

Quarter 4 Update

2025-2026 Operational Plan



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Quarterly Update of the Gympie Regional Council Operational Plan

This fourth quarter update provides a summary of Gympie Regional Council's progress in delivering the 2025–26 Operational Plan.

In accordance with *Section 174(3) of the Local Government Regulation 2012*, councils are required to report on the implementation of their operational plans at least every three months. These updates promote transparency and accountability, while keeping our community informed about how Council is progressing with its planned projects and services.

The Operational Plan is shaped by the strategic direction set out in Council's Corporate Plan 2022–2027, which focuses on three key themes: Wellbeing, Strong Communities, and Opportunities. These priorities aim to enhance liveability, support resilient and connected communities, and foster sustainable economic growth across the region.

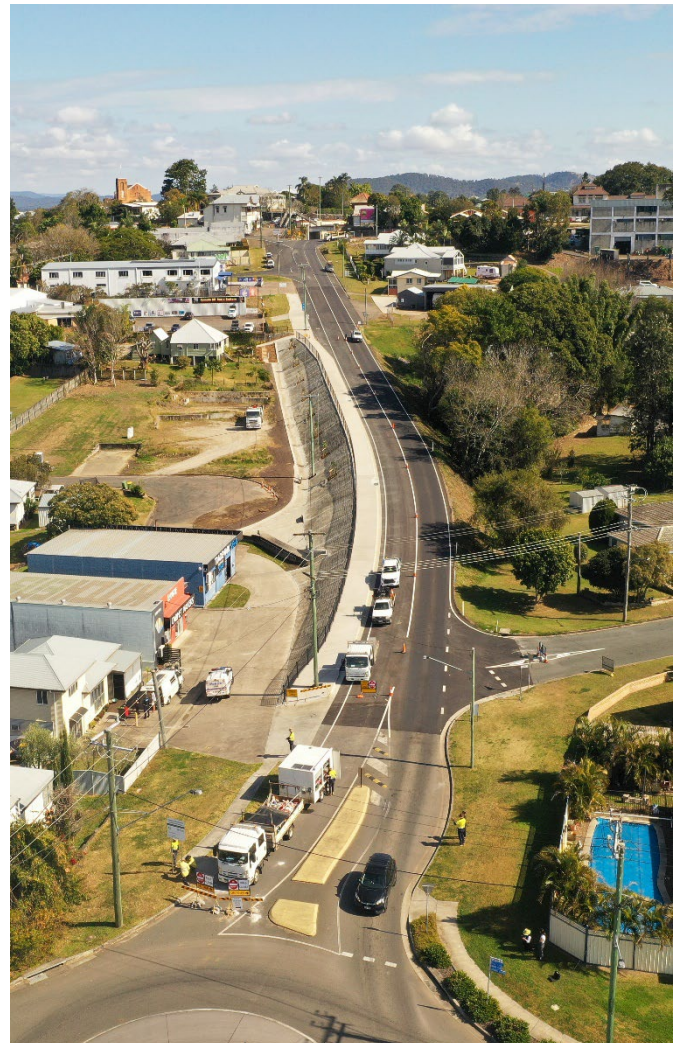
To support delivery of these themes, Council's actions are grouped into three key response areas:

1. Community and Environment

2. Infrastructure and Economic Opportunity

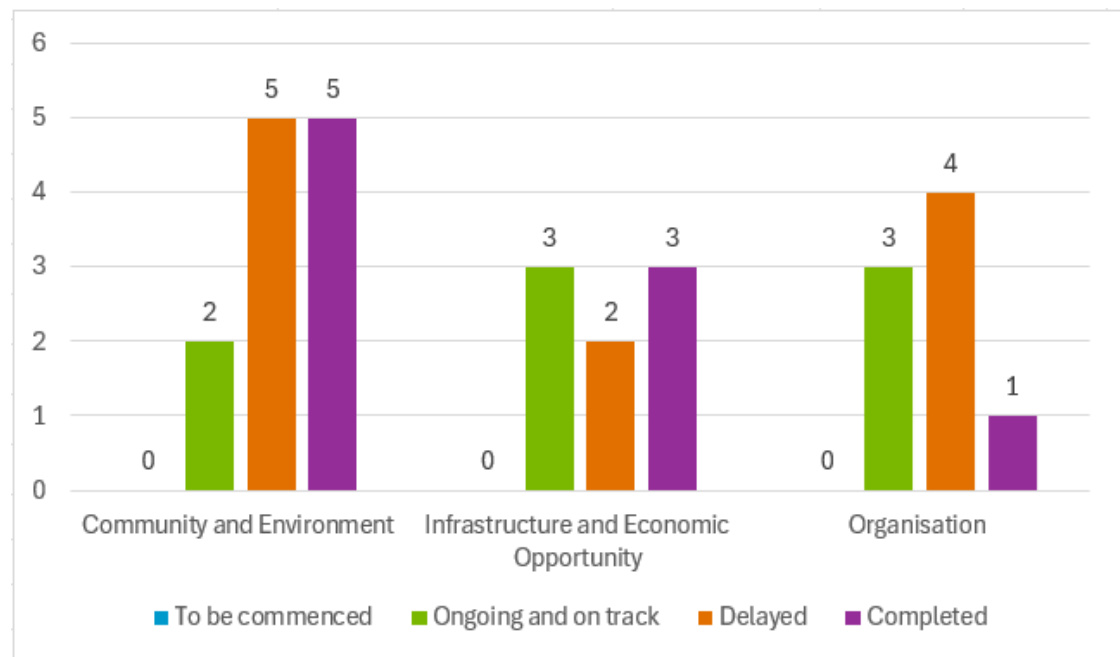
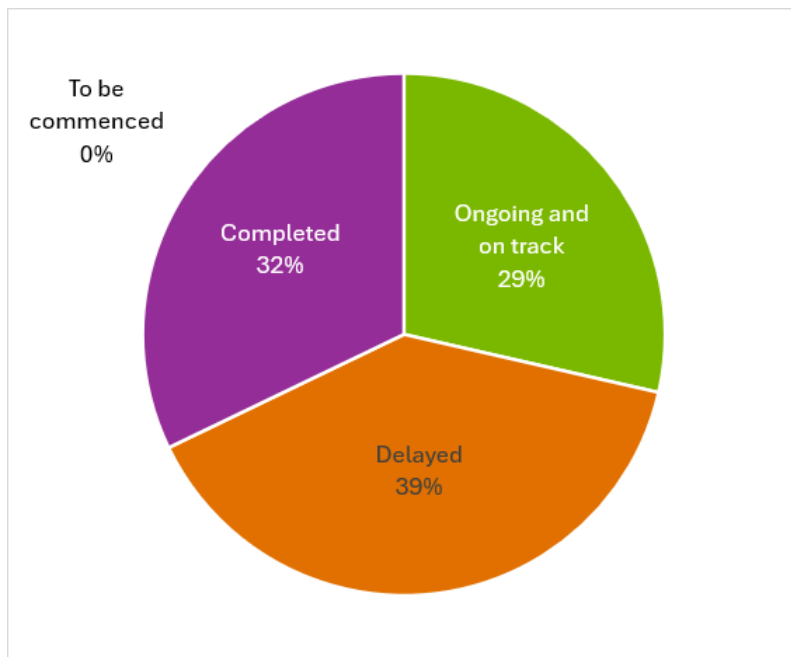
3. Organisation

The following update outlines progress on actions aligned to each of these response areas.



PROGRESS TO DATE

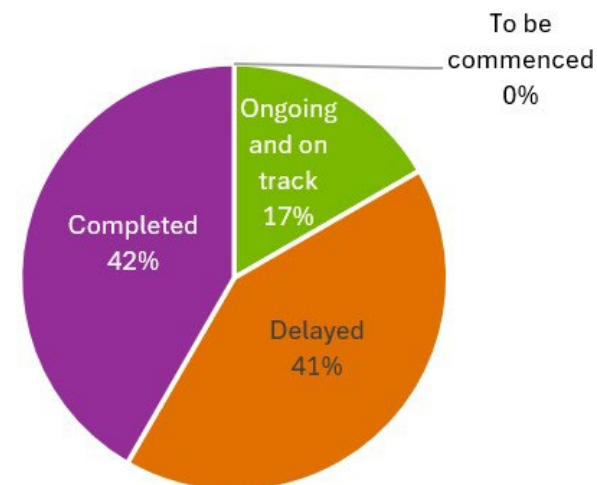
Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	8	29%
Delayed	11	39%
Completed	9	32%



COMMUNITY AND ENVIRONMENT

Our communities have infrastructure and spaces for living, working, learning, sport and recreation that supports and caters for growth and enables the community to be inclusive, connected and safe. Natural ecosystems are conserved and enhanced, and our built environment embraces biodiversity, sustainability and heritage.

Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	2	17%
Delayed	5	42%
Completed	5	42%



Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
1.	Adoption of the Environmental Social Governance Policy (ESG) by Q2 2025-2026	Community Sustainability	Manager Strategic Planning and Growth	Completed	Environmental Social Governance (ESG) Policy has been adopted and ESG Policy awareness and integration into GRC Organisational Frameworks commenced.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
2.	Review the 2019-2023 Environment Strategy and adopt a contemporary Environment Strategy 2026-2030 by Q4 2025-2026	Community Sustainability	Manager Strategic Planning and Growth	Delayed	Review of Environment Strategy delayed ensuring alignment of priorities and actions with corporate goals. This review will be completed in 2026/27.
3.	Implement and deliver Waste Strategy 2025-2035 by Q4 2025-2026 with a status update of key deliverables presented by Q2 and Q4 2025-2026	Community Sustainability	Manager Environment and Resource Recovery	Completed	Waste Strategy 2025-2035 complete and adopted. Key deliverables to be presented to Council early in 2026.
4.	Develop and adopt a five-year strategic biosecurity management plan based on weed specific management goals, in accordance with Council's Biosecurity Plan 2023-2028 by Q3 2025-2026, with a status update of key deliverables presented by Q2 and Q4 2025-2026	Community Sustainability	Manager Compliance	Completed	The Annual Priority Inspection Program has been developed and implemented for the 2026–27 financial year. This document serves as an internal operational guide for the Biosecurity Services team, supporting the management of invasive species surveillance, inspections, and compliance activities across the Gympie Region. The program has been prepared in accordance with the requirements of the Biosecurity Act 2014 and aligns with Council's Biosecurity Plan. Key deliverable successfully achieved: All properties identified within invasive species programs with Eradication management

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					objectives were inspected, and appropriate compliance actions were undertaken where required. Targeted programs included Fireweed, Honey Locust, African Boxthorn and Olive Hymenachne infestations across the Gympie Region.
5.	Sports field study, including feasibility of an indoor sports facility to be completed and endorsed by Council by Q4 2025-2026	Community Sustainability	Manager Strategic Planning and Growth	Completed	The Sports Field Study, including the feasibility assessment for an indoor sports facility, has been completed in 2025-26. The study provides a strategic evidence base to inform future planning and investment in sports and recreation infrastructure across the region. Following completion, responsibility for implementation and delivery of identified actions has been transitioned to the Infrastructure Services Directorate to support integration with broader capital works planning and infrastructure delivery programs. Infrastructure Services is also progressing investigations into potential land acquisition opportunities to support the future delivery of identified infrastructure.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
6.	Finalisation of Local Laws review by Q2 2025-2026	Community Sustainability	Manager Compliance	Delayed	Following public consultation, taking to Council Workshop for paper presentation and recommendations. To be presented at August 2026 Ordinary Meeting, pending Workshop outcomes.
7.	Work together with the First Nations community to enhance engagement and commitment on priority issues. Develop a plan of action to present to Councillors by Q3 2025-2026	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	Continued focus on engagement, with Council staff attending monthly meetings with the Gympie Murri Network, and the NAIDOC working committee. Senior council staff hosted the Gympie Aboriginal and Torres Strait Islander Business Quarterly Meeting in May. Representatives from relevant Qld Government Departments, Gympie Murri Network, Council, and local Traditional Owner representatives attended to progress economic development opportunities for First Nations businesses and community. In June, Council hosted a State of Origin Live Screening at Goomeri Hall with Cherbourg Aboriginal Shire Council bringing communities together through a shared love of sport.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					Council has been working with community to deliver the 2026 NAIDOC Flag Raising Ceremony in July. The development of a plan of action has been delayed to enable Council to form stronger relationships with regional Native Title Corporations as well as local traditional custodians as the foundation for future action. This work is ongoing.
8.	Partner with relevant stakeholders to deliver externally funded Youth Resilience Project including development of a Youth Resilience Action Plan for Gympie Region by Q4 2025/2026	Community Sustainability	Manager Community and Commercial Services	Delayed	Draft youth survey is being reviewed by UniSC. Council's Community Development team were recognised with an Award from the national funding body, The Resilience Canopy, for the care and consideration taken to ensure the survey genuinely works for young people. The action plan has been delayed and will be carried over with external funding to 2026/2027.
9.	Advocate to State and Federal Government for increased funding for crisis accommodation and transitional housing in relation to domestic and family violence. Explore how Council can assist in raising awareness about the prevention of domestic and family violence in our community and support a	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	During May 2026 Domestic & Family Violence Prevention Month, the following initiatives were delivered: Supported local organisations in delivering an awareness program

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
	community that is inclusive, connected and safe by Q2 2025/2026				through posters sharing messages of hope from DFV survivors • Council facilities were lit up in purple, the colour associated with DFVP Month • Media campaign across council platforms, sharing Council's pledge • A DFV support page was developed and uploaded to Council's website • Internal communications to council staff promoting support resources and information • Development of advocacy letter to Qld and Federal Government Ministers advocating for urgent increase in the supply of crisis and transitional housing for DFV impacted persons in the Gympie region Attendance at Gympie-Cooloola Partnerships against DFV

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
10.	In collaboration with the Queensland Government and Gympie Region Housing and Homelessness Forum, review the 2022 Gympie Region Local Housing Action Plan and present a revised plan to Council for consideration and adoption by Q4 2025/2026. Action in collaboration with Manager Planning.	Community Sustainability	Manager Community and Commercial Services	Delayed	The presentation of the revised LHAP will be carried over to 2026/27 as the plan requires alignment with the new Planning Scheme and further collective measures to address homelessness. The following actions were delivered this quarter: • Council successfully advocated for new funding for health practitioners to accompany homelessness outreach workers in Gympie. The trial project achieved increased engagement with mental health and GP practices, filling of scripts and housing placements. The A/CEO has advocated for ongoing external funding for this program. • Follow up workshops held with Kilkivan & District Community Care Assoc. and the Gympie Region Housing and Homelessness Forum to confirm suggested changes for the revised LHAP. • Meeting with Community Action Inc. to gain insight regarding emergency, transitional and youth housing in the Gympie region.

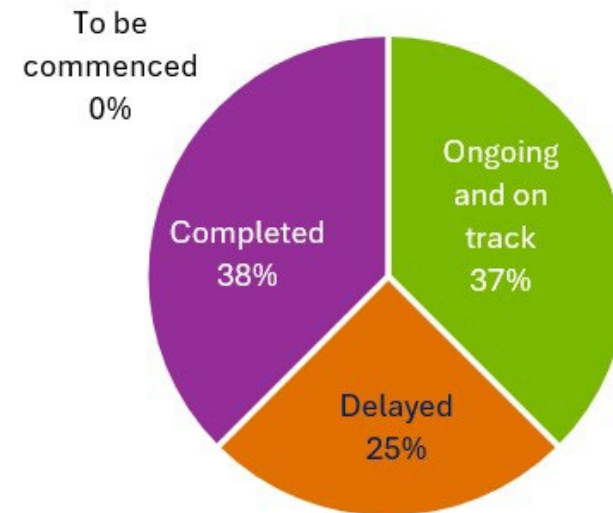
Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					Council awarded a \$5,000 community grant to Winter Shelter Gympie to provide overnight support for rough sleepers from June – August 2026. Councillors and staff supported the <i>Doin' it Tough</i> Community Event to support rough sleepers and vulnerable persons, in addition to funding assistance through Council's community grants program.
11.	Approved Inspection Program, focused on assessing and raised compliance with dog registrations in the region by Q3 2025/2026	Community Sustainability	Manager Compliance	Completed	Successful program, additional 2500 dogs registered with this number continuing to gain.
12.	Review the Destination Management Plan to capitalise on tourism, sporting, arts and culture and recreational opportunities for the region by Q4 2025-2026	Corporate Services	Manager Marketing, Communications and Economic Development	Delayed	Council has recently engaged with Visit Sunshine Coast CEO Matt Stoeckel to discuss the Gympie region's tourism approach and regional alignment opportunities. These discussions highlighted the need to first review and update Council's Tourism Strategy to clearly define the region's vision, objectives and priorities before progressing a Destination Management Plan.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					Tourism functions and staff also transitioned earlier this year as part of organisational realignment. Council is currently consolidating this function and building an informed understanding of tourism priorities, which will inform the timing and development of a future Destination Management Plan.

INFRASTRUCTURE AND ECONOMIC OPPORTUNITY

Our planning and infrastructure seeks to meet foreseeable future needs to support economic development, community enhancement and residents' wellbeing.

Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	3	38%
Delayed	2	25%
Completed	3	38%



Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
13.	Develop a standardised asset renewal prioritisation methodology to inform asset renewal planning by Q4 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	Completed	Asset renewal prioritisation methodology workshopped with Councillors at the 14 April 2026 budget briefing and endorsed at the 29 June 2026 ELT Meeting.

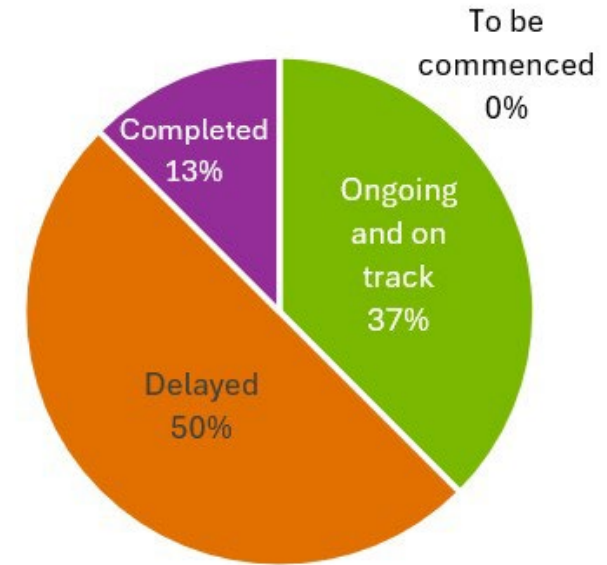
Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
14.	Complete asset management plans for buildings (incorporating star rating service level methodology) by Q2 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	Completed	Buildings asset management plan (AMP) adopted at the March 2026 Ordinary Meeting of Council.
15.	Provision of depot fuel and fuel management system across the region. Provision of Gympie Regional Council Fuel/service truck to delivery fuel to Fleet and Plant at remote locations. Completed by Q1 2025/2026	Infrastructure Services	Manager Fleet and Depot Operations	Completed	Depot fuel tanks and dispensing system installed and operational at the following locations: - John St Depot - Tin Can Bay - Kilkivan - Monkland - Mount Olive Quarry
16.	Complete 50 per cent of critical tasks identified in building condition report by Q4 2025/2026, within approved budget	Infrastructure Services	Manager Property and Open Space	Delayed	Strong progress made however due to budget constraints and increasing costs of materials and labour not completed. This will now move to business as usual in future years and continue to be programmed.
17.	Develop and implement Road Verge Mowing policy by Q2 2025/2026	Infrastructure Services	Manager Property and Open Space	Delayed	Council questioned officers on the full scope of this policy and therefore requires workshop. Will continue as business as usual in 26/27

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
18.	Investigate the purpose of reserve for unused trust land and if amendments can be made for community benefit by Q4 2025/2026	Infrastructure Services	Manager Property and Open Space	Ongoing and On Track	Large project and significant progress made, will continue as business as usual in 26/27 and beyond.
19.	Develop and implement a Parks Usage for Community Benefit Policy by Q3 2025/2026	Infrastructure Services	Manager Property and Open Space	Ongoing and On Track	Policy is being presented to Council in August 2026.
20.	Review cost analysis and required infrastructure investment for alignment with adopted Customer Service Standards by Q4 2025-2026	Infrastructure Services	Manager Water	Ongoing and On Track	QTC review complete and workshopped with Council, continuing work into FY2627.

ORGANISATION

Gympie Regional Council is an organisation that understands the community and delivers services efficiently and effectively through highly engaged staff.

Deliverables Status	No.	Percentage
To be commenced	0	0%
Ongoing and on track	3	38%
Delayed	4	50%
Completed	1	13%



Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
21.	Delivery of additional Enterprise Resource Planning modules to enhance system functionality and usability by Q4 2025/2026	Corporate Services	Manager Finance	Delayed	Remedial activities identified through the CiA health checks have progressed with numerous changes across the Finance, Payroll and Fleet EAM modules

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					have been configured, tested and released into the production environment. Further changes in SCM have been implemented to reduce the effort required for local buy panel arrangements when approaching the market, improving procurement efficiency. A custom delivery sequence for the remainder of the contracted functionality is being developed with progression of the Enterprise Asset Management and Property and Rating streams proposed to be implemented in the next financial year.
22.	Enhance organisational literacy and accountability across legislative and business requirement for Procurement Activities by Q3 2025/2026	Corporate Services	Manager Finance	Delayed	Implementation of recommendations from the FY25 financial audit are in progress with a procurement compliance dashboard developed and currently being tested, with more reporting yet to be developed. Procurement guidance material for officers has been published on the Procurement SharePoint page.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					Procurement training is currently being developed for induction training, as well as refresher training with a focus on the why and how to ensure officers are aware of the risks of exposure to Council and outline their responsibilities to comply with Council's Procurement Policy and legislative requirements.
23.	Implementation of Disaster Management Project Plan by Q2 2025/2026	Corporate Services	Manager Governance, Integrity and Risk	Completed	Disaster Management Project Plan implemented, strengthening Council's preparedness, coordination and response capability.
24.	Review of organisational policy documentation, with updated policy review and procedure process in place by Q4 2025/2026	Corporate Services	Manager Governance Integrity and Risk	Ongoing and on track	While substantial work has been undertaken, this remains an ongoing project that will continue into next year. Significant progress has been made on the policy review project, with a comprehensive audit of all existing organisational policies completed. Each policy was assessed for relevance, legislative alignment, operational necessity, and potential duplication. A number of policies were identified as redundant or superseded by other

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					governance documents and have subsequently been presented to Council for rescission. Policies are being prioritised for review based on their risk profile and legislative requirements. With new and revised policy documents will undergoing internal consultation before being presented to Council for endorsement. The focus for 2026-2027 will be on identifying policy gaps across the organisation and working collaboratively with departments to develop policies and procedures that address these gaps, while continuing the review and update of existing policy documents to ensure they remain current, compliant, and fit for purpose.
25.	Organisation recordkeeping review carried out in line with incoming Mandatory Notification Data Breach legislation by Q4 2025/2026	Corporate Services	Manager ICT and Digital Transformation	Ongoing and On Track	Communications and training plans completed, endorsed as required and implemented. Training program rolled out June 2026, with training completion due 30/06. Completion stats as at 29/06: Privacy Awareness 1.0 - 72%

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					Privacy for Leaders 1.0 - 77% Data Breach Response Procedure (non-mandatory requirement) has been communicated among the DBR Team for feedback. Final draft to be presented at future ELT meeting for endorsement.
26.	Implementation of remaining People and Culture modules of the Technology One software by Q3 2025/2026	Corporate Services	Manager People and Culture	Delayed	Awaiting scheduling of identified recommendations. Scheduling dependant on overall system implementation project, which is currently being finalised prior to being taken to Council.
27.	Development of the service planning framework by Q4 2025/2026 to align with community service level requirements, considering population growth, demographics and evidence-based projects	Corporate Services/OCEO	Manager Finance	Ongoing and On Track	Council have identified 41 services. Service profiling has been completed for the 9 selected services (Road Operations, Water & Wastewater, Aerodromes, Waste, Libraries, Galleries, Governance, Marketing & Communications, and ICT). Outcomes reports have been prepared for all 9 services generating forward forecasts and an assessment of each service. The remaining 32 services will

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					have service profiling completed during the 2026/27 financial year, which will result in all 41 services with profiling completed by 30 June 2027.
28.	Complete a strategic review of organisations Geographical Information systems by Q4 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	Delayed	GIS Strategic Review is in progress, with the revised completion date forecast to be end of Q1 2026/2027.

