>Completion of compulsory Dam Safety / Surveillance Training.</li> </ul>                                                                                                                                                                                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | Annually                                                                             | Director of Infrastructure and Environment | CEO<br>Infrastructure Manager<br>Planning and Environment Manager         |
| Measure of Success 3.2.6.4                  | <b>Water Infrastructure - Chinaman Creek Dam - Maintenance &amp; Upgrades</b> <ul style="list-style-type: none"> <li>Vegetation management program/project developed and delivered (levee wall and fuse plug). Aug-Sep, depending on causeway water levels.</li> </ul>                                                                                                                                                                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | November                                                                             | Director of Infrastructure and Environment | CEO<br>Planning and Environment Manager                                   |
| Measure of Success 3.2.6.5                  | <b>Water Infrastructure - Chinaman Creek Dam - Maintenance &amp; Upgrades</b> <ul style="list-style-type: none"> <li>Levee maintenance works scoped and delivered (subject to available funding for major works).</li> </ul>                                                                                                                                                                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | November                                                                             | Director of Infrastructure and Environment | CEO                                                                       |



| BUILDING AND MAINTAINING OUR INFRASTRUCTURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              |              |                       |                                            |                                            |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|--------------------------------------------|--------------------------------------------|
| Plan Label and Number                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)         | Sub-Delegate                               |
| Measure of Success 3.2.7.1                  | <b>Water Supply, Treatment and Distribution – CapEx</b> <ul style="list-style-type: none"> <li>Council delivers the following in 2025-26: <ul style="list-style-type: none"> <li>Dajarra water mains replacement (June 2025) and installation of additional bore supply (Sep 2025)</li> <li>Bore integration projects <ul style="list-style-type: none"> <li>Saleyards/Golf Club Bore</li> <li>Chinese Cemetery Bore</li> <li>Scarr Street related upgrades</li> </ul> </li> </ul> </li> </ul>            | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Projects                       | Director of Infrastructure and Environment |
| Measure of Success 3.2.8.1                  | <b>Sewer - Maintenance and Operations</b> <ul style="list-style-type: none"> <li>Develop 1 to 3-year maintenance and operations program for Sewer (each March).</li> <li>Deliver 2025-26 maintenance and operations program.</li> </ul>                                                                                                                                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | March                 | Director of Infrastructure and Environment | Project Manager                            |
| Measure of Success 3.2.9.1                  | <b>Sewer – CapEx</b> <ul style="list-style-type: none"> <li>No forecasted Sewer CapEx projects budgeted for 2025-26.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Annual                | Director of Projects                       | Project Manager                            |
| Measure of Success 3.2.10.1                 | <b>Waste Management - Maintenance and Operations</b> <ul style="list-style-type: none"> <li>Develop 1 to 3-year maintenance and operations program for Waste Management.</li> <li>Deliver 2025-26 maintenance and operations program for Waste Management.</li> </ul>                                                                                                                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | March                 | Director of Infrastructure and Environment | Planning and Environment Manager           |
| Measure of Success 3.2.11.1                 | <b>Waste Management – CapEx</b> <ul style="list-style-type: none"> <li>There are no waste management CapEx projects scheduled for 2025-26.</li> </ul>                                                                                                                                                                                                                                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Annual                | Director of Projects                       | Project Manager                            |
| Measure of Success 3.2.12.1                 | <b>Buildings and Other Structures - Maintenance and Operations - Housing &amp; Accommodation</b> <ul style="list-style-type: none"> <li>Council develops, maintains, and reviews 1 to 3-year maintenance program for Council-owned Housing and Accommodation, including STAGs (Mar-May each year).</li> <li>Council delivers 2024-25 Housing &amp; Accommodation maintenance program (monthly).</li> <li>Council reports on progress against maintenance program on a monthly basis (monthly).</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | March                 | Director of Infrastructure and Environment | Infrastructure Manager                     |
| Measure of Success 3.2.12.2                 | <b>Buildings and Other Structures - Maintenance and Operations</b> <ul style="list-style-type: none"> <li>Develop 1 to 3-year maintenance program for Buildings and Other Structures.</li> <li>Deliver 2025-26 maintenance program for Buildings and Other Structures.</li> </ul>                                                                                                                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | March                 | Director of Infrastructure and Environment | Property Management Coordinator            |
| Measure of Success 3.2.12.3                 | <b>Buildings and Other Structures - Options Review for Under-utilised Assets</b> <ul style="list-style-type: none"> <li>Council completes Options Analysis and EOI process for William Pressley Place and the existing Child Care facility.</li> <li>Council enters Lease Agreement for "renovation to lease" of Old RFDS building.</li> </ul>                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | August 2024           | Director of Projects                       | Project Manager                            |
| Measure of Success 3.2.12.4                 | <b>Buildings and Other Structures - Housing &amp; Accommodation - RTA Management</b> <ul style="list-style-type: none"> <li>Council conducts biannual rental inspections of housing stock in line with Residential Tenancy Agreements.</li> <li>Inspections inform 1 to 3-year maintenance program.</li> </ul>                                                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | Biannual              | Infrastructure Manager                     | Property Management Coordinator            |



## BUILDING AND MAINTAINING OUR INFRASTRUCTURE

| Plan Label and Number       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead) | Sub-Delegate                            |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|------------------------------------|-----------------------------------------|
| Measure of Success 3.2.13.1 | <b>Buildings and Other Structures – CapEx</b> <ul style="list-style-type: none"> <li>Council delivers the following CapEx program for Buildings and Other Structures in 2025-26: <ul style="list-style-type: none"> <li>Curry Kids Early Learning Centre Upgrade Project completed</li> <li>JFP Detailed Design completed</li> <li>Sport and Recreation Preliminary Design</li> <li>Cloncurry Saleyards Shade Upgrades - Stage 1 completed</li> <li>Dajarra Playground Installation completed</li> <li>Cloncurry Airport AGL and Apron Lighting Upgrades completed (subject to confirmation of funding)</li> <li>Cloncurry Business Incubator Shed Project completed</li> <li>Cloncurry Solar Installation at Airport and Precinct completed (subject to confirmation of funding)</li> <li>Cloncurry Shire Hall floor maintenance and stage upgrade completed</li> <li>Equestrian Centre shade infrastructure installation completed</li> <li>Brisbane Street / Griffith Street Residential Subdivision Detail Design completed</li> <li>Industrial Estate Stage 2 (Birtwell Extension) Detailed Design completed</li> </ul> </li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Projects               | Project Manager                         |
| Measure of Success 3.2.15.1 | <b>Housing and Accommodation</b> <ul style="list-style-type: none"> <li>Progressive implementation of Local Housing Action Plan.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | CEO                                | Executive Support                       |
| Measure of Success 3.2.16.1 | <b>Transport Infrastructure - Delivery of TIDS</b> <ul style="list-style-type: none"> <li>All TIDS (Transport Infrastructure Development Scheme) projects meet eligibility, time, quality, budget and reporting requirements for nominated projects.</li> <li>Council prioritises projects that can be delivered prior to the Christmas close.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Projects               | External Consultancy                    |
| Measure of Success 3.2.17.1 | <b>Transport Infrastructure - R2R</b> <ul style="list-style-type: none"> <li>Council completes R2R projects in line with program guidelines</li> <li>Council aims to complete R2R projects in first half of year where possible to de-risk program deliverables.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | December              | Director of Projects               | External Consultancy<br>Project Manager |
| Measure of Success 3.2.18.1 | <b>Transport Infrastructure - DRFA - Project Management</b> <ul style="list-style-type: none"> <li>DRFA (Disaster Recovery Funding Arrangements) project management services meet contract KPIs.</li> <li>DRFA project management services delivered in accordance with Council's DRFA Policy.</li> <li>Council releases 1+1+1 DRFA PM Consultancy tender for commencement in March 2026.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Projects               | External Consultancy                    |
| Measure of Success 3.2.18.2 | <b>Transport Infrastructure - DRFA – Policy</b> <ul style="list-style-type: none"> <li>Council completes an annual review of its DRFA Policy to ensure the policy conforms with DRFA requirements and Council expectations.</li> <li>Council reviews performance against Policy objectives.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | May                   | Mayor/Elected Members              | CEO                                     |
| Measure of Success 3.2.19.1 | <b>Transport Infrastructure - DRFA - Project/Program Delivery</b> <ul style="list-style-type: none"> <li>All DRFA projects are compliant with regard to eligibility, time, cost, quality and reporting requirements, with the aim of completing REPA works as early as practicable and in line with DRFA Policy.</li> <li>Council receives monthly DRFA program updates.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Projects               | External Consultancy                    |

| BUILDING AND MAINTAINING OUR INFRASTRUCTURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |              |              |                         |                                            |                                                                                                                               |
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| Plan Label and Number                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Start Date   | End Date     | When We Plan to Do It   | Who is Accountable? (Section Lead)         | Sub-Delegate                                                                                                                  |
| Measure of Success 3.2.20.1                 | <b>Road Use Agreements / Regulation of Heavy Vehicles</b> <ul style="list-style-type: none"> <li>Road Use Agreement (RUA) signed where &gt;10,000t of relevant material carted on a local controlled road or utilises Revenue Statement "Special Rate" as appropriate.</li> <li>Progress and complete RUA pilot program subject to receipt of State Government funding.</li> <li>Quarterly review of RUAs to confirm movements/compensation payable.</li> </ul>                                                                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Ongoing                 | CEO                                        | Legal                                                                                                                         |
| Measure of Success 3.2.20.2                 | <b>Road Use Agreements / Regulation of Heavy Vehicles</b> <ul style="list-style-type: none"> <li>NHVR permits/licences reviewed as and when required.</li> <li>Road closures have regard to GVM.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | Ongoing                 | Director of Infrastructure and Environment | Asset Engineer<br>Works Manager                                                                                               |
| Measure of Success 3.2.21.1                 | <b>Project - Completion Reports</b> <ul style="list-style-type: none"> <li>Project Completion Reports submitted to Council Workshop as soon as practicable following project completion.</li> <li>Project Completion Reports contain information on performance against cost, time, resources + contain all relevant as-constructed drawings, warranties etc.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Monthly                 | Director of Projects                       | Project Manager                                                                                                               |
| Measure of Success 3.3.1.1                  | <b>Transport Infrastructure - DRFA - Betterment Projects</b> <ul style="list-style-type: none"> <li>Council completes the Granada Road Betterment Project in Q1 25-26.</li> <li>Council seeks to secure additional Betterment funding associated with disaster activations in Q1 2025.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Q4 24-25 and Q1 2025-26 | Director of Projects                       | External Consultancy                                                                                                          |
| Measure of Success 3.3.1.2                  | <b>Resilient infrastructure, Resilient communities – LRAP</b> <ul style="list-style-type: none"> <li>Council maintains and reviews its Local Resilience Action Plan on an annual basis or as required (May 2026).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | May                     | CEO                                        | Director of Infrastructure and Environment<br>Director of Projects<br>Director of Community Services and Economic Development |
| Measure of Success 3.4.1.1                  | <b>Roads - Gates and Grids</b> <ul style="list-style-type: none"> <li>Council establishes an asset register for gates, grids and associated signage in REFLECT.</li> <li>Council develops and implements a grid inspection program.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Annually                | Director of Infrastructure and Environment | Works Manager                                                                                                                 |
| Measure of Success 3.4.2.1                  | <b>Roads Off Alignment</b> <ul style="list-style-type: none"> <li>Council completes road on alignment process for Gereta Rocky Glen Road</li> <li>Council completes road on alignment process for Kajabbi Mount Isa Road</li> <li>Council completes road on alignment process for Malbon Selwyn Road</li> <li>Council completes road opening process for Gleeson to White Hills Road</li> <li>Council completes road opening process for Gleeson (Burke Dev Road to Kajabbi-Kamilaroi Road)</li> <li>Council completes road on alignment process for Roxmere Road, subject to confirmation of any impact of the NT Determination in August 2024 and associated ILUA implications.</li> <li>Council progresses road on alignment process for Roxmere Road extension</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | February                | CEO                                        | Planning and Environment Manager                                                                                              |
| Measure of Success 3.4.3.1                  | <b>Geographic Information Systems (GIS)</b> <ul style="list-style-type: none"> <li>Council's Geographic Information System (GIS) is up to date, containing: all relevant asset layers, gravel pit information, CH clearance</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Quarterly               | Director of Infrastructure and Environment | Director of Projects<br>Asset Engineer<br>Infrastructure Manager                                                              |



| BUILDING AND MAINTAINING OUR INFRASTRUCTURE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |              |              |                              |                                            |                                                                                                                                                                 |
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| Plan Label and Number                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Start Date   | End Date     | When We Plan to Do It        | Who is Accountable? (Section Lead)         | Sub-Delegate                                                                                                                                                    |
|                                             | information, rateable property information, leases and licences, as-constructed drawings etc. <ul style="list-style-type: none"> <li>Updates to Asset Register and GIS are completed as part of Project Close Out processes.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |              |              |                              |                                            |                                                                                                                                                                 |
| Measure of Success 3.4.4.1                  | <b>Asset Management - Financial Reporting</b> <ul style="list-style-type: none"> <li>Monthly finance report details operational expenditure by asset class (water, wastewater, transport, buildings and other structures etc.).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Monthly                      | Director of Corporate Services             | Finance Manager                                                                                                                                                 |
| Measure of Success 3.4.5.1                  | <b>Asset Management - Efficient and Effective Services</b> <ul style="list-style-type: none"> <li>Council has a bias toward engaging Council resources to deliver services.</li> <li>Council investigates opportunities to improve the efficiency and/or effectiveness of the services that it delivers.</li> <li>Council identifies and reports on the benefits realisation associated with these improvements.</li> </ul>                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Biannual                     | CEO                                        | Director of Infrastructure and Environment<br>Director of Community Services and Economic Development<br>Director of Projects<br>Director of Corporate Services |
| Measure of Success 3.5.1.1                  | <b>Water Security</b> <ul style="list-style-type: none"> <li>Council investments and advocacy improve water security for the communities of Cloncurry:               <ul style="list-style-type: none"> <li>Council completes the Dajarra Water Security Project (September 2025)</li> <li>Council progresses bore integration projects</li> <li>Council completes asset inspections of Cloncurry Mains network</li> <li>Secures funding to advance the renewal/replacement of key water assets in Cloncurry.</li> <li>Council works with relevant State Government departments on the review of the Community Service Obligation for Cloncurry's Lake Julius connection and associated options analyses.</li> </ul> </li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting            | Director of Projects                       | Director of Infrastructure and Environment<br>Project Manager                                                                                                   |
| Measure of Success 3.6.1.1                  | <b>Water Supply and Security</b> <ul style="list-style-type: none"> <li>Council reports on water supply by source in monthly Council meeting reports.</li> <li>Council tracks \$ per k/L costs of collection and treatment by source on a quarterly basis for the Cloncurry Scheme (i.e., river/bore &amp; Lake Julius).</li> <li>Council tracks and reports on volume of consumption (bore, town supply, treated effluent) for parks, gardens, recreation facilities.</li> </ul>                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting to Council | Director of Infrastructure and Environment | Infrastructure Manager                                                                                                                                          |



## 4. VALUING OUR ENVIRONMENT

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

|                                 | <b>INVESTMENT PRIORITIES</b><br>Biosecurity<br>Cultural Heritage<br>Landscape Amenity                                                                                                                                                                |                                                                                                                                                                                                                                                                                              | <b>HOW OUR COMMUNITY ASSISTS</b><br>Animal Care<br>Waste Reduction<br>Civic Participation |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
|                                 | <b>KEY SERVICES</b><br>Regulation & Compliance   Waste Management   Recycling & Reuse   Environmental Health<br>Biosecurity Program   Rural Land Management   Environmental Services                                                                 |                                                                                                                                                                                                                                                                                              |                                                                                           |
| Focus                           | Activity                                                                                                                                                                                                                                             | Measure                                                                                                                                                                                                                                                                                      |                                                                                           |
| 4.1 Biosecurity                 | Local government biosecurity plans bring together all sectors of the local community to manage invasive plants and animals. They ensure resources are targeted at the highest priority pest management activities, and those most likely to succeed. | <ul style="list-style-type: none"> <li>• Adoption and review of Regional Biosecurity Plan</li> <li>• % implementation of Operational Plan deliverables in pest management (weed and animal control)</li> </ul>                                                                               |                                                                                           |
| 4.2 Waste Management Operations | Council's waste reduction, waste management and recycling activities and initiatives promote improved environmental outcomes for the Shire and the region.                                                                                           | <ul style="list-style-type: none"> <li>• Compliance with Environmental Authority – Waste</li> <li>• % implementation of Waste Reduction and Recycling Plan</li> </ul>                                                                                                                        |                                                                                           |
| 4.3 Utilities                   | Council's utility services are efficient, effective, and compliant with the Environmental Authorities and other regulatory instruments that govern these services as well as with Council's Customer Service Standards.                              | <ul style="list-style-type: none"> <li>• Compliance with Environmental Authority: Water, &amp; Wastewater</li> <li>• Compliance with Drinking Water Quality Management Plan</li> <li>• OpEx cost of services per capita</li> <li>• Performance against Customer Service Standards</li> </ul> |                                                                                           |
| 4.4 Energy                      | Council investments and advocacy activity contribute to more reliable and affordable energy.                                                                                                                                                         | <ul style="list-style-type: none"> <li>• No. of initiatives supported that improve reliability of energy.</li> <li>• No. of initiatives supported that reduce costs of accessing energy.</li> </ul>                                                                                          |                                                                                           |





| VALUING OUR ENVIRONMENT    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              |              |                       |                                            |                                                                        |
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| Plan Label and Number      | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)         | Sub-Delegate                                                           |
| Measure of Success 4.1.1.1 | <b>Biosecurity - Weed and Animal Management</b> <ul style="list-style-type: none"> <li>Review Regional Biosecurity Plan (April 2025) and amend as required.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Planning and Environment Manager                                       |
| Measure of Success 4.1.1.2 | <b>Biosecurity - Weed and Animal Management</b> <ul style="list-style-type: none"> <li>Deliver 2 x aerial 1080 baiting programs per annum.</li> <li>Deliver min. 2 x mosquito fogging campaigns per annum.</li> <li>Maintain and report on bounties for wild dogs, feral cats and feral pigs.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                    | Jul 01, 2025 | Jun 30, 2026 | Twice per annum       | Director of Infrastructure and Environment | Planning and Environment Manager                                       |
| Measure of Success 4.1.1.3 | <b>Biosecurity - Weed and Animal Management</b> <ul style="list-style-type: none"> <li>Develop and deliver weed management program, including:               <ul style="list-style-type: none"> <li>1 x major initiative scoped and delivered</li> <li>Ongoing weed campaign program scoped and delivered</li> </ul> </li> <li>Weed management program for Chinaman Creek Dam scoped and delivered</li> <li>Council facilitates or assists with burns along the Cloncurry River and in Chinaman Creek Dam Recreational Reserve.</li> <li>Council provides support for volunteer weed management initiatives.</li> </ul>                                                     | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Planning and Environment Manager                                       |
| Measure of Success 4.2.1.1 | <b>Waste Management Compliance - General Waste - Monitoring and Reporting</b> <ul style="list-style-type: none"> <li>Implement verification monitoring program for waste management services in Cloncurry and Dajarra in line with Environmental Authority requirements.</li> <li>Develop, maintain and report on longitudinal data sets for all monitored parameters + landfill utilisation patterns for Cloncurry (by day, by hour of operations).</li> <li>Complete and submit all monthly, quarterly and annual reporting in line with EA and any other mandatory reporting requirements.</li> <li>Complete annual update of landfill restoration provision.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Infrastructure and Environment | Planning and Environment Manager                                       |
| Measure of Success 4.2.1.2 | <b>Waste Management - Tidy Town</b> <ul style="list-style-type: none"> <li>Council develops and implements a Tidy Town campaign to ensure Cloncurry retains and builds on its reputation as a clean and tidy town.</li> <li>Council reports quarterly on the Tidy Town campaign.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                 | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Planning and Environment Manager<br>Media and Public Relations Officer |
| Measure of Success 4.2.1.3 | <b>Waste Management – Recycling</b> <ul style="list-style-type: none"> <li>Council completes at least 1 x scrap metal recycling initiative per year.</li> <li>Council partners with RedDoor to implement further roll out of Containers for Change scheme in Cloncurry.</li> <li>Council explores opportunities to improve waste management and recycling outcomes through collaboration with the mining industry.</li> </ul>                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | December              | Director of Infrastructure and Environment | Planning and Environment Manager                                       |
| Measure of Success 4.2.2.1 | <b>Waste Management Compliance - Regulated Waste - Monitoring and Reporting</b> <ul style="list-style-type: none"> <li>Council meets its responsibilities for tracking regulated waste streams (e.g. asbestos, batteries etc).</li> <li>Council meets its responsibilities in relation to waste tracking certificates for relevant waste streams.</li> </ul>                                                                                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Infrastructure and Environment | Planning and Environment Manager                                       |
| Measure of Success 4.3.1.1 | <b>Sewer Treatment - Environmental Authority and Release to Land Arrangements</b> <ul style="list-style-type: none"> <li>Council identifies and progresses opportunities for re-use of recycled water.</li> <li>Council reports on outcomes of beneficial re-use of recycled water</li> </ul>                                                                                                                                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting     | Director of Infrastructure and Environment | Infrastructure Manager                                                 |

| VALUING OUR ENVIRONMENT    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |              |                       |                                            |                        |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|--------------------------------------------|------------------------|
| Plan Label and Number      | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)         | Sub-Delegate           |
| Measure of Success 4.3.2.1 | <b>Sewer Treatment Operations - Monitoring and Reporting</b> <ul style="list-style-type: none"> <li>Implement verification monitoring program for sewer treatment services in Cloncurry and Dajarra in line with Environmental Authority requirements (monthly testing).</li> <li>Develop, maintain and report on longitudinal data sets for all monitored parameters.</li> <li>Complete and submit all monthly, quarterly and annual reporting in line with EA and any other mandatory reporting requirements.</li> </ul>                                         | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.3.3.1 | <b>Drinking Water Quality Management Plan</b> <ul style="list-style-type: none"> <li>Council complies with DWQMP reporting, reviewing and auditing requirements: <ul style="list-style-type: none"> <li>Annual review and report: 30 November 2025</li> <li>Audit: 30 November 2027</li> </ul> </li> </ul>                                                                                                                                                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | August - October      | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.3.3.2 | <b>Drinking Water Quality Management Plan – RMIP</b> <ul style="list-style-type: none"> <li>Council's annual budget has reference to the DWQMP's Risk Management Improvement Plan.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Annually              | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.3.4.1 | <b>Cloncurry Water Treatment - Customer Service Standards</b> <ul style="list-style-type: none"> <li>Review and adopt Customer Service Standards with reference to relevant statutory requirements (November)</li> <li>Host CSS on Council's website (November)</li> <li>Report against key metrics on a monthly basis (monthly)</li> </ul>                                                                                                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.3.4.2 | <b>Cloncurry Water Treatment - Monitoring and Reporting Requirements</b> <ul style="list-style-type: none"> <li>Implement verification monitoring program outlined in DWQMP for Cloncurry</li> <li>Develop and maintain longitudinal dataset for all monitored parameters</li> <li>Complete and submit all monthly, quarterly and annual reporting in line with CSS, SWIM, EA and DWQMP requirements.</li> </ul>                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.3.4.3 | <b>Cloncurry Water Treatment – Water Restrictions</b> <ul style="list-style-type: none"> <li>Complete review and update of water restrictions implementation and rationale for the Cloncurry and Dajarra Schemes (Sep)</li> </ul>                                                                                                                                                                                                                                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | September             | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.3.5.1 | <b>Dajarra Water Treatment - Monitoring and Reporting Requirements</b> <ul style="list-style-type: none"> <li>Implement verification monitoring program outlined in DWQMP for Dajarra.</li> <li>Develop and maintain longitudinal dataset for all monitored water quality parameters</li> <li>Develop and maintain longitudinal dataset for key plant performance parameters</li> <li>Complete and submit all monthly, quarterly and annual reporting to meet requirements for SWIM, Council's EA, the DWQMP and Council's Customer Services Standards.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Infrastructure and Environment | Infrastructure Manager |
| Measure of Success 4.4.1.1 | <b>Renewable Energy - Solar Installation</b> <ul style="list-style-type: none"> <li>Seek funding to deliver solar upgrades and installs at the Cloncurry Airport and at the Admin / Precinct building</li> <li>Deliver solar upgrades, subject to receipt of funding</li> <li>Track impact on operating costs</li> </ul>                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Q2 2025-2026          | Director of Projects                       | Project Manager        |





## 5. EFFECTIVE & INCLUSIVE GOVERNANCE

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

|  | <b>INVESTMENT PRIORITIES</b><br>Communication Tools<br>Continuous Improvement System<br>Training & Development                                                                                                                                    |                                                            | <b>HOW OUR COMMUNITY ASSISTS</b><br>Supportive Engagement<br>Timely Payments |
|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
|  | <b>KEY SERVICES</b><br>Workplace, Health & Safety   Human Resource Management   Financial Services   Information Technology   Customer Service   Governance   Grant Management   Property Management   Business Improvement   Disaster Management |                                                                                                                                             |                                                                              |
| Focus                                                                             | Activity                                                                                                                                                                                                                                          | Measure                                                                                                                                     |                                                                              |
| 5.1 Stakeholder Consultation & Engagement                                         | Consultation and engagement is undertaken in a way that is appropriate to the scope and potential impact of Council decisions and respects the position and opinion of all stakeholders                                                           | <ul style="list-style-type: none"><li>• Community Satisfaction Survey</li><li>• No. of engagements (surveys, forums, events etc.)</li></ul> |                                                                              |
| 5.2 Corporate Strategies                                                          | Review, update and implement the deliverables of key strategic plans (economic development, biosecurity etc.)                                                                                                                                     | <ul style="list-style-type: none"><li>• % implementation of strategic plans</li><li>• Continued consultation on plans</li></ul>             |                                                                              |
| 5.3 Advocacy                                                                      | Council advocates for and secures positive outcomes for the Shire and the region. Council leverages its memberships in key organisations to drive positive outcomes for the Shire and the region.                                                 | <ul style="list-style-type: none"><li>• Value derived from memberships and delegations</li></ul>                                            |                                                                              |
| 5.4 Sustainability                                                                | Council's budgeting and investment decisions ensure Council's continued financial sustainability                                                                                                                                                  | <ul style="list-style-type: none"><li>• Financial sustainability ratios</li></ul>                                                           |                                                                              |
| 5.5 ICT / Business Systems & Applications                                         | Council invests in technology where such investments drive improved compliance, productivity, customer service and security.                                                                                                                      | <ul style="list-style-type: none"><li>• Continuous improvement (efficiency / effectiveness)</li></ul>                                       |                                                                              |

| 5.6 Governance and Risk Management Frameworks | Council develops, implements, and maintains effective and compliant governance and risk frameworks (governance, finance, risk, assets, projects)                                                           | <ul style="list-style-type: none"> <li>Operational Plan deliverables (Local Laws, Registers, Delegations, internal audit, Audit Committee)</li> </ul>                                                                                      |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Focus                                         | Activity                                                                                                                                                                                                   | Measure                                                                                                                                                                                                                                    |
| 5.7 Organisational Culture                    | HR & WHS systems and processes drive a culture of safety, compliance, performance, productivity and accountability. Council's focus on training and development drives a culture of continual improvement. | <ul style="list-style-type: none"> <li>Staff turnover rates</li> <li>Staff vacancy rates</li> <li>Productivity metrics including absenteeism rates</li> </ul>                                                                              |
| 5.8 Disaster Management                       | Minimise the impact of natural disasters and ability to recover from natural disasters and support the community for rapid recovery including support of the Local Disaster Management Group               | <ul style="list-style-type: none"> <li>Annual review and exercise of Local Disaster Management Plan (LDMP) and Chinaman Creek Dam Emergency Action Plan (EAP)</li> <li>Betterment/Resiliency projects delivered</li> </ul>                 |
| 5.9 Ethical and Lawful Conduct                | Conduct of Councillors and staff is ethical and lawful                                                                                                                                                     | <ul style="list-style-type: none"> <li>Complaints recorded / upheld reported in Annual Report</li> <li>All registers maintained in line with legislative requirements.</li> <li>All compulsory training requirements completed.</li> </ul> |



Cloncurry Shire Council Administration Office

| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |              |              |                       |                                    |                                                                                                                                                                 |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead) | Sub-Delegate                                                                                                                                                    |
| Measure of Success 5.1.1.1       | <b>Stakeholder Consultation and Engagement - Community Forums</b> <ul style="list-style-type: none"> <li>Community Forums x 2 per annum</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Twice per annum       | CEO                                | Executive Support                                                                                                                                               |
| Measure of Success 5.1.1.2       | <b>Stakeholder Consultation and Engagement - Smoko with the Mayor</b> <ul style="list-style-type: none"> <li>Smoko with the Mayor (monthly)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Monthly               | CEO                                | Executive Support                                                                                                                                               |
| Measure of Success 5.1.1.3       | <b>Stakeholder Consultation and Engagement</b> <ul style="list-style-type: none"> <li>Community Surveys released where relevant (e.g. to test and/or demonstrate support for particular projects/initiatives or components thereof)</li> </ul>                                                                                                                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | CEO                                | Director of Community Services and Economic Development                                                                                                         |
| Measure of Success 5.1.1.4       | <b>Community &amp; Stakeholder Engagement – Media</b> <ul style="list-style-type: none"> <li>Council utilises appropriate media channels to keep stakeholders informed and/or to advocate on behalf of Council.Council reports monthly on media/PR activity.</li> </ul>                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Monthly reporting     | CEO                                | Media and Public Relations Officer                                                                                                                              |
| Measure of Success 5.2.1.1       | <b>Corporate Plan</b> <ul style="list-style-type: none"> <li>Corporate Plan reviewed annually as part of budget development process (May) or as otherwise required.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | May                   | CEO                                | Director of Infrastructure and Environment<br>Director of Projects<br>Director of Community Services and Economic Development<br>Director of Corporate Services |
| Measure of Success 5.2.1.2       | <b>Corporate Plan</b> <ul style="list-style-type: none"> <li>Performance against Corporate Plan deliverables outlined in Annual Report.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | November              | CEO                                | Director of Infrastructure and Environment<br>Director of Community Services and Economic Development<br>Director of Projects<br>Director of Corporate Services |
| Measure of Success 5.2.1.3       | <b>Corporate Plan 2026-2031</b> <ul style="list-style-type: none"> <li>Council is required to adopt a new Corporate Plan for 2026-2031. A local government's 5-year corporate plan must—(a) outline the strategic direction of the local government; and (b) state the performance indicators for measuring the local government's progress in achieving its vision for the future of the local government area.</li> <li>Council completes all preliminary work required to develop the Corporate Plan 2026-2031 (Jan-May 2026)</li> <li>Council adopts the Corporate Plan 2026-2031 (June 2026)</li> </ul> | Jul 01, 2025 | Jun 30, 2026 |                       | CEO                                | Director of Corporate Services                                                                                                                                  |
| Measure of Success 5.2.2.1       | <b>Operational Plan - Quarterly Progress Report</b> <ul style="list-style-type: none"> <li>Present Quarterly Progress Report to Council (and publish on Council's website).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | CEO                                | Governance & Risk Coordinator                                                                                                                                   |
| Measure of Success 5.2.2.2       | <b>Operational Plan</b> <ul style="list-style-type: none"> <li>Draft of Operational Plan for following financial year presented to Council (April - June)Operational Plan for subsequent financial year adopted (June).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | May                   | CEO                                | Director of Infrastructure and Environment<br>Director of Community Services and Economic Development<br>Director of Projects<br>Director of Corporate Services |
| Measure of Success 5.2.3.1       | <b>ICT Initiatives</b> <ul style="list-style-type: none"> <li>ICT initiatives implemented with coverage of governance; emerging trends and technologies; business systems and applications; infrastructure and technology; IT business continuity; security; IT project management; information management.</li> </ul>                                                                                                                                                                                                                                                                                       | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services     | IT Coordinator                                                                                                                                                  |



| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              |              |                       |                                            |                                                                                                   |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------|
| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead)         | Sub-Delegate                                                                                      |
| Measure of Success 5.3.1.1       | <b>LGAQ Conference</b> <ul style="list-style-type: none"> <li>Council sends the Mayor, one Councillor, and the CEO to the annual LGAQ conference.</li> </ul>                                                                                                                                                                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | October               | CEO                                        | Executive Support                                                                                 |
| Measure of Success 5.3.1.2       | <b>Advocacy - Council representation at regional meetings</b> <ul style="list-style-type: none"> <li>Council representatives attend NWQROC, RRTG and WQAC meetings. Council representatives attend RDA/MITEZ/OQTA meetings and conferences.</li> <li>Council representatives attend QWRAP meetings.</li> </ul>                                                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Mayor/Elected Members                      | CEO<br>Executive Support                                                                          |
| Measure of Success 5.4.1.1       | <b>Rates – Levy</b> <ul style="list-style-type: none"> <li>1st half rates levied (August) with rating category statement</li> <li>2nd half rates levied (February)</li> </ul>                                                                                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | August 2024           | Director of Corporate Services             | Finance Manager<br>Rates Officer                                                                  |
| Measure of Success 5.4.1.2       | <b>Rates - Managing Rates Arrears</b> <ul style="list-style-type: none"> <li>Monthly Finance Report tracks rates revenue and rates arrears. Council actively manages rates arrears in line with relevant policies (Rates &amp; Debt Recovery Policy) and pursuant to its regulatory powers under the Local Government Act 2009 and Local Government Regulation 2012. Council targets reduction in rates arrears to 7.5% of Rates Revenue (stretch target of 5%).</li> </ul>                               | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Corporate Services             | Shared Services Manager                                                                           |
| Measure of Success 5.5.1.1       | <b>ICT &amp; Business Systems – CCTV</b> <ul style="list-style-type: none"> <li>Council manages and maintains its CCTV system. Council provides selected access to CCTV network to the QPS.</li> </ul>                                                                                                                                                                                                                                                                                                    | Jul 01, 2025 | Jun 30, 2026 | Ongoing               | Director of Corporate Services             | Shared Services Manager                                                                           |
| Measure of Success 5.5.2.1       | <b>ICT &amp; Business Systems - Review of Business Systems</b> <ul style="list-style-type: none"> <li>Review effectiveness of key Business Systems and seek opportunities to progress improvements to system operations:</li> <li>SynergySoftAltusDefinitivPowerBIMartianLogicResolveEnvisioReflectRecoverBookableMagiQ DocumentsOther systems as relevant</li> </ul>                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services             | Finance Manager<br>Governance & Risk Coordinator<br>Shared Services Manager<br>HR and WHS Manager |
| Measure of Success 5.5.2.2       | <b>ICT &amp; Business Systems – Cybersecurity</b> <ul style="list-style-type: none"> <li>Council implements and maintains a virtual CISO service. Council completes an annual cybersecurity audit, utilising the virtual CISO service and Fourier.</li> </ul>                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Biannual              | CEO                                        | Governance & Risk Coordinator<br>Director of Corporate Services                                   |
| Measure of Success 5.5.2.3       | <b>ICT &amp; Business Systems - Managed Services</b> <ul style="list-style-type: none"> <li>Managed Services arrangement scoped and costed. Managed Services arrangement implementation plan developed.</li> </ul>                                                                                                                                                                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | March                 | Director of Infrastructure and Environment | Asset Engineer                                                                                    |
| Measure of Success 5.6.1.1       | <b>Budget Process - Rates, Fees &amp; Charges</b> <ul style="list-style-type: none"> <li>Council's budget development and adoption process provides clear coverage of the following:</li> <li>Rates &amp; ChargesFees &amp; ChargesPlant Acquisition &amp; Replacement ProgramCapEx prioritisationRoad Program, including Flood Damage, Reseal Program, Rural Road Maintenance ProgramOperational budget and levels of service discussionLong-term financial forecastSustainability indicators</li> </ul> | Mar 02, 2026 | Jun 30, 2026 | Quarterly             | CEO                                        | Director of Corporate Services                                                                    |
| Measure of Success 5.6.1.2       | <b>Budget Process – Adoption</b> <ul style="list-style-type: none"> <li>The Budget is adopted in line with ss169-172 of the LGR 2012</li> </ul>                                                                                                                                                                                                                                                                                                                                                           | Mar 02, 2026 | Jun 30, 2026 | June                  | CEO                                        | Director of Corporate Services                                                                    |
| Measure of Success 5.6.1.3       | <b>Budget Process – Amendment</b> <ul style="list-style-type: none"> <li>The Budget is reviewed/amended in line with ss169-172 as required.</li> </ul>                                                                                                                                                                                                                                                                                                                                                    | Jul 01, 2025 | Jun 30, 2026 | February              | CEO                                        | Director of Corporate Services                                                                    |

| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              |              |                                           |                                    |                                            |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-------------------------------------------|------------------------------------|--------------------------------------------|
| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Start Date   | End Date     | When We Plan to Do It                     | Who is Accountable? (Section Lead) | Sub-Delegate                               |
| Measure of Success 5.6.2.1       | <b>External Audit - EOFY and Financial Statements</b> <ul style="list-style-type: none"> <li>Audit Opinion: Unmodified</li> <li>Timing:</li> <li>Signed audit report on or before 31 October 2025. Annual report published within 30 Days of signing of audit report</li> </ul>                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Annual                                    | Director of Corporate Services     | Finance Manager<br>Shared Services Manager |
| Measure of Success 5.6.2.2       | <b>External Audit - Internal Controls</b> <ul style="list-style-type: none"> <li>Internal Controls (Prior Year)</li> <li>All prior year Significant Deficiencies addressed Internal Controls (Current Year)</li> <li>0 Significant Deficiencies No more than 1 Deficiency</li> </ul>                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Annual                                    | Director of Corporate Services     | Finance Manager                            |
| Measure of Success 5.6.2.3       | <b>External Audit - EOFY and Financial Statements</b> <ul style="list-style-type: none"> <li>Financial Statement Preparation: Satisfactory to external audit contractor and Queensland Audit Office</li> <li>End of Financial Year Processes Timeliness Quality</li> </ul>                                                                                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Annual                                    | Director of Corporate Services     | Finance Manager                            |
| Measure of Success 5.6.3.1       | <b>External Audit - AG Report</b> <ul style="list-style-type: none"> <li>Observation Report tabled in line with LGR 2012 timeframes.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | November                                  | Mayor                              | Director of Corporate Services<br>CEO      |
| Measure of Success 5.6.4.1       | <b>Internal Audit</b> <ul style="list-style-type: none"> <li>Develop and adopt an Internal Audit Plan for the financial year (identifying operational risks, how they have been evaluated, which are the most significant, the control measures that CSC has adopted or is to adopt, to manage the most significant operational risks). Appoint internal auditor(s) to complete the audits identified in the internal audit plan. Prepare progress report on the internal audit and present to the Audit &amp; Risk Committee.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Adopt by end of August of the relevant FY | CEO                                | Director of Corporate Services             |
| Measure of Success 5.6.5.1       | <b>Internal Audit</b> <ul style="list-style-type: none"> <li>Deliver 2 x internal audits in 2025-26 in line with the Internal Audit Plan.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | April 2025                                | CEO                                | Director of Corporate Services             |
| Measure of Success 5.6.6.1       | <b>Audit and Risk Committee – Membership</b> <ul style="list-style-type: none"> <li>Budget for Audit Committee developed and adopted (June).</li> <li>Composition of Audit &amp; Risk Committee confirmed in accordance with the requirements of the LGA 2009 and LGR 2012: <ul style="list-style-type: none"> <li>Independent Member appointed</li> <li>Councillor representatives appointed at post-election Council meeting</li> </ul> </li> </ul>                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                 | CEO                                | Director of Corporate Services             |
| Measure of Success 5.6.7.1       | <b>Audit Committee – Meetings</b> <ul style="list-style-type: none"> <li>Audit Committee meeting schedule confirmed for financial year and updated as appropriate. Audit Committee meetings held in accordance with schedule. Audit Committee reviews the internal audit function, internal audit progress reports, draft financial statements, enterprise risk management frameworks and risk registers and other items as identified.</li> </ul>                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                 | CEO                                | Director of Corporate Services             |
| Measure of Success 5.6.7.2       | <b>Audit Committee – Meetings</b> <ul style="list-style-type: none"> <li>Audit Committee self-assessment completed.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | May                                       | CEO                                | Director of Corporate Services             |
| Measure of Success 5.6.8.1       | <b>Enterprise Risk Management – Framework</b> <ul style="list-style-type: none"> <li>Progressive review of elements of the Enterprise Risk Management Framework throughout the year. This includes:</li> <li>Risk Management Policy, Guidelines and Framework reviewed (January 2027) Update Corporate Risk Register (in line with Audit &amp; Risk</li> </ul>                                                                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                 | CEO                                | Director of Corporate Services             |



| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                       |              |              |                       |                                    |                                                                                              |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------|------------------------------------|----------------------------------------------------------------------------------------------|
| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                           | Start Date   | End Date     | When We Plan to Do It | Who is Accountable? (Section Lead) | Sub-Delegate                                                                                 |
|                                  | Committee meetings or as otherwise required)Business Continuity Plan reviewed (November - December 2025)Business Continuity Plan exercise completed (November - December 2025)Fraud and Corruption Policy reviewed (August 2025)Fraud and Corruption Management Plan reviewed (August 2025)Fraud Risk Register reviewed (August 2025) |              |              |                       |                                    |                                                                                              |
| Measure of Success 5.6.9.1       | <b>Delegations and Delegation Register - Council to CEO</b> <ul style="list-style-type: none"> <li>Complete annual review of Council to CEO delegations register (November).Complete rolling review of Council to CEO delegations register to capture legislative/regulatory amendments (as and when)</li> </ul>                      | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | CEO                                | Shared Services Manager<br>Governance & Risk Coordinator                                     |
| Measure of Success 5.6.9.2       | <b>Delegations and Delegation Register</b> <ul style="list-style-type: none"> <li>Review CEO to Officer delegations register in bulk or as appropriate.Training on delegations incorporated into employee on-boarding.</li> </ul>                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | CEO                                | Shared Services Manager<br>Governance & Risk Coordinator                                     |
| Measure of Success 5.6.10.1      | <b>Local Laws</b> <ul style="list-style-type: none"> <li>Local Laws reviewed where necessary.Local Laws revised/updated where necessary.</li> </ul>                                                                                                                                                                                   | Jul 01, 2025 | Jun 30, 2026 | As required           | CEO                                | Planning and Environment Manager<br>Shared Services Manager<br>Governance & Risk Coordinator |
| Measure of Success 5.6.11.1      | <b>Information and Records Management</b> <ul style="list-style-type: none"> <li>A records management system compliant with the Public Records Act 2023 in all material respects.</li> </ul>                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services     | Shared Services Manager<br>Governance & Risk Coordinator                                     |
| Measure of Success 5.6.11.2      | <b>Information and Records Management</b> <ul style="list-style-type: none"> <li>Relevant policies and procedures maintained, including implementation of Disposal of Source Records Policy.</li> </ul>                                                                                                                               | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services     | Governance & Risk Coordinator<br>Shared Services Manager                                     |
| Measure of Success 5.6.11.3      | <b>Information and Records Management</b> <ul style="list-style-type: none"> <li>Retention and disposals undertaken on a timely basis in accordance with legislative, policy and procedural requirements.</li> </ul>                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | Quarterly             | Director of Corporate Services     | Shared Services Manager<br>Governance & Risk Coordinator                                     |
| Measure of Success 5.6.12.1      | <b>Website Compliance</b> <ul style="list-style-type: none"> <li>Council's website content complies with information requirements outlined in relevant local government legislation (plans, policies, registers etc.).Compliance self-assessment completed quarterly.</li> </ul>                                                      | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Corporate Services     | Governance & Risk Coordinator                                                                |
| Measure of Success 5.6.13.1      | <b>Insurance</b> <ul style="list-style-type: none"> <li>Relevant insurances maintained (PL, PI, Workcover, Cyber, Assets).Relevant insurance / risk questionnaires completed (April-June 2026).</li> </ul>                                                                                                                            | Jul 01, 2025 | Jun 30, 2026 | Annual                | Director of Corporate Services     | Shared Services Manager<br>HR and WHS Manager                                                |
| Measure of Success 5.6.13.2      | <b>Insurance</b> <ul style="list-style-type: none"> <li>Formal review conducted biennially.</li> <li>Formal review scheduled for Q4 2026-27</li> </ul>                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Q4 2024-25            | Director of Corporate Services     | Shared Services Manager                                                                      |
| Measure of Success 5.6.14.1      | <b>Statutory Policies</b> <ul style="list-style-type: none"> <li>All statutory policies reviewed in accordance with Policy Schedule/legislative timeframes and uploaded to Council's website.</li> </ul>                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | Monthly               | CEO                                | Governance & Risk Coordinator                                                                |
| Measure of Success 5.6.15.1      | <b>Administrative &amp; Strategic Policies</b> <ul style="list-style-type: none"> <li>All Administrative &amp; Strategic Policies reviewed in line with policy review schedule.</li> <li>Policies reviewed for redundancy and opportunities to rationalise.</li> </ul>                                                                | Jul 01, 2025 | Jun 30, 2026 | Monthly               | Director of Corporate Services     | Governance & Risk Coordinator                                                                |
| Measure of Success 5.6.16.1      | <b>Complaints Management</b> <ul style="list-style-type: none"> <li>Compliant management of the following complaints:</li> </ul>                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | Annual                | Director of Corporate Services     | Shared Services Manager<br>Governance & Risk Coordinator                                     |

| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                     |              |              |                          |                                            |                                                          |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|--------------------------|--------------------------------------------|----------------------------------------------------------|
| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                         | Start Date   | End Date     | When We Plan to Do It    | Who is Accountable? (Section Lead)         | Sub-Delegate                                             |
|                                  | <ul style="list-style-type: none"> <li>Administrative Action ComplaintsCouncillor conduct or performance complaintsCompetitive neutrality complaintsComplaints about the Public Official</li> </ul>                                                                                                                                                                                                                                                 |              |              |                          |                                            |                                                          |
| Measure of Success 5.6.17.1      | <b>Right to Information</b> <ul style="list-style-type: none"> <li>Council meets all compliance requirements related to the Right to Information Act 2009, the Public Interest Disclosure Act 2010, and the Information Privacy Act 2009.</li> </ul>                                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Annual                   | Director of Corporate Services             | Shared Services Manager<br>Governance & Risk Coordinator |
| Measure of Success 5.6.18.1      | <b>Environmental Health Operations - Food Safety Licencing</b> <ul style="list-style-type: none"> <li>Annual inspections of businesses completed.Food licences provided to all complying businesses.Compliance activities progresses where required.</li> </ul>                                                                                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Annually                 | Director of Infrastructure and Environment | Planning and Environment Manager                         |
| Measure of Success 5.6.19.1      | <b>Road Classification Policy</b> <ul style="list-style-type: none"> <li>Update Road Register / Mapping as required for inclusion in Road Classification Policy and website.</li> </ul>                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Ongoing and as required. | Director of Infrastructure and Environment | Asset Engineer                                           |
| Measure of Success 5.6.19.2      | <b>Road Classification Policy</b> <ul style="list-style-type: none"> <li>Council develops a Road Classification Policy to ensure that it:</li> <li>satisfies LGA 2009 and LGR 2012 regulatory requirements; incorporates relevant information/data from the NWQRRTG (e.g. identification of LRRS roads, Statement of Intentions for road network etc.); and defines minimum intended service levels on the basis of road categorisation.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | November                 | Director of Infrastructure and Environment | CEO                                                      |
| Measure of Success 5.7.1.1       | <b>Organisational Culture - Learning and Development</b> <ul style="list-style-type: none"> <li>Council resources the Earn &amp; Learn Program for 2025-26 as a means of encouraging educational and employment pathways between the schools and Council.</li> </ul>                                                                                                                                                                                | Jul 01, 2025 | Jun 30, 2026 | Ongoing                  | CEO                                        | HR and WHS Manager                                       |
| Measure of Success 5.7.2.1       | <b>Organisational Culture – WHS</b> <ul style="list-style-type: none"> <li>Council maintains and improves its Safety Management System over time, providing training to staff in the use of the system as appropriate and as required.ELT and LGW complete annual review of Council's WHS system.</li> </ul>                                                                                                                                        | Jul 01, 2025 | Jun 30, 2026 | Quarterly                | CEO                                        | HR and WHS Manager                                       |
| Measure of Success 5.7.2.2       | <b>Organisational Culture – WHS</b> <ul style="list-style-type: none"> <li>Council develops, implements, reviews and reports on the implementation of its Annual and Monthly WHS Action Plans.ELT and LGW complete annual review of Council's Annual and Monthly Action Plans.</li> </ul>                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Quarterly                | CEO                                        | HR and WHS Manager                                       |
| Measure of Success 5.7.3.1       | <b>Organisational Culture - Engagement, Accountability, Recognition</b> <ul style="list-style-type: none"> <li>Council completes the renegotiation of its 2024+ Certified AgreementCouncil registers the Agreement with the Industrial Relations Commission</li> </ul>                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | 30 September 2024        | CEO                                        | HR and WHS Manager                                       |
| Measure of Success 5.7.3.2       | <b>Organisational Culture - Engagement, Accountability, Recognition</b> <ul style="list-style-type: none"> <li>Council resources a Joint Consultative CommitteeJCC meetings held quarterly (or as otherwise determined in Council's Certified Agreement</li> </ul>                                                                                                                                                                                  | Jul 01, 2025 | Jun 30, 2026 | Quarterly                | CEO                                        | HR and WHS Manager                                       |
| Measure of Success 5.7.3.3       | <b>Organisational Culture – WHS</b> <ul style="list-style-type: none"> <li>Council resources the training/accreditation of HSR (Health &amp; Safety Representatives).Council resources a WHS Committee. WHS Committee meetings held 4 times per year.Council reports monthly on No. LTIs, and Time Lost to Injuries.</li> </ul>                                                                                                                     | Jul 01, 2025 | Jun 30, 2026 | Monthly/Quarterly        | CEO                                        | HR and WHS Manager                                       |
| Measure of Success 5.7.3.4       | <b>Organisational Culture - Engagement, Accountability, Recognition</b>                                                                                                                                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | Biannual reviews (CEO &  | CEO                                        | HR and WHS Manager                                       |



| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              |              |                                                                           |                                            |                                                                   |
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| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Start Date   | End Date     | When We Plan to Do It                                                     | Who is Accountable? (Section Lead)         | Sub-Delegate                                                      |
|                                  | <ul style="list-style-type: none"> <li>Performance monitoring and management is linked to Corporate Plan and Operational Plan deliverables as well as Position Description commitments across the following areas: safety, compliance, efficiency and effectiveness of service delivery, organisational values, and behaviours.</li> </ul>                                                                                                                                                             |              |              | Directors); Annual Review (Managers, Coordinators, Supervisors, Officers) |                                            |                                                                   |
| Measure of Success 5.7.3.5       | <b>Organisational Culture - Staff Wellbeing</b> <ul style="list-style-type: none"> <li>Council maintains an Employee Assistance Program.</li> </ul>                                                                                                                                                                                                                                                                                                                                                    | Jul 01, 2025 | Jun 30, 2026 | Ongoing                                                                   | CEO                                        | HR and WHS Manager                                                |
| Measure of Success 5.7.3.6       | <b>Staff Engagement – Survey</b> <ul style="list-style-type: none"> <li>Council completes staff pulse surveys to gauge opportunities for improvement of organisational culture and organisational deliverables.</li> </ul>                                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 |                                                                           | CEO                                        | HR and WHS Manager                                                |
| Measure of Success 5.7.4.1       | <b>Organisational Culture - Engagement, Accountability, Recognition (Customer Service Charter)</b> <ul style="list-style-type: none"> <li>Council implements and reports on its Customer Service Charter, including implementation of recommendations from 2023-24 internal audit.</li> </ul>                                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                                                 | Director of Corporate Services             | Shared Services Manager                                           |
| Measure of Success 5.7.5.1       | <b>Organisational Culture - Turnover &amp; Vacancy Rate</b> <ul style="list-style-type: none"> <li>Council reports on its annual average turnover rate with the aim of reducing the average annual turnover rate to 25% by June 2026.Council benchmarks its turnover rate against sector averages, with a particular focus on Resources Councils and Remote Councils.Council benchmarks its vacancy rate against sector averages, with a particular focus on Resources and Remote Councils.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Monthly reports to Council                                                | CEO                                        | HR and WHS Manager                                                |
| Measure of Success 5.7.5.2       | <b>Organisational Culture - Reward and Recognition Program</b> <ul style="list-style-type: none"> <li>Council delivers Staff Reward and Recognition Program for 2025-26.Recipients of Reward and Recognition programs acknowledged in quarterly reporting (and other media/formats as appropriate)</li> </ul>                                                                                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Quarterly awards                                                          | CEO                                        | HR and WHS Manager                                                |
| Measure of Success 5.7.5.3       | <b>Organisational Culture - Staff Engagement</b> <ul style="list-style-type: none"> <li>Council holds two Whole of Staff Sessions per annum (to communicate key messaging, to share success stories and case studies that reflect the desired culture and values, to foster connections across the organisation).</li> </ul>                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Biannual                                                                  | CEO                                        | Executive Support                                                 |
| Measure of Success 5.7.5.4       | <b>Organisational Culture - Staff Wellbeing Initiatives</b> <ul style="list-style-type: none"> <li>Staff Wellbeing Initiative program developed and delivered in 2024-25 (e.g., financial literacy initiatives, salary sacrificing, superannuation, health and wellbeing, employee assistance program).Outputs of program reported to Council on a quarterly basis</li> </ul>                                                                                                                          | Jul 01, 2025 | Jun 30, 2026 | Quarterly                                                                 | CEO                                        | HR and WHS Manager                                                |
| Measure of Success 5.7.6.1       | <b>Organisational Culture - Training and Development</b> <ul style="list-style-type: none"> <li>Council develops, reviews and delivers its Training and Development Program for 2025-26.Council reports on the progress and outcomes of its Training and Development for 2025-26.</li> </ul>                                                                                                                                                                                                           | Jul 01, 2025 | Jun 30, 2026 | Monthly                                                                   | CEO                                        | HR and WHS Manager<br>Governance & Risk Coordinator               |
| Measure of Success 5.8.1.1       | <b>Disaster Management - Chinaman Creek Dam - Emergency Action Plan</b> <ul style="list-style-type: none"> <li>Council's Emergency Action Plan for Chinaman Creek Dam is reviewed and updated as required.Council's EAP lodged with Regulator and uploaded to Council's website.Council's EAP is exercised annually (Oct-Dec).</li> </ul>                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | October                                                                   | Director of Infrastructure and Environment | CEO<br>Infrastructure Manager<br>Planning and Environment Manager |

| EFFECTIVE & INCLUSIVE GOVERNANCE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |              |              |                                     |                                    |                                |
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| Plan Label and Number            | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Start Date   | End Date     | When We Plan to Do It               | Who is Accountable? (Section Lead) | Sub-Delegate                   |
| Measure of Success 5.8.1.2       | <b>Disaster Management - Local Disaster Management Plan</b> <ul style="list-style-type: none"> <li>Council reviews the effectiveness of its LDMP once per year</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                             | Jul 01, 2025 | Jun 30, 2026 | November 2024                       | CEO                                | Governance & Risk Coordinator  |
| Measure of Success 5.9.1.1       | <b>Ethical and Lawful Conduct - Elected Member Training and Development</b> <ul style="list-style-type: none"> <li>Elected members complete LGAQ Elected Member Updates where possible / where offered</li> <li>Elected members review key Council documents/policies etc., including Code of Conduct, Standing Orders and Meeting Procedures etc.</li> </ul>                                                                                                                                                                                                                         | Jul 01, 2025 | Jun 30, 2026 | Quarterly                           | Mayor/Elected Members              | CEO<br>Executive Support       |
| Measure of Success 5.9.1.2       | <b>Ethical and Lawful Conduct - Registers of Interest</b> <ul style="list-style-type: none"> <li>Councillors and relevant Officers meet regulatory requirements in relation to Register of Interests updates and disclosures.</li> </ul>                                                                                                                                                                                                                                                                                                                                              | Jul 01, 2025 | Jun 30, 2026 | As required with annual review      | Mayor/Elected Members              | CEO<br>Shared Services Manager |
| Measure of Success 5.9.1.3       | <b>Ethical and Lawful Conduct - Related Parties</b> <ul style="list-style-type: none"> <li>Councillors and relevant Officers meet regulatory requirements in relation to Related Parties disclosures.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                      | Jul 01, 2025 | Jun 30, 2026 | As required, and reviewed annually. | Mayor/Elected Members              | CEO<br>Shared Services Manager |
| Measure of Success 5.9.2.1       | <b>Ethical and Lawful Conduct - Inductions, Onboarding, Learning &amp; Development</b> <ul style="list-style-type: none"> <li>Council maintains Learning Management System to manage training on items relevant to ethical and lawful conduct (e.g., Fraud Awareness, Procurement, Bullying and Harassment, Duty of Care, Information and Cyber Security, Code of Conduct, Public Interest Disclosure, Social and Digital Media, Workplace Health and Safety, and Workplace Behaviour)</li> <li>Council monitors and reports on % completion of relevant training modules.</li> </ul> | Jul 01, 2025 | Jun 30, 2026 | Quarterly reporting                 | CEO                                | HR and WHS Manager             |