



REGIONAL COUNCIL

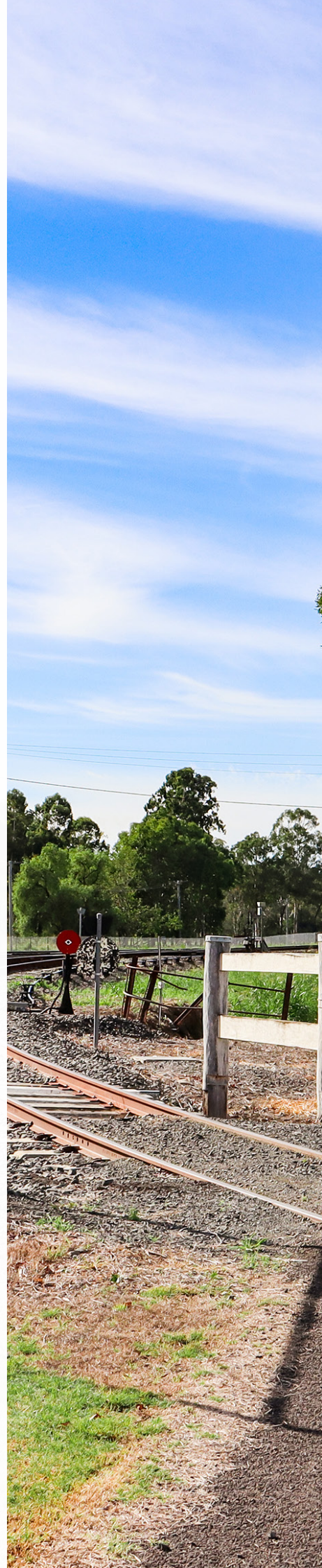
Lockyer Valley Regional Council | Operational Plan 2022 - 2023

# Fourth Quarter Performance Report



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## ACKNOWLEDGEMENT OF COUNTRY

Lockyer Valley Regional Council respectfully acknowledges the Traditional Owners, the Yuggera and Ugarapul people as custodians of the region we share. We pay our respects to their elders past, present and emerging and the Aboriginal and Torres Strait Islander Elders of other communities who may live here as the keepers of the traditions, customs, cultures and stories of proud peoples. Lockyer Valley Regional Council is committed to cultivating inclusive environments for all staff, customers, residents and visitors.



# INTRODUCTION

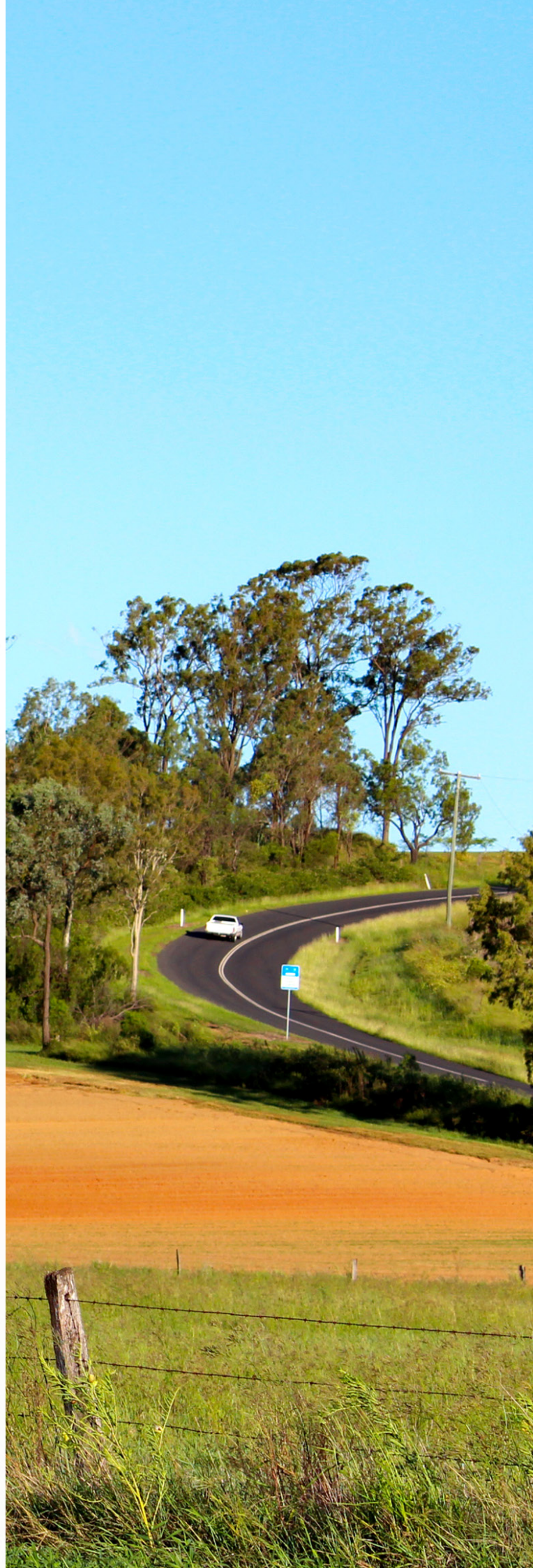
The Operational Plan (the Plan) is a strategic document that is developed and adopted annually with the Budget. The Plan captures strategic deliverables for the 2022-2023 financial year to ensure Council delivers the Commitments and Outcomes of the Corporate Plan 2022-2027.

The Operational Plan 2022-2023 sets the one year direction for Council. The Plan articulates our deliverables, areas of responsibility, addresses Council's risks and monitors the overall performance of Council.

Section 174 (3) of the *Local Government Regulation 2012* includes the requirement for the Chief Executive Officer to present a written assessment of the organisation's progress towards implementing the Operational Plan to Council at meetings of Council at regular intervals of not more than three months. This quarterly performance report on Council's Operational Plan 2022-2023 ensures Council meets its legislative responsibilities.

# COMMITMENT TO HUMAN RIGHTS

Council is committed to protecting and promoting human rights by ensuring that human rights are considered in all the work we do – from the decisions we make to the services we provide. This commitment is in accordance with Council's obligations under the *Human Rights Act 2019*.



# VISION, MISSION AND VALUES

## VISION:

We will deliver sustainable services to enhance the liveability of our community while embracing our economic, cultural and natural diversity.

## MISSION:

Lead, engage and empower.

## OUR VALUES:

Values form the basis of our culture. They add meaning to work and they provide a basis for consistent planning and decision making across the organisation. To ensure that staff live our values, every employee of Lockyer Valley Regional Council is expected to demonstrate articulated behaviours in their daily activities and in the way they make decisions. Our values are:



### LEADERSHIP

We lead through excellence and partner with the community to achieve Council's vision and mission.



### ACCOUNTABILITY

We accept ownership of our role and take responsibility for our actions. We are results focused, take pride in our successes and efforts and learn from our mistakes.



### INTEGRITY

We strive to be valued and trusted by the Lockyer Valley community. We are respectful, open, transparent and honest in our dealings with the community. At all times we act in the best interests of the community.



### COMMUNICATION

We embrace diversity and communicate openly and honestly. We listen actively, consider and value the views of others. Our communication is clear, concise and consistent.



### CUSTOMER FOCUS

We strive to engage and communicate with our internal and external customers to meet agreed outcomes. We identify and aim to meet the needs of all customers in a responsive and equitable manner.



### TEAMWORK AND COLLABORATION

We value creative thinking and look for opportunities to collaborate and connect to deliver a better Lockyer Valley. We work together by recognising and sharing our talents, skills, experience and knowledge.



# OUR ROLE

As we work towards our outcomes, we recognise that not all of them can be achieved by Council alone. Council will fulfil a range of roles in working to achieve the outcomes outlined in this plan.

These roles include:

COUNCIL ROLE	DESCRIPTION
Provider	Delivering services
Funder	Funding other parties to deliver services
Regulator	Regulating activities through legislation, local laws or policies
Partner	Forming partnerships and strategic alliances with other parties in the interests of the community
Facilitator	Assisting others to be involved in activities by bringing groups and interested parties together
Advocate	Promoting the interest of the community to other decision makers and influencers



# QUARTERLY HIGHLIGHTS



## COUNCIL LOBBYING YIELDS RESULTS FOR GATTON HOSPITAL

More Lockyer Valley residents can now seek healthcare closer to home, with six extra beds now available at the Gattton Hospital.

The development comes in the wake of months of lobbying by Council, to ensure the extra service capacity to cope with catchment demand.

There is still a lot of work to be done, and funding to be secured to ensure our fast-growing region has access to adequate healthcare in the medium to long term.

Council will continue to raise this issue and apply pressure to state and federal governments to start planning for our region's future now.

As part of the expansion, Gattton Hospital will trial a model of care for patients who are transitioning from acute care to community-based services under the National Disability Insurance Scheme (NDIS), West Moreton Health said.

The region is served by two public hospitals, Gattton and Laidley, with 10 funded inpatient beds at Laidley and now 16 at Gattton.

This brings the total number of funded beds to just 26 for a population of 43,000.

## LOCAL SCHOOL STUDENTS KICKING GOALS THROUGH WASTE WARRIOR PROGRAM

Council is committed to flipping the script on sending food waste to landfill by educating our smallest community members about the circular economy and reusing food waste!

As of February, students from Lake Clarendon State School, Gattton State School, Blenheim State School and Mount Sylvia State School have collectively diverted 256.5kgs of their food waste from landfill. Lake Clarendon specifically has contributed a whopping 194.7kgs to the total amount – which is a true testament to the commitment the school has taken in reducing their waste to landfill.

These schools play a vital role in ensuring this important message is instilled in our youngest community members, and we congratulate these students on playing their part to make this happen.

## SHADOW THE MAYOR PROGRAM CELEBRATES MILESTONE

Council's Shadow the Mayor Program celebrated an important milestone, when the Mayor welcomed her 30th student to the important initiative.

Started by Mayor Milligan in 2017, the 'Mayor's Shadow for a Day' takes place several times a year with the aim of mentoring and encouraging local Year 11 students to unleash their leadership potential.

The students are given the opportunity to spend the day with the Mayor, shadowing and being mentored by her as she fulfils her varied duties. They also get to see the responsibilities and tasks business and community leaders face firsthand, as well as the inner workings of local government.

Mayor Milligan said her hope was to instil self-belief in young people by giving them the encouragement needed to dream big and unlock their leadership potential.

## COUNCIL LAUNCHES NATION-FIRST FLOOD INFORMATION PORTAL

In a first of its kind for Australia, Lockyer Valley residents now have immediate access to detailed flood advice – right at their fingertips.

Developed over several years with the assistance of specialised consultants and with thanks to funding support from the Queensland Government through the Innovation and Improvement Fund, Council officially launched its new Flood Information Portal to the community in April.

The first flood information platform of its kind, the Flood Information Portal is an interactive tool which provides a level of detail and confidence never seen before and is an exciting development in Council's suite of flood intelligence information.

The service allows Council to consolidate the flood information used in the past into a sleek, automated online system – with reports generated online for free, in just minutes.

The enhanced system provides data on specific locations within a lot, which is ideal for larger rural and rural residential properties where flood constraints can vary widely within a lot.

Council is proud to be pioneering an innovative new system that provides up-to-date and detailed flood information on properties in the Lockyer Valley subject to flood overlay and gives residents the clarity and information they need to confidently make property related decisions.

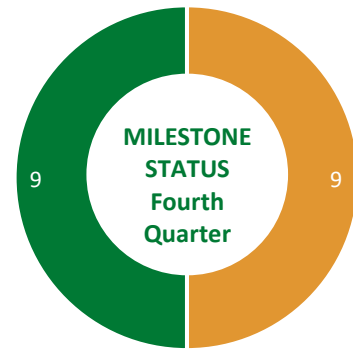
The new Flood Information Portal, which residents can access via computer, provides point-specific data on flood levels and quickly produces a report highlighting the engineering parameters like depth, velocity, and hazard of the water at those locations.

From Council's Disaster Dashboard to the Flood Information Portal – advancements in the accessibility of information for our community lead to our ever-improving preparedness and future planning.

# PERFORMANCE STATUS

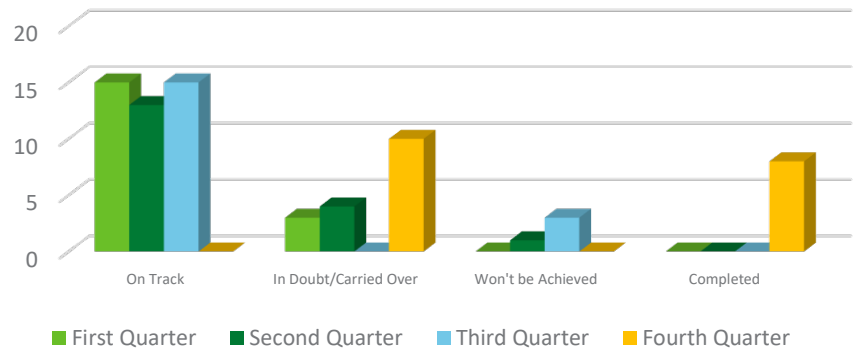
## MILESTONE STATUS

STATUS		NUMBER
On Track (quarters 1-3 only)	●	0
In Doubt/Carried Over	●	9
Won't Be Achieved	●	0
Completed within Milestone	✓	9



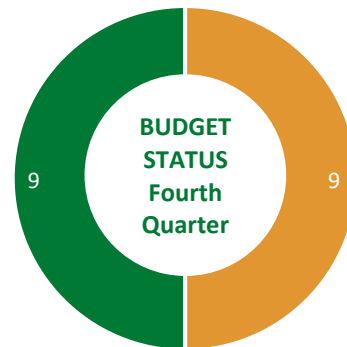
## YEAR TO DATE MILESTONE STATUS COMPARISON

This graph provides a year-to-date comparison of the milestone status of the Operational Plan 2022-2023 deliverables against previous quarterly performance reports.



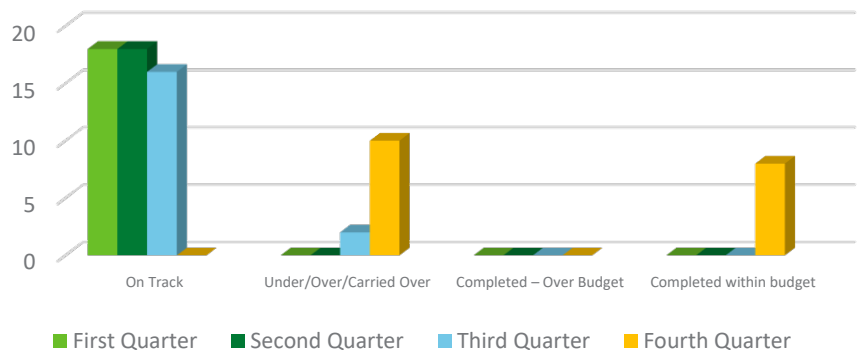
## BUDGET STATUS

STATUS		NUMBER
On Track (quarters 1-3 only)	●	0
Under Budget/Carried Over	●	9
Completed – Over Budget	●	0
Completed within Budget	✓	9



## YEAR TO DATE BUDGET STATUS COMPARISON

This graph provides a year-to-date comparison of the budget status of the Operational Plan 2022-2023 deliverables against previous quarterly performance reports.









# LOCKYER COMMUNITY DELIVERABLES

*Our healthy community welcomes the spirited diversity found within our region. Times of hardship highlight our resilience. Our high standards support our quality of life and vibrancy while providing a dynamic and safe place full of opportunity. We strive to build on who we are and all that our region has to offer by connecting business, the community and government.*

## A COMMUNITY WITH FAIR AND REASONABLE ACCESS TO SERVICES.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Advocate for opportunities to enhance services to the community such as improved regional health facilities and a regional passenger rail network.	Maximise opportunities to advocate for improved regional health facilities. Participate in the Toowoomba to Brisbane Passenger Rail Reference Group and preparation of Business Cases.	Advocating for improved health facilities resulted in 6 extra beds for Gatton Hospital due to be available in coming weeks, taking the total beds available in Gatton to 16. There are 10 beds currently available in Laidley Hospital. The Technical Working Group for the Toowoomba to Brisbane Passenger Rail did not meet during this quarter. The Strategic business case remains with the Australian Government for consideration. While opportunities are taken to advocate for passenger rail the delays to the Inland rail are likely to impact on passenger rail planning in the region as well.	✓	✓

## COUNCIL SEEKS TO UNDERSTAND COMMUNITY NEEDS, RESULTING IN PARTNERSHIPS THAT REALISE LONG-TERM BENEFITS FOR THE COMMUNITY IN A TIMELY MANNER.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Prioritise and deliver an action plan outlining projects and initiatives that achieve the strategic priorities of the Community Development and Engagement Strategy.	An action plan identifying projects and initiatives to be delivered within the financial year.	25 individual Council projects received community engagement support during Quarter 4. Support for community groups and hall committees continued with grant and capacity building opportunities identified. For eg Mulgowie Hall Asscn and Withcott District Progress Asscn. Round 2 of the Major Community Grants Program was rolled out. Sponsorships were provided for individuals at sporting events. Flood recovery and community resilience events were implemented, such as Birdies Tree Resources; Building Inclusive Disaster Resilient Communities project and Queenslanders with a Disability Network.	✓	✓

LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-24	●	Carried Over to 23-24	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓

**THE COMMUNITY'S PREPAREDNESS FOR DISASTERS IS IMPROVED THROUGH COMMUNITY EDUCATION, TRAINING AND STRONG PARTNERSHIPS BETWEEN COUNCIL AND OTHER AGENCIES.**

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Develop and implement a disaster management framework which is aligned to the standard for disaster management in Queensland as a shared organisational responsibility.	Disaster Management Framework developed, and implementation commenced.	The draft Disaster Management Framework Guideline is complete and associated documents including checklists, training calendar etc are identified and electronically linked to the Framework. Once finalised and approved the Framework will achieve the recommendation. Training compliance has commenced.	●	●

LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-25	●	Under Budget	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓





# LOCKYER BUSINESS, FARMING AND LIVELIHOOD DELIVERABLES

**Lockyer Business:** Our business community is a thriving and inclusive network where it is easy to do business. We create opportunities and encourage innovation that inspires business confidence and collaborative partnerships.

**Lockyer Farming:** As custodians we manage our water and land assets to ensure our farming future. We pride ourselves on our innovation and clean, green reputation. We work together to support our farmers of current and future generations.

**Lockyer Livelihood:** We are a community where lifelong learning opportunities exist. Our quality education facilities are highly regarded and provide diverse career pathways. We look to develop skills and generate job opportunities for all.

## ENCOURAGE OPPORTUNITIES FOR THE LOCKYER VALLEY TO DRIVE ECONOMIC AND COMMUNITY OUTCOMES.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Advocate to mitigate the adverse impacts of Inland Rail on the liveability of the region.	Ensure the community's and Council's interests are protected by maximising opportunities to advocate and participate in reviews, reference groups and prepare submissions as required.	The Australian Governments Independent Review of Inland Rail has now reported, and the Australian Government has accepted, or accepted in principle, all the recommendations made by the Reviewer. This follows significant advocacy from LVRC and other stakeholders regarding the negative impacts of Inland Rail and the viability of the business case for that project. Australian Rail Track Corporation have "paused" engagement with Council while a revised timeframe for works in Queensland is considered. The Environmental Impact Statement process has been further delayed and is unlikely to reconvene until 2024-25. A key outcome for this quarter was a revised Multi Criteria Analysis for the Gatton Bypass Option demonstrative that Council's advocacy for change in alignment was clearly justified.	✓	✓



LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-24	●	Carried Over to 23-24	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓

## MAXIMISE OPPORTUNITIES THROUGH ENGAGEMENT AND PARTNERSHIP WITH STAKEHOLDERS TO ACHIEVE A STRONG RESILIENT ECONOMY.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Advocate for improved water security and supply for the region through the Lockyer Valley and Somerset Water Collaborative.	The agreement that aligns with the city deal funding executed. Negotiations with Seqwater finalised and a funding application lodged with the Australian Government to construct the irrigation scheme.	The Water for the Lockyer and Somerset project has now been included in City Deal funding with an announcement pending. Once the announcement has been made by the Australian and Queensland Governments details can be released. In the meantime, agreement has been reached with all parties on the Implementation Plan for the City Deal funding, which will support the commencement of pre-construction activities. The Plan includes 10 milestones to be worked through with the intended outcome being an investment ready scheme to take to investors and Government for funding.	●	●

## PROMOTE AND MARKET THE LOCKYER VALLEY AS A DESTINATION FOR COMMERCE, TOURISM AND LIFESTYLE.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Prioritise and deliver an action plan outlining projects and initiatives that achieve the strategic priorities of the Tourism Strategy.	An action plan identifying projects and initiatives to be delivered within the financial year.	A 2022/2023 action plan has been completed aligning with the Tourism Strategy. Deliverables achieved in the fourth quarter include: SP1 – Forest Hill Silo Project precinct concept plan and community engagement finalised. SP1 – Anzac Day commemoration activities delivered successfully in collaboration with RSL's. SP1 – Assistance provided to Powerfest 2023. SP2 – A new suite of tourism brochures developed for Visitor Information Centre (VIC) operations; billboard designs revised; commissioned two blogs for new website (accessibility and family-friendly). SP3 – Officers spent 6 days on stand with Southern Qld Country Tourism (SQCT) at Let's Go Qld Caravan and Camping Show in Brisbane. SP3 – A Famil was conducted with the SQCT Board. SP3 – Attended two SQCT Networking events. SP3 – A famil was held for the VIC Volunteers. SP3 – National Volunteer Week function held. SP3 – The former tourism trailer has been refreshed for community use.	✓	✓

LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-25	●	Under Budget	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓

**FOSTER A FLEXIBLE, SUPPORTIVE AND INCLUSIVE BUSINESS ENVIRONMENT.**

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Prioritise and deliver an action plan outlining projects and initiatives that achieve on the strategic priorities of the Economic Development Strategy.	An action plan identifying projects and initiatives to be delivered within the financial year.	<p>A 2022/2023 action plan has been completed aligning with the Economic Development Strategy. Deliverables achieved in the fourth quarter include:</p> <p>SP1 – Research, data and statistics have been provided to support advocacy for increased health services and facilities in the region.</p> <p>SP3 - The Lockyer Valley Industrial Land Study has been completed.</p> <p>SP3 – Successful grant application for \$50,000 from the Flexible Funding Program to undertake the Resilient People and Places project to support growth management and disaster management operations.</p> <p>SP3 – Economic Recovery activities are returning to business-as-usual. Focus is shifting to delivery of preparedness initiatives.</p> <p>SP3 – The Constraints Analysis project was completed.</p> <p>SP4 - \$25,000 financial support was provided to the Lockyer Valley Chamber of Commerce, Industry and Tourism to support the employment of a Membership Services Officer.</p> <p>SP5 – Engaged with Department Transport and Main Roads to provide local context as they build a new Transport Model for long term planning. Information from the Industrial Land Study, Constraints Analysis and development approvals (new and historical) is being used to inform the transport model.</p>	✓	✓



LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-24	●	Carried Over to 23-24	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓





# LOCKYER NATURE DELIVERABLES

Our natural assets are valued and protected to sustain our unique rural lifestyle.

## LOCKYER VALLEY'S NATURAL ASSETS ARE MANAGED, MAINTAINED AND PROTECTED.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Prioritise and deliver an action plan outlining projects and initiatives that achieve on the strategic priorities of the Environment Strategy.	An action plan identifying projects and initiatives to be delivered within the financial year.	<p>A 2022/2023 action plan has been completed aligning with the Environment Strategy. Deliverables achieved in the fourth quarter include:</p> <p>SP1 – Draft integrated land management plans have been prepared for 16 reserves. Consultants have been engaged to prepare bushfire management plans for the reserves, and requests for quotes have been released to engage contractors to undertake weed control works within the reserves.</p> <p>SP1 – A consultant has been engaged to prepare a Matters of Local Environmental Significance (MLES) scoping study.</p> <p>SP1 – The Draft Biodiversity Planning Scheme Policy has been reviewed by a consultant and is now finalised. It forms part of the draft planning scheme and will undergo public consultation at the same time as the draft scheme. Components of the Draft Planning Scheme Policy are being used to provide information to developers.</p> <p>SP2 – 6,250 native tubestock plants were planted at Parklea Reserve, Placid Hills. 1,200 of these were planted by the community at a community tree planting event.</p> <p>SP2 – 400 native trees were planted at Fairways Drive reserve.</p> <p>SP2 – 200 native trees were planted at Shorelands Drive reserve in collaboration with the Toowoomba Wilderness society as additional stock for a koala fodder forest.</p> <p>SP3 – Officers are working with Social Marketing @ Griffith team on koala awareness and education. On 18 May 2023 a successful Koala Forum was held, organised in conjunction with Social Marketing @ Griffith. 98 people registered to attend the forum in-person with another 185 attending online. The Forum was also covered by Seven News Toowoomba.</p> <p>SP3 – 79 Land for Wildlife members received free plant vouchers totalling 1,750 native plants.</p> <p>SP3 - 35 long term Land for Wildlife members were celebrated at the 20th year Anniversary morning tea held at the Lockyer Valley Cultural Centre.</p>	✓	✓

## COUNCIL AND THE COMMUNITY ACTIVELY REDUCE WASTE, RECYCLE AND REUSE MORE.

LEGEND	Milestone Status	Budget Status		
	Carried Over to 23-25	●	Under Budget	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓



Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Develop a Waste Management Strategy which guides the delivery of Council's Waste Management function.	Waste Management Strategy developed and adopted by Council.	<p>A consultant has been engaged to assist with this work. The planned scope of works includes:</p> <ol style="list-style-type: none"> <li>1. Strategic Vision Workshop – planned for mid to late August 2023</li> <li>2. Options Analysis – September 2023</li> <li>3. Strategic Workshop 2 – mid to late September 2023</li> <li>4. Draft Waste Reduction and Recycling Plan (WRRP) prepared – October 2023</li> <li>5. Community engagement for the draft plan – November 2023</li> <li>6. Final WRRP for adoption – early December 2023.</li> </ol>	●	●



LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-24	●	Carried Over to 23-24	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓



# LOCKYER PLANNED DELIVERABLES

We have unique, well connected communities. We have places and spaces that bring together people. Local services match the needs of the community. Our built infrastructure is designed and constructed to enable access for all.

## GROWTH AND DEVELOPMENT IN THE REGION IS SUSTAINABLY MANAGED THROUGH THE ADOPTION AND IMPLEMENTATION OF THE LOCKYER VALLEY PLANNING SCHEME.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Undertake Public Notification of the Lockyer Valley Planning Scheme, review submissions received and finalise for Council adoption and implementation.	Complete public notification of the Lockyer Valley Planning Scheme, including a review of submissions received and responses provided to all properly made submissions. Where appropriate, amendments made to the Planning Scheme to incorporate feedback from submissions received. Preparation of a formal response to the Minister to finalise the Lockyer Valley Planning Scheme for Ministerial Approval and adoption by Council.	Council has received conditional approval from the Chief Executive of the Department of State Development, Infrastructure, Local Government and Planning (DSDILGP) to undertake public consultation of the Draft Lockyer Valley Planning Scheme ('the Scheme'). Council will undertake public consultation of the Scheme over a 40 to 45 day period during August and September 2023. The remainder of the performance measures associated with this deliverable will be complete by December 2023, when it is planned that Council will adopt the new Scheme.	●	●

## PROVISION OF FIT-FOR-PURPOSE INFRASTRUCTURE WHICH MEETS THE CURRENT AND FUTURE NEEDS OF THE REGION.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Undertake a program of works to inform Council's strategic infrastructure planning in relation to stormwater and traffic network planning to support the orderly and sequential growth of the region.	Plan developed that informs Council's investment in future infrastructure needs and the Local Government Infrastructure Plan.	The Local Government Infrastructure Plan (LGIP) amendment in relation to stormwater is nearing completion. Studies to support strategic infrastructure planning are underway while others have been completed: the Industrial Land Study and Constraints Analysis have been completed, and the Growth Management Strategy will commence next year.	●	●
Undertake the preparation of Council's Local Government Infrastructure Plan.	Finalisation and adoption of Council's Local Government Infrastructure Plan.	Work on the LGIP will commence in 2023/24. The recently completed Industrial Land Study and Constraints Analysis will inform the LGIP.	●	●

LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-25	●	Under Budget	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓



**AN INTEGRATED APPROACH TO THE PLANNING OF ALL COMMUNITIES THAT STRENGTHENS LOCAL IDENTITY AND LIFESTYLE.**

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Finalise the review of the existing Laidley Flood Town Protection Scheme and present to Council an options analysis in relation to flood mitigation for Laidley and undertaken an options analysis for flood mitigation at Withcott.	Flood mitigation options for Laidley and Withcott determined by Council.	<p>A review of the original Laidley Flood Mitigation Scheme has been undertaken by WMAWater, with updated options presented to an internal working group consisting of Councillors and staff. The options will be presented to Council for formal adoption in the future, with no date set at this stage. Negotiations are currently underway to purchase land that would be required to implement any of the flood mitigation options currently being considered.</p> <p>WMA Water have been engaged to commence preparing an options analysis for Withcott Flood Mitigation.</p>	●	●



LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-24	●	Carried Over to 23-24	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓



# LOCKYER LEADERSHIP AND COUNCIL DELIVERABLES

**Lockyer Leadership:** Our leaders are visionary and seek coordinated outcomes for the benefit of the whole community.

**Lockyer Council:** A well-managed, transparent and accountable organisation that gives the community confidence, demonstrates financial sustainability, where customers are satisfied with our services and our employees are proud to work.

## UNDERTAKE ROBUST AND ACCOUNTABLE FINANCIAL, RESOURCE AND INFRASTRUCTURE PLANNING AND MANAGEMENT TO ENSURE AFFORDABLE AND SUSTAINABLE OUTCOMES FOR OUR COMMUNITY.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Develop a Strategic Asset Management Plan to enable a coordinated approach to managing Council's assets.	Engage internal stakeholders and develop a draft Strategic Asset Management Plan.	Draft Strategic Asset Management Plan completed and disseminated to relevant staff for comment. Plan will be formally adopted by Council in the first quarter of the 2023/2024 financial year.	✓	✓
Develop a Procurement Strategy that supports the needs of the business, provides value for money to Council and ensures legislative compliance.	Procurement Strategy developed.	This has not been achieved and will be carried over for completion during the 2023/2024 financial year.	●	●

## ACTIVELY ENGAGE WITH THE COMMUNITY TO INFORM COUNCIL DECISION MAKING PROCESS AND COMMUNICATE ON DECISIONS MADE.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Develop a Corporate Communications Strategy that defines Council's approach to internal and external communication.	Strategy finalised and adopted by Council and a prioritised annual action plan developed and implemented.	Council's Social Media Policy was reviewed and approved 18/01/2023. The External Communications Strategy was finalised in April 2022. An Internal Communications Strategy was partially complete at 30 June 2023.	●	●

LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-25	●	Under Budget	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓

## PROMOTE A VALUES BASED CULTURE THAT APPRECIATES AND EMPOWERS ITS WORKFORCE.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Undertake organisational development activities that foster a values based culture.	Improved organisational culture. Pulse Survey results demonstrate trend improvement in employee responses to each theme.	<p>Pulse survey trends have improved across a number of the key categories together with the number of employee responses over the program so far. For example in the initial pulse survey we received 147 responses and in the latest survey we received 186. We will continue with the Pulse Survey program to measure culture and workplace sentiment.</p> <p>A number of organisational development activities have been completed this year including:</p> <ul style="list-style-type: none"> <li>- 2 cohorts of Council leadership staff completing a Leadership Development Programme including 360 degree feedback reviews.;</li> <li>-The completion of pulse surveys throughout the year;</li> <li>-The formation of Connected Council Focus Groups which are a workplace culture-based groups that address the themes from the Pulse Surveys.</li> </ul> <p>While this has been completed further work is scheduled for 2023/2024.</p>	✓	✓

## COMPLIANT WITH RELEVANT LEGISLATION.

Deliverable	Performance Measurement	Progress Commentary	Milestone Status	Budget Status
Undertake preparations for the Local Government Workcare Mutual Risk Obligations Audit	Preparations completed to achieve continuation of self-insurance status.	Deliverable completed with a strong audit result of 78.3% achieved. The result is the highest recorded.	✓	✓

LEGEND	Milestone Status		Budget Status	
	Carried Over to 23-24	●	Carried Over to 23-24	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓

For more information phone 1300 005 872,  
email [mailbox@lvrc.qld.gov.au](mailto:mailbox@lvrc.qld.gov.au) or visit [www.lockyervalley.qld.gov.au](http://www.lockyervalley.qld.gov.au)

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