



REGIONAL COUNCIL

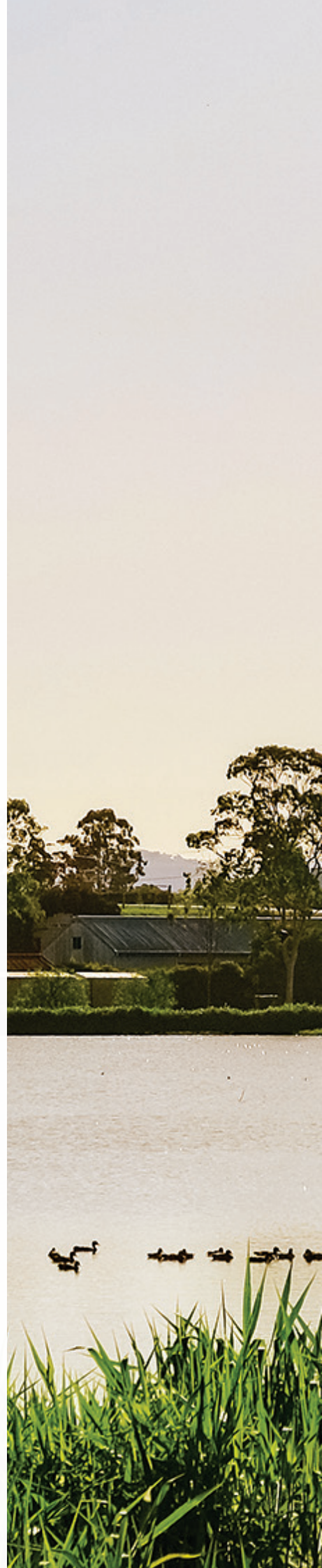
Lockyer Valley Regional Council | Operational Plan 2022 - 2023

# Third Quarter Performance Report



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## ACKNOWLEDGEMENT OF COUNTRY

Lockyer Valley Regional Council respectfully acknowledges the Traditional Owners, the Yuggera-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

### LEADERSHIP

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



Accountability

### 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

### 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

### 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

### 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 & Collaboration

### 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.

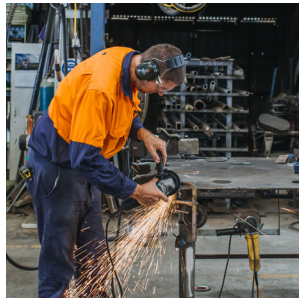


# OUR ROLE

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'S GRANT WRITING WORKSHOPS A MAJOR SUCCESS

Representatives of local not-for-profit community and sporting groups leapt at the opportunity to take part in our free Grant Writing Workshops in February and March.

The collaborative and interactive two-hour workshops, facilitated by experienced local grant mentor Ann Bichel, equipped attendees with the skills needed to better capture their share of the millions of dollars' worth of grants on offer each year.

The February event was a sold-out success, and to cater to the waitlist, Council offered a second free Grant Writing Workshop in March.

All-in-all, almost 50 representatives attended the two workshops – a great result and one that will no doubt see more money brought into the region for the benefit of the wider community.

## ROADS REPAIRS UPDATE

Council's commitment to improving and repairing the region's road network continues full steam ahead.

Since late last year, Council's road crews have repaired 24km of unsealed road network under Disaster Recovery Funding Arrangements (DRFA) program Restoration of Essential Public Assets (REPA) funding.

In addition to this, Council has resealed 31km of road network this financial year under Council's 2022-23 Bitumen Reseal Program. Once complete, the Bitumen Reseal program will reseal around 170,000m<sup>2</sup> of existing road pavement, extending the lifespan of the region's road network.

The \$1.7M program, jointly funded by Council and the Australian Government through the Roads to Recovery Program, is an important tool to prevent roads from deteriorating ahead of time. The process involves a new bitumen seal sprayed onto road surfaces before a layer of aggregate is rolled in to create a new waterproof layer.

This is another step Council is taking to ensure we provide a safe and well-maintained road network for our residents as quickly as possible.

## BUILDING APPROVALS SHOW CONFIDENCE IN THE REGION

More than \$29M worth of commercial and domestic building works were approved this quarter, with numbers increasing month-on-month.

January saw a total of 47 approvals (five assessed by Council) equating to \$9.3M. For the month of February, 79 approvals were recorded (21 assessed by Council) totalling \$8.2M, and March saw a slight increase with 82 approvals (11 assessed by Council) totalling \$11.9M in commercial and domestic value of works.

This shows continued confidence in the Lockyer Valley as not only a great place to live but also a great place for businesses to invest.



## 2023 LOCKYER VALLEY AUSTRALIA DAY AND CITIZENSHIP CEREMONY A BIG HIT

A highlight of our annual calendar, Council's Australia Day Awards and Citizenship Ceremony once again provided a platform to celebrate some of the region's most hardworking and dedicated residents while also showcasing our amazing and vibrant community.

There was plenty of community spirit on display at Gatton Shire Hall as we welcomed 14 new citizens, absorbed the culture from different parts of our history and enjoyed morning tea by local caterers, Native Oz Bushfoods. Council's free Australiana entertainment and activities, including bush poetry, face painting, live music and craft, also proved a hit.

A first for our Australia Day event, we also provided a Quiet Zone for those needing a break from the sensory overload.

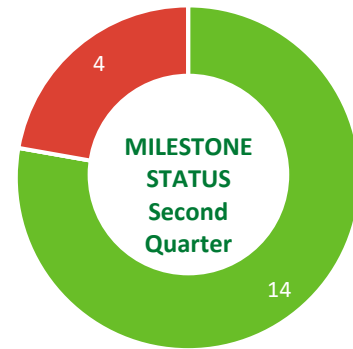
This year's Lockyer Valley Australia Day Ambassador was Professor Peter Timms, a world leader in chlamydial disease in koalas. Mayor Milligan led an inspirational Q&A with Professor Timms, who is racing to save the iconic Aussie marsupial from extinction through game changing vaccines.

To celebrate Professor Timms' ground breaking work and increase community education, Council partnered with the Australia Day Council to run an Australia Day Koala Competition, with the winner receiving a once-in-a-lifetime koala experience holiday to the Gold Coast for a family of four.

# PERFORMANCE STATUS

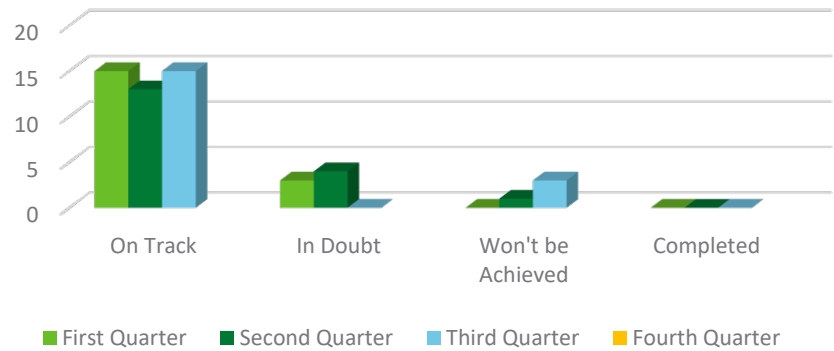
## MILESTONE STATUS

STATUS		NUMBER
On Track	●	14
In Doubt	●	0
Won't Be Achieved	●	4
Completed within Milestone	✓	0



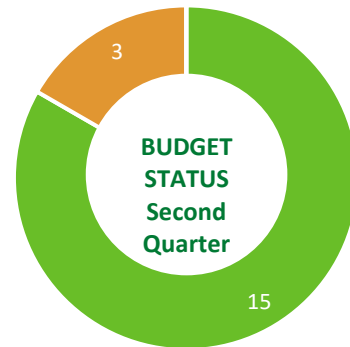
## YEAR TO DATE MILESTONE STATUS COMPARISON

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



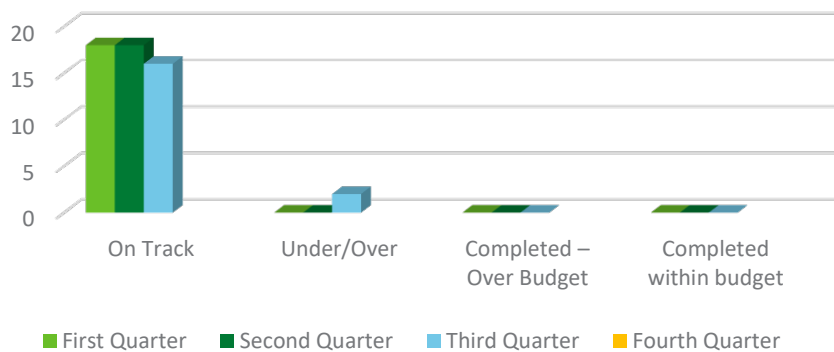
## BUDGET STATUS

STATUS		NUMBER
On Track	●	15
Under/Over	●	3
Completed – Over Budget	●	0
Completed within Budget	✓	0



## 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.	Input has been provided on the public transport working group and a strategic business case was sent to the Australian Government. Department of Transport and Main Roads have advised that the progress may have stalled due to the Inland Rail Review, given that the passenger rail was intended to consider the opportunity provided by that Infrastructure.	●	●

## 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.	Key items delivered from the annual action plan include: 2x Community Grant Workshops to build community group capacity; delivery of Recovery and Resilience initiatives in partnership with other agencies to support the community's resilience; engagement support of more than 20 projects; and facilitation of several interagency meetings with human and social agencies.	●	●

## 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.	Disaster Management Policy has been completed. The Disaster Management Framework/Procedure document is 50% completed. The Local Disaster Management Plan (LDMP) review has been finalised and LDMP has been adopted by Council on 2 March 2023.	●	●

LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓



*Estelle's*

LOCKYER FEED SHED

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# 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.	Council has been advocating for an alternate alignment around the towns of Gatton and potentially Forest Hill. Australia Rail Track Corporation (ARTC) have agreed to engage with Regionerate Rail (the entity that will deliver Inland Rail in our region) to assess an alternative alignment. Council have been invited to participate in a Multi Criteria Analysis workshop in April. The Environmental Impact Assessment for the projects is still being undertaken following a request for significantly more work to be done by ARTC on the impacts.	●	●

LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	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.	<p>The City Deal Implementation Plan announcement for the Water for Lockyer Project is pending and is expected for April.</p> <p>There has been progress in gaining agreement by all parties on the Implementation Plan which will support the commencement of pre-construction activities starting in July.</p> <p>The Chair, CEO and Mayors met with Minister Butcher on 15 March to update him on the Water Project and to seek assistance in moving the project forward. The Collaborative will undertake pre-emptive work prior to the funding being received and will also be ready with all governance/planning documents. This process is being preliminarily undertaken with staff from the Department of Regional Development, Manufacturing and Water as to how these arrangements can work within Council's legislative framework.</p>	●	●

## 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.	<p>A 2022-2023 action plan has been completed aligning with the Tourism Strategy. Deliverables achieved in the third quarter include:</p> <p>SP1 – Electric Vehicle Charging project, procurement process is under review prior to expression of interest release.</p> <p>SP1 - Concept plans and estimate costings have been completed for the Forest Hill Silo project. The plans were presented to the 7 March 2023 Councillor workshop. The next phase of community engagement will commence in Q4.</p> <p>SP2 – Reprint of 15,000 destination guides has been completed and distributed as per the distribution plan.</p> <p>SP2 – The Luvya Lockyer website refresh has commenced. Imparjia Media has been engaged as the contractor. The project is 40% completed.</p> <p>SP3 – The National 4x4 Show in Brisbane was attended with Southern Queensland Country Tourism (SQCT) representatives.</p>	●	●

LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	Won't Be Achieved	●	Completed – Over Budget	●
	Completed within Milestone	✓	Completed within budget	✓

		<p>SP3 – A Volunteer Famil was held March 2023, visiting; Anuha Kitchen Creations, Café Sorella, Lake Dyer, Laidley Pioneer Village, Narda Lagoon Rest Area, Mulgowie Pub for lunch and Cedar Gully Olives.</p> <p>SP3 – The establishment of the Queensland Transport Museum (QTM) Advisory Committee has been finalised, with the inaugural meeting of new Committee held January.</p> <p>SP3 – The QTM was included in the Museums and Galleries Qld Standards Review.</p> <p>SP3 – The QTM social media program has been enhanced, resulting in increased visitation.</p> <p>SP4 – The Great Divide Mountain Bike Project, in conjunction with Toowoomba Regional Council, continues with investigations for alternative Withcott hub site and access easements.</p> <p>SP4 - Lockyer Turf Club have applied to Racing Queensland Infrastructure Fund for the Stage 1 and Stage 1 Pre-construction Phase of the Lockyer Valley Equine Precinct.</p> <p>SP5 – SQCT continue an ongoing program of social media posts to promote Lockyer Valley.</p> <p>SP5 – Applied for funding for Laidley Spring Festival under TEQ Regional Destination Events Program.</p>		
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### 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 third quarter include:</p> <p>SP2 - Finalising local field audits and data analysis to complete a Retail and Commercial Land Use Audit for town centres.</p> <p>SP3 - Preparations are well advanced for Draft Planning Scheme Community Consultation. Finalising the Industrial Land Study and progressing the Constraints Analysis project to support growth management.</p> <p>SP3 - Economic Recovery support continues to be delivered in the region including individual business support services, highlighting opportunities for resilience funding to business</p>	●	●

LEGEND	Milestone Status	Budget Status
	On Track ●	On Track ●
	In Doubt ●	Under/Over ●
	Won't Be Achieved ●	Completed – Over Budget ●
	Completed within Milestone ✓	Completed within budget ✓

		<p>associations and access to Small Business Wellness Coaching.</p> <p>SP3 - Economic Benefit modelling for grant applications including the Laidley Flood Mitigation project and Laidley Spring Festival event funding have been completed.</p> <p>SP4 - Ongoing support was provided to the Lockyer Chamber of Commerce, Tourism and Industry through participation in strategic planning, attendance at meetings and events and identification and support for grant applications to support resilience in the tourism sector.</p> <p>SP4 - Summarising and presenting the second release Census data to a local context and supporting the library to source local population growth estimates for catchment planning.</p>		
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LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	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 second quarter include:</p> <p>SP1 – Draft integrated land management plans have been prepared for 16 reserves.</p> <p>SP1 – Council adopted a Flying Fox Policy and Flying Fox Management Plan.</p> <p>SP1 – Council authorised the Lockyer Valley Biosecurity Surveillance Program.</p> <p>SP1 – Consultants have been engaged to review the draft Biodiversity Planning Scheme Policy.</p> <p>SP2 – Support has been provided to an SEQ wide regional research project to develop a guiding document for best practice region-wide coordination of flying foxes.</p> <p>SP3 – Officers are working with Griffith University's social marketing team on koala awareness and education.</p>	●	●

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

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.	Consultant has been engaged to commence Strategy. This deliverable will not be finalised by the end of June 2023, due to Staff resourcing, major work on 2 tenders, commencement of Cell 5 and other priorities. Respectfully asking that this item be carried over for completion by December 2023.	●	●

LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	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.	The Draft Planning Scheme is currently with the Queensland government for State Interest Review. It is expected that approval will be received early in the fourth quarter to commence public notification of the draft Scheme. Submissions will be reviewed, and amendments made to the draft Scheme in the first quarter of 2023/24. It is anticipated that the new planning scheme will be adopted by the end of 2023.	●	●

## 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 Planning (LGIP) amendment in relation to stormwater is nearing completion. Studies to support the LGIP are underway; the Industrial Land Study has been completed, and a Constraints Analysis is nearing completion. A Growth Management Strategy will commence next year. The studies and work already done will inform a submission to the State for the SEQ Regional Plan review.	●	●
Undertake the preparation of Council's Local Government Infrastructure Plan.	Finalisation and adoption of Council's Local Government Infrastructure Plan.	Work on the Local Government Infrastructure Plan (LGIP) will commence in 2023/24. Supporting studies are currently being undertaken which will inform the LGIP, including the Industrial Land Study and a Constraints Analysis.	●	●

LEGEND	Milestone Status	Budget Status		
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	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.	Review of the Laidley Flood Mitigation Scheme has commenced with WMA Water being engaged for this purpose. The consultant has reviewed the impact models relevant to the Laidley Flood Mitigation Scheme and presented options to the internal working group.	●	●

LEGEND	Milestone Status	Budget Status
	On Track ●	On Track ●
	In Doubt ●	Under/Over ●
	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.	The Strategic Asset Management Plan has been formulated and is presently undergoing review. The document will be subject to a workshop process for the upcoming 8 weeks and subsequently prepared for adoption by the Council.	●	●
Develop a Procurement Strategy that supports the needs of the business, provides value for money to Council and ensures legislative compliance.	Procurement Strategy developed.	Initial meeting held with Procurement Coordinator and Coordinator Governance and Property. Discussed components of a strategy that would suit LVRC and the areas that are causing blockages in procurement at the moment, including how to use sole source, specialised and confidential suppliers; the use of local buy and setting up more specific LVRC Supplier Panels and rolling out training for all staff regarding procurement practices. In addition, the filling of vacant positions within procurement will be prioritised.	●	●

## 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.	The Draft External Communications Strategy is being reviewed by the Executive Leadership Team in preparation for discussion with Council at the Workshop scheduled for 18 April 2023. The Social Media Policy has been updated. An Internal Communications Strategy is in development.	●	●

LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	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.	The Connected Council Focus Groups commenced this quarter with 35 participants from across the organisation nominating to be part of this initiative. The Focus groups are split into three themes, these being Trust, Living the Values and Work Life Balance. These themes were identified throughout previous pulse survey results. The focus groups have already identified actions to be carried out to improve the ratings of these themes. The groups will meet a further 2 times in quarter 4. The next pulse survey will be conducted in quarter 4.	●	●

## 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.	Significant work has been completed to prepare for the upcoming audit in quarter 4. Of significance, policy and procedure updates and the creation of these documents. In addition, due diligence training was conducted with leaders across the organisation. Works were undertaken with Council's intranet "The Source" to ensure all safety documents are grouped together appropriately for ease of use of staff. A total of 117 documents were submitted as part of the desktop component of the audit.	●	●

LEGEND	Milestone Status		Budget Status	
	On Track	●	On Track	●
	In Doubt	●	Under/Over	●
	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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