

# QUILPIE SHIRE COUNCIL

Operational Plan  
2022 - 2023



The Operational Plan sets out the action areas to deliver the strategic goals for the period July 2022 to June 2023, as identified in the Quilpie Shire Council 2022 - 2027 Corporate Plan – Future Roadmap.

ADAVALE | CHEEPIE | EROMANGA | QUILPIE | TOOMPINE





# At a Glance

## OUR VISION

Inviting and welcoming communities responsive to change where people, business and industry can all thrive.

## OUR MISSION

Digitise, connect, grow leaders, build skills, and offer well-designed spaces and highly liveable community environments.

## MEASURING SUCCESS

The strategic focus areas identified in the Corporate Plan will be delivered through the actions in the Operational Plan. Performance indicators have been embedded into the development of the actions.

## OUR PRINCIPLES

- Value our people as the heart of our community
- Always embed a positive approach
- Enable digital transformation
- Connect to learn and grow opportunities for innovation
- Secure our future through a flourishing economy
- Support and grow leaders
- Embrace change, adapt and measure success

"THE FUTURE BELONGS  
TO THOSE WHO PREPARE  
FOR IT TODAY."

### Great Place to Live

Ensure our communities are places where people feel valued and have access to opportunities to build their own capacity, lead healthy lifestyles and stay connected.

### Flourishing Economy

Grow and diversify business, industry and the visitor economy with a focus on fostering new ideas, innovation and building entrepreneurship.

### Environmental Sustainability

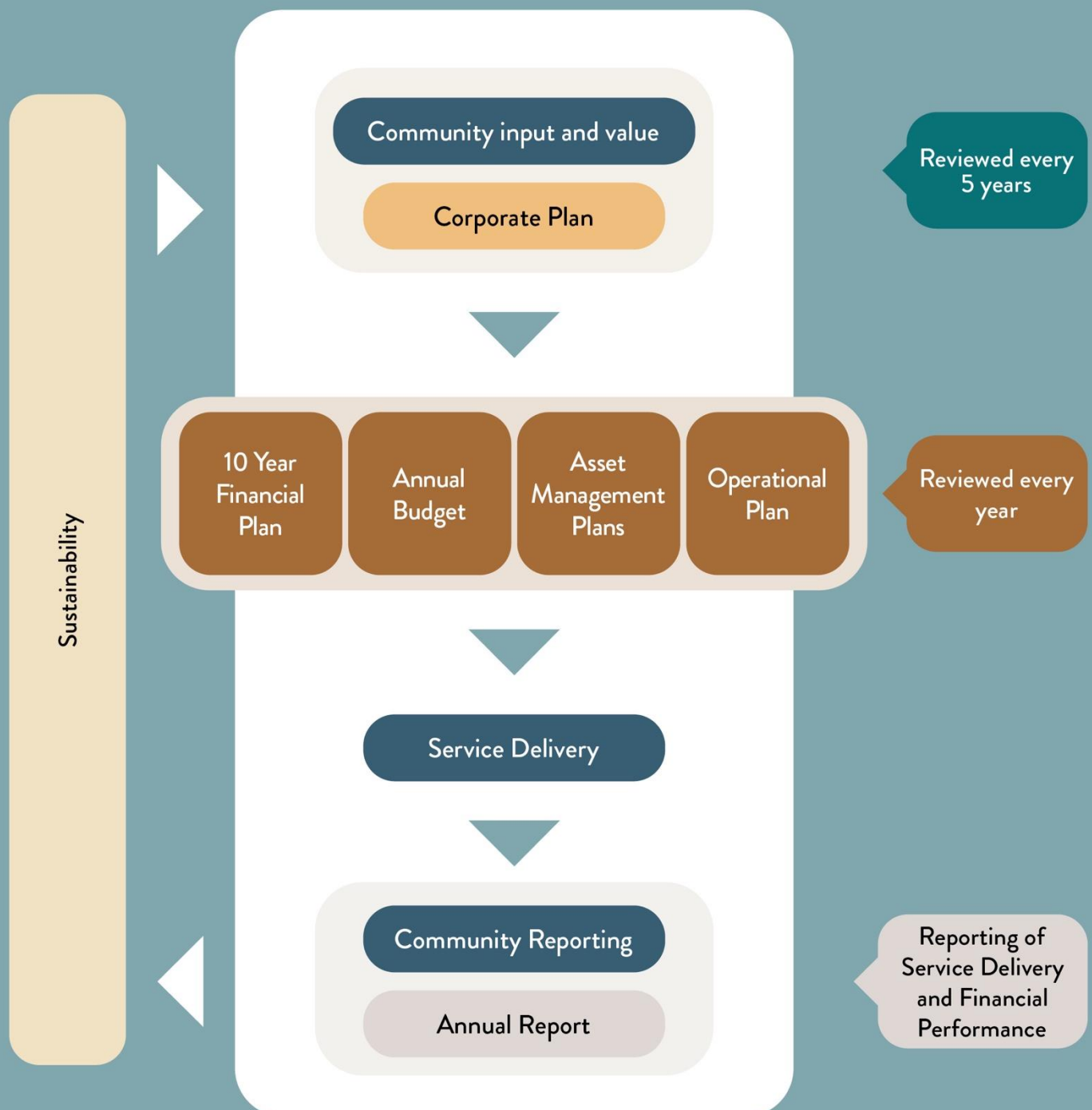
Protect and enhance the environment through considered and sustainable growth with best practice environmental management and policy implementation.

### Strong Governance

Implement a framework to support strategic growth through best practice systems, policies and financial control.



# Overview - Strategy in Action





## About the Operational Plan

Our Operational Plan and Budget set the direction for the 2022/23 financial year and identify how we will measure our performance. The Operational Plan is a one-year plan that details the day to day operations of council to deliver its services to the community, building and delivering on the Corporate Plan. The development of Council's Operational Plan is a legislative requirement of the Local Government Act 2009 and Local Government Regulation 2012. Legislation requires that the annual Operational Plan and Budget be consistent.

Council's Budget and Operational Plan have been developed consistent with the following local government principles prescribed in the Local Government Act 2009:

- Transparent and effective processes and decision making in the public interest;
- Ethical and legal behaviour of councillors and local government employees;
- Sustainable development and management of assets and infrastructure, and delivery of effective services;
- Good governance of, and by, local government;
- Democratic representation, social inclusion and meaningful community engagement.

## Aligning the Operational Plan to the Budget

The Budget and Operational Plan are structured in line with the services and projects delivered by council.

## Managing Operational Risks

The operational planning process includes management of Council's strategic and operational risks. Council's commitment to risk management is outlined in the Enterprise Risk Management Policy.

In 2022/2023, Council will progress the implementation of its Corporate Plan 2022/2027 and its risk management strategy.





## Measuring our Performance

Regular reporting provides Council with the opportunity to ensure services are delivered in a timely manner and within allocated resources. It also enables council to be more responsive to significant changes in the operating environment that can impact on organisational capacity to deliver our services. To this end this Operational Plan will be reviewed on a quarterly basis.

### Key

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Not yet commenced / Deferred



In progress



Completed

**CEO** – Chief Executive Officer

**DCCS** – Director Community and Corporate Services

**DES** – Director Engineering Services

**MGC** – Manager Governance and Compliance

**MHR** – Manager Human Resources

**MTED** – Manager Tourism and Economic Development

**MFA** – Manager Finance and Administration

















**MWHS** – Manager Work Health & Safety























# 1. Great Place to Live















Ensure our communities are places where people feel valued and have access to opportunities to build their own capacity, lead healthy lifestyles and stay connected.













	Action Areas	Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
1.1.	Well-planned and highly liveable communities							
1.1.1.	Develop an Adavale Hall Master Plan in consultation with the community	DCCS	\$ 10,000	Draft concept to commence in Q3 and presented to the Adavale Community at the Feb/ Mar 23 Budget Meeting.	<div></div>	<div></div>		
1.1.2.	Undertake community engagement on subsequent stages of the Eromanga Master Plan	CEO		Sessions to be held with the budget sessions in Q3	<div></div>	<div></div>		
1.1.3.	Progress the Quilpie Master Plan:							
	<ul style="list-style-type: none"><li>Develop a <i>Cemetery Sub-plan design</i></li></ul>	DES		Initial meeting held with Council on site.	<div></div>	<div></div>		
	<ul style="list-style-type: none"><li>Develop a <i>John Waugh Park Sub-plan design</i></li></ul>	CEO		Further round of Community Consultation to be undertake in Q3 .	<div></div>	<div></div>		
	<ul style="list-style-type: none"><li>Undertake a Quilpie Main Street Disability Access audit</li></ul>	MWHS	\$ 15,000	Project commenced. Due to be delivered in Q3.	<div></div>	<div></div>		
1.1.4.	Progress the Accommodation Strategy:							
	<ul style="list-style-type: none"><li>Deliver - the New Housing Projects in Quilpie and Eromanga</li></ul>	CEO	\$ 1,200,000	Eromanga House to be delivered in Jan 23. 2 x four bedroom homes	<div></div>	<div></div>		

Action Areas	Responsible Officer	Budget	Status	Result			
				Q1	Q2	Q3	Q4
			currently under construction. 2 x five bedroom homes planning has been finalised.				
<ul style="list-style-type: none"> <li>Seek funding for - Quilpie Town House Estate construction</li> </ul>	CEO	\$ 7,952,000	\$2.19m received through LGGSP. Tender to be released in Q3.				
<ul style="list-style-type: none"> <li>Research Short-Term Accommodation Options</li> </ul>	CEO		Options are explored on a continual basis.				
1.1.5. Deliver the Employee Wellbeing Programme (including EAP services)	MHR	\$ 50,000	Wellbeing week to be held on 13 March. Dr Lisa signed for two years – 30 June 2024.				
1.1.6. Assist and promote access to the National Disability Insurance Scheme (NDIS) through facilitation and coordination of information and services to eligible community members and organisations.	DCCS	\$ 100,000	In progress				
1.1.7. Implement, maintain and promote access to programs and activities that increase physical activity and healthy living for all community members.	DCCS	\$ 165,000	In progress				
1.1.8. Lobby for a review of the State Government's Queensland Housing Finance Loan scheme to be applicable in South-West Queensland	CEO		Motion passed at the LGAQ Conference.				
1.1.9. Seek funding for the Quilpie Public Wi-Fi / CCTV Project	CEO		No funding opportunities have presented themselves yet.				
1.2. Spaces to bring people together for recreation, socialisation and enjoyment of the landscapes							
1.2.1. Develop costings for the Brolga Street Masterplan	DES		Not commenced				

	Action Areas	Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
1.2.2.	Develop the small business innovation project	MTED	\$ 50,000	Released in December 22.				
1.2.3.	Deliver Stage 1 – Eromanga Opalopolis Park Upgrade	DES	\$ 275,000	Not commenced				
1.2.4.	Run a minimum 2 x Bulloo Park Users Group Meetings per annum	DCCS		To be commenced Q2				
1.2.5.	Develop the Eromanga Rodeo Grounds Masterplan	DCCS	\$ 10,000	To be commenced Q3				
1.2.6.	Undertake repairs at the Adavale Museum	DES	\$ 20,000	Not commenced				
1.2.7.	Develop an event plan to host an Opera Event at Baldy Top	MTED	\$ 50,000	Opera Queensland confirmed for May 2023				
1.2.8.	Explore opportunities for additional events at Baldy Top	MTED		Confirmed Mirusia concert in August 2023				
1.2.9.	Develop a concept plan for a Walking Track from Brolga Street to Baldy Top	MTED		To be commenced Q3				
1.2.10.	Undertake community engagement on the Quilpie Town Hall – future use and upgrades	DCCS		To be commenced Q3				
1.2.11.	Undertake community engagement on the review of the Quilpie Master Plan: Bulloo Park Sub-plan	DCCS		To be commenced in Q3.				



Action Areas	Responsible Officer	Budget	Status	Result			
				Q1	Q2	Q3	Q4
1.2.12. Engage with the Queensland Government on developing a Hell Hole Gorge Walking Trail	MTED		Mtg held with NP's in December, existing trails in place with new ones on board. Will work to deliver 'mud map' for visitors in Q3				
1.2.13. Develop a Quilpie Master Plan: Bulloo River - Quilpie Foreshore Sub-plan	MTED	\$ 10,000	Workshop held with Councillors in December 2022. Project now being scoped				
1.2.14 Undertake upgrades to the Adavale Town Hall grounds	DES	\$ 50,000	Not commenced				
1.3. Lifelong learning spaces							
1.3.1. Engagement for Future Needs - Library services/programmes (survey and user group meetings)	DCCS		To be commence in Q3				
1.3.2. Deliver the upgrades to the Quilpie Library Air-Conditioner	DCCS	\$ 30,000	Quote received by Library				
1.3.3. Undertake community engagement and future needs analysis for a new childcare centre	DCCS		To be commenced Q3				
1.4. Capacity building for leaders and volunteers							
1.4.1. Facilitate volunteer training and succession planning workshops (including grants)	CEO		Continuing to work with 3 <sup>rd</sup> party providers to provide training in this space				

	Action Areas	Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
1.5.	Supported and engaged youth							
1.5.1.	Research the establishment of a Youth Council programme	CEO		Discussion have commenced, new leadership team to visit Council in Feb 23.				
1.6.	Celebration of the arts, culture and local and natural history							
1.6.1.	Undertake 1 x engagement per annum with the local arts groups	DCCS		To be commenced in Q2				
1.6.2.	Collaborate to run 5 x art exhibitions per annum	MTED		5 x Art Exhibitions have already been delivered.				
1.6.3.	Investigate the development of “Natural History Week” in collaboration with the Natural Sciences Loop	MTED		Not commenced.				
1.7.	Recognition and celebration of indigenous culture							
1.7.1.	Partner with the community to deliver NAIDOC Week celebrations	DCCS	\$ 2,000	Delivered in partnership with the community in July.				
1.7.2.	Establish the Traditional Owners Consultative Committee	CEO		Emails have been sent with limited response.				

















## 2. Flourishing Economy

Grow and diversify business, industry, and the visitor economy with a focus on fostering new ideas, innovation and building entrepreneurship.

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
2.1. Reach the Q1000 population target								
2.1.1.	Research and develop a Jobs and Skilling Strategy (including stakeholder/partner engagement)	MTED		To be commenced in Q3	●	●		
2.1.2.	Website refresh: jobs listing, 'Invest in Quilpie', 'Live in Quilpie'	MTED	\$ 15,000	Refresh quotes sourced. Will confirm approval for delivery in Q3	●	●		
2.2. Build digital capacity for townships and end-users								
2.2.1.	Conduct a Digital Needs Survey	MTED		To be delivered in Q3.	●	●		
2.3. Maintain safe and efficient transport networks								
2.3.1.	Deliver upgrades to Quilpie Airport Runway	DES	\$ 1,832,000	To be completed by 30 June 2023.	●	●		
2.3.2.	Release an EOI for the Murana Road Site Development Project	MGC		EOI to be released in Q3 after the planning scheme amendment finalised.	●	●		
2.3.3.	Seek funding for the Toompine Aerodrome Upgrades (Airstrip, Runway, Lighting and Delineation)	DES	\$ 85,000	Council have received \$42k funding to deliver the upgrades.	●	●		
2.3.4.	Commission an economic importance study of Adavale-Blackall Road (to guide lobbying and funding)	DES		Technical Officer is commencing work on submission.	●	●		





Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
2.3.5.	Delivery of Roads to Recovery Funding	DES	\$ 892,000	Reseals scheduled. Some seals associated with flood repairs are complete.	●	●		
2.3.6.	Delivery of Flood Restoration (DRFA) Funding	DES	\$ 9,000,000	Ongoing. 2022 works are underway. Most 2021 works are completed.	●	●		
2.3.7.	Delivery of maintenance works on the shire road network	DES	\$ 600,000	No known issues.	●	●		
2.4. Enhance and support our agricultural industry, resource sector and all businesses								
2.4.1.	Run a business needs survey	MTED		To be delivered in Q3.	●	●		
2.4.2.	Run 4 x Small Business Development Meetings	MTED		First meeting scheduled for 16 <sup>th</sup> December	●	●		
2.4.3.	Establish Resource Industry Round Table	CEO		First meetings scheduled for Jan 23.	●	●		
2.4.4.	Promote employment opportunities in the Shire	MTED		Ongoing. Employment Opportunities are listed on council website.	●	●		
2.4.5.	Collaborate with Council and businesses to run skilling training	MHR		Training to be held in November. Local Businesses to be contacted to participate.	●	●		
2.5. Facilitate and support innovation, ideas-building and new industry								
2.5.1.	Commence the development of the 2027 Economic Development Strategy	MTED		To be deferred.	●	●		



Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
2.6. Capture opportunities for the 2032 Olympics								
2.6.1.	Collaborate with partners/stakeholders to build 2032 Olympic Games opportunities	MTED		SWQROC currently working to engage a contractor to deliver regional plan. Draft Plan to be workshopped in Q4.				
2.7. Provide a sought-after visitor experience and build experiential tourism								
2.7.1.	Commission new photos for tourism and promotion (update and refresh the photos database)	MTED		Ongoing.				
2.7.2.	Capture/locate visitor data at remote locations (such as Hell Hole Gorge, Baldy Top)	MTED		Opportunities are being explored to scope out the project.				
2.7.3.	Investigate tourism opportunities for the opal industry	MTED		Discussion to be held with local miner's association.				
2.7.4.	Undertake a Tourism Signage Audit	MTED		To be finalised in Q2.				
2.7.5.	Build experiences to tie into the visitor influx for the Rugby World Cup 2027	MTED		SWQROC currently working to engage a contractor to deliver regional plan. Draft Plan to be workshopped in Q4.				
2.8. Build partnerships and grow opportunity with traditional owners								
2.8.1.	Work with traditional owners' groups on Welcome to Country signage	CEO		Invited Traditional Owners groups for designing Welcome to Country with Council to install the signage.				

## 3. Environmental Sustainability

Protect and enhance the environment through considered and sustainable growth and environmental management and policy implementation.

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
3.1. Protect and enhance waterways and landscape biodiversity								
3.1.1.	Provide an exclusion fence subsidy scheme funded by Council	DCCS	\$ 250,000	To be released in Q3				
3.1.2.	Develop partnerships to support pest and weed management	DCCS		Informal partnerships with the landholders maintained by the Rural Lands Coordinator.				



Action Areas	Responsible Officer	Budget	Status	Result			
				Q1	Q2	Q3	Q4
			Relationship maintained with DAF by Council through various meetings.				
3.1.3. Review and update Council's Biosecurity Plan with regard to weed and pest animal management	DCCS		In the process of being reviewed.	●	●		
3.1.4. Undertake a systematic inspection programme to monitor compliance with the <i>Animal Management (Cats &amp; Dogs) Act 2008</i> within designated township areas	DCCS	\$ 10,000	To be commenced in Q3.	●	●		
3.1.5. Undertake coordinated wild dog baiting programs across the shire (and hotspot baiting)	DCCS	\$ 252,000	To be commenced in Q2. Baiting Program deferred due to weather event / flooding. Hand baiting / hot spot baiting as landholders require.	●	●		
3.1.6. Seek external opportunities for exclusion fencing and weed pest management funding	DCCS		Funding opportunities will be investigated when they arise. QFPI R7 – application submitted.	●	●		
3.1.7. Deliver a community education programme to promote and encourage responsible pet ownership in partnership with schools	DCCS		To be commenced in Q3.	●	●		
3.2. Research and implement renewable energy options							
3.2.1. Undertake a Shire-wide electricity audit to understand the extent of issues and develop solutions/strategies for the future	CEO		To be commenced in Q3-Q4.	●	●		
3.3. Set short term and long-term carbon goals							
3.3.1. Undertake assessment of Council emissions and build strategies around the results	CEO		To be commenced in Q3-Q4.	●	●		

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
3.4.	Reduce the impact of waste on the environment							
3.4.1.	Establish Toompine Transfer Station (to replace Landfill)	DES	\$ 50,000	Not commenced. Bin to be placed when Toompine Pub opens.	<div></div>	<div></div>		
3.4.2.	Establish Eromanga Transfer Station (to replace Landfill)	DES	\$ 50,000	Require Council planning approval.	<div></div>	<div></div>		
3.4.3.	Establish Adavale Transfer Station (to replace Landfill)	DES	\$ 50,000	Require Council planning approval.	<div></div>	<div></div>		

## 4. Strong Governance

Implement a framework to support strategic growth through best-practice systems, policies and financial control.



















Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
4.1. Excellence in customer service								
4.1.1.	Develop and implement formalised SOPs for administrative and customer service activities to improve service and compliance levels	MFA		To be commenced in Q3	<div></div>	<div></div>		
4.1.2.	Review the Customer Service Policy	MFA		To be commenced in Q3	<div></div>	<div></div>		
4.1.3.	Review the levels of service for Customer Service activities	MFA		To be commenced in Q3	<div></div>	<div></div>		

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
4.1.4	Improve accessibility to the Quilpie Cemetery Records through an online access facility on Council's website	DCCS		Project commenced. Content review to be completed in Q2. Digital Functionality to be explored Q3.	●	●		
4.2. Be responsive to change and digitisation								
4.2.1.	Continually explore digitisation opportunities of Council's systems and processes	MGC		Ongoing with Internal Audit forming an integral part of process improvement.	●	●		
4.2.2.	Promote 'Snap, Send, Solve'	MFA		To be commenced in Q3	●	●		
4.2.3.	Create electronic online forms for Council's services	MFA		Options to be investigated in Q4	●	●		
4.2.4.	Research and build business cases for new technology to streamline processes	MFA		Provider engaged for a fees and charges solution which is in implementation stage	●	●		
4.2.5.	Review Council's main website structure and contents	CEO		Quotes have been sourced.	●	●		
4.3. Maintain good corporate governance								
4.3.1.	Review policy management processes and systems	MGC		Policy review date reminders to be put into InfoXpert	●	●		
4.3.2.	Develop and implement a new risk management framework	MGC		New risk registers to be implemented with help of LGMS. Scheduled for Q3.	●	●		
4.3.3.	Review the procurement framework to ensure the procurement policies and processes are best practice and comply with the legislative requirements	MFA		Internal Audit Project on Procurement planned for Q3.	●	●		



Action Areas	Responsible Officer	Budget	Status	Result			
				Q1	Q2	Q3	Q4
4.3.4. Review the project management framework	DES		Not commenced	●	●		
4.3.5. Review processes for management of general agreements and leases	MGC		Lease review date reminders to be put into InfoXpert	●	●		
4.3.6. Review governance arrangements for external consultants of Council services (planning, building, environmental health etc)	MGC		Environmental Health contract to be procured due to retirement of current contractor. Services performed by building services contractor to be reviewed.	●	●		
4.3.7. Review governance arrangements for Council owned assets	MGC		No yet commenced	●	●		
4.3.8. Undertake a comprehensive review of Council delegations and authorised persons instruments and the way they are being applied	MGC		Commenced.	●	●		
4.3.9. Introduce monitoring of agreed/recommended actions from external audit, internal audit and other relevant reviews	MGC		To be initiated after the current External Audit Report is presented.	●	●		
4.3.10. Compliance with funding bodies reporting milestones and acquittal due dates	MFA		In progress	●	●		
4.3.11. Unmodified audit of Council's Annual Financial Statements within statutory deadlines	MFA		An unmodified audit opinion from the Auditor-General was given.	●	●		

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
4.4.	Long-term financial stability underpinned by sound financial planning and accountability							
4.4.1.	Develop and adopt a compliant and affordable Annual Budget before 1 August to fund Council’s operational plan for the year	MFA		Adopted for FY22-23. Planning also commenced for FY23-24 Budget.	<div></div>	<div></div>		
4.4.2.	Annual and periodic reviews to ensure alignment of the budget and the Corporate and Operational Plans.	MFA		In progress	<div></div>	<div></div>		
4.4.3.	Engagement of specialist valuers to undertake comprehensive and desktop valuations of Council’s infrastructure assets	MFA	\$ 30,000	FY22 activities finalised. Water and Sewerage Comprehensive valuation at 30 June 2023 is in progress. RFQ issued for comprehensive valuation of road assets.	<div></div>	<div></div>		
4.4.4.	Preparation of Annual Financial Statements in accordance with legislative requirements	MFA		Completed	<div></div>	<div></div>		
4.4.5.	Preparation of the financial sustainability statements and measures determined by the Queensland Government and monitoring trends in other financial ratios	MFA		In progress	<div></div>	<div></div>		
4.4.6.	Undertake a review of general rates, utility charges and levies, including policy reviews and data integrity checks	MFA		In progress. Data Integrity checks being completed.	<div></div>	<div></div>		
4.4.7.	Establishment of rolling reviews of the fees and charges	MFA		To be simultaneously progressed with the new fees and charges solution.	<div></div>	<div></div>		
4.4.8.	Undertake an annual review of all financial policies	MFA		In progress	<div></div>	<div></div>		

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
4.4.9.	Document service levels and monitor changes to ensure service levels are affordable	MFA		To be commenced in Q3				
4.4.10.	Regular reviews of long-term financial forecasts consistent with the long-term asset management plans	MFA		Will be reviewed as part of next FY budget development.				
4.5. Optimal asset management								
4.5.1.	Develop long-term Asset Management Plans for Roads, Buildings, Other Structures, Water, and Sewerage asset classes, with ongoing annual review thereafter	DES		Asset plans are in place. Shepherd data to be used to update Roads Asset base.				
4.5.2.	Review and update the Asset Register to record Council's non-current physical assets	MFA		In progress				
4.5.3.	Review the floating plant control processes	MFA		Deferred. To be considered in future operational plan/s.				
4.5.4.	Deliver the replacement of the Quilpie Water Mains in line with long-term asset management plans	DES	\$ 400,000	Two blocks of four blocks have been completed.				
4.5.5.	Develop the Quilpie Sewerage Treatment Plant detailed design	DES	\$ 478,000	Initial discussions held with a project manager.				
4.5.6.	Deliver the upgrades to the Adavale, Eromanga & Cheepie Work Camps	DES	\$ 90,000	Not commenced. Very difficult to source tradesmen.				
4.6. Inclusive community engagement and decision making								
4.6.1.	Undertake the 2023 Customer Satisfaction Survey	CEO		Survey to open in Feb 23 and close in Apr 23.				
4.6.2.	Investigate an online community engagement platform	CEO		To be investigated in Q3.				



Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
4.6.3.	Run Shire-wide Annual Budget / Community Catch-up workshops	CEO		Workshops to be held in February/March	●	●		
4.7.	Staff upskilling, leadership training and wellbeing support							
4.7.1.	Run financial literacy training for relevant staff and an Annual Budget Update per annum (budget, asset management/register)	CEO		Meeting was held with staff in relation to budget. Meeting held with QTC with elected members and leadership team. More QTC meetings to be held in November.	●	●		
4.7.2.	Investigate digital literacy training for Depot staff	MHR		Cyber Security Training to be held to staff with access to network. More training to be investigated in early 2023..	●	●		
4.7.3.	Expand the Professionals to the Bush Program(s) (undergraduates/graduates)	MHR		A student engineer will join Council for Jan-Feb. Opportunities to be investigated with the Country University Centres.	●	●		
4.7.4.	Engagement with staff on succession and career planning needs	MHR		Survey sent out to staff in relation to their career planning and training requirements. Opportunities still to be investigated in relation to succession planning.	●	●		

Action Areas		Responsible Officer	Budget	Status	Result			
					Q1	Q2	Q3	Q4
4.7.5.	Run 2 x Whole of Organisation staff events per annum	MHR	\$ 4,000	Night Golf & Big Day Out in Eromanga were successful. Whole of Staff Meeting planned for March 2023.	●	●		
4.7.6.	Run 1 x Staff Wellbeing Week per annum	MHR	\$ 25,000	Scheduled for March 2023	●	●		
4.8.	Build cross-regional knowledge intelligence networks							
4.8.1.	Coordinate 2 x per annum cross-regional working group meetings	MHR		To be discussed in the Sept Leadership Team meeting.	●	●		