

Quarter 1 Update

2025-2026 Operational Plan



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Quarterly Update of the Gympie Regional Council Operational Plan

This first 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.

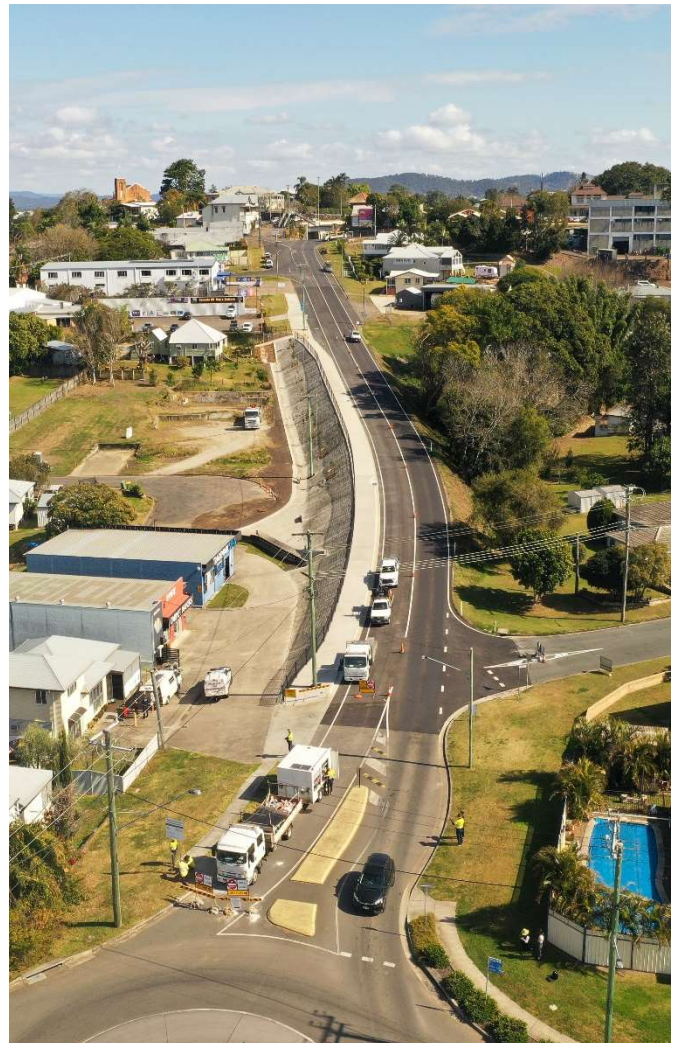
To support delivery of these themes, Council's actions are grouped into three key response areas:

1. Community and Environment

2. Infrastructure and Economic Opportunity

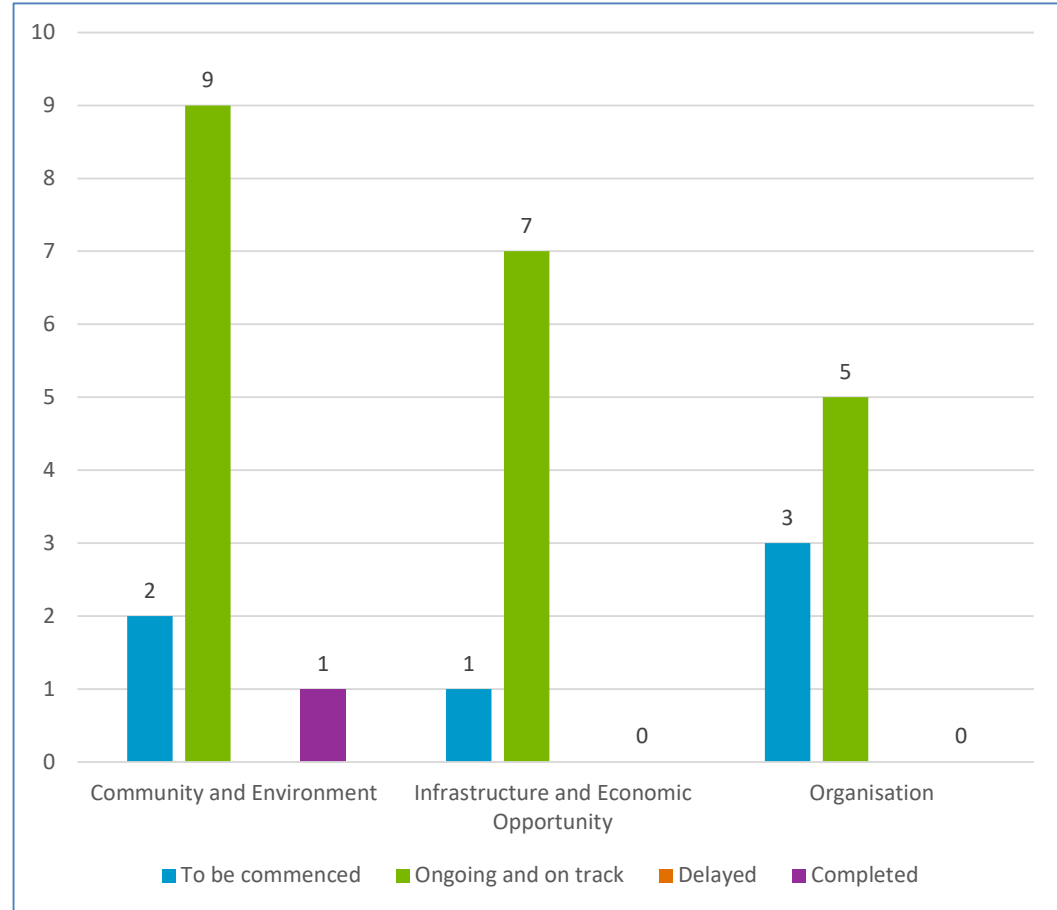
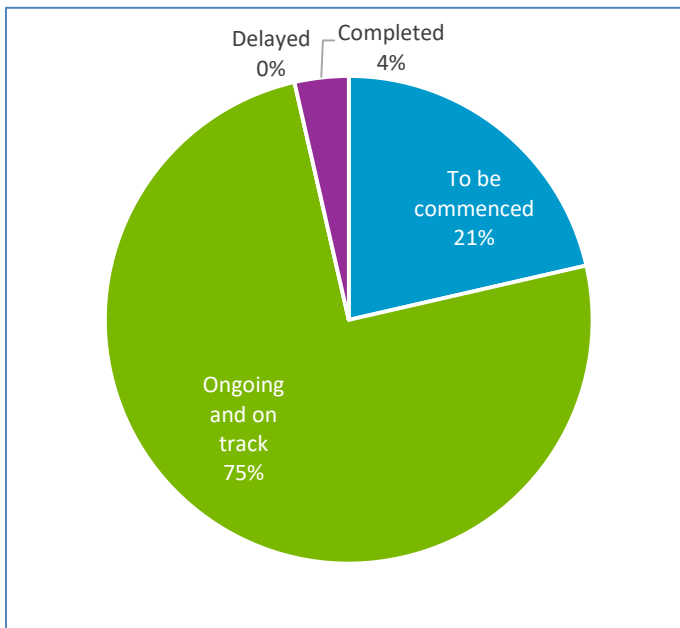
3. Organisation

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



PROGRESS TO DATE

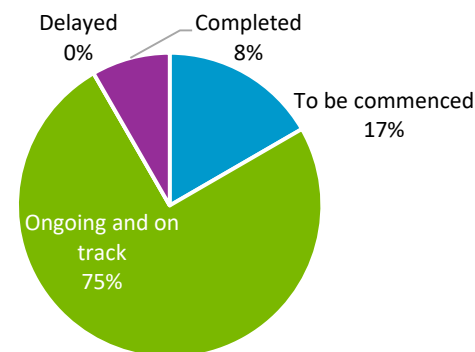
Deliverables Status	No.	Percentage
To be commenced	6	21%
Ongoing and on track	21	75%
Delayed	0	0%
Completed	1	4%



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	2	17%
Ongoing and on track	9	75%
Delayed	0	0%
Completed	1	8%



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 Environment and Resource Recovery	Completed	ESG Policy awareness and integration into GRC Organisational Frameworks commenced
2.	Review the 2019-2023 Environment Strategy and adopt a contemporary Environment Strategy 2026-2030 by Q4 2025-2026	Community Sustainability	Manager Environment and Resource Recovery	Ongoing and On Track	ESG Policy to be integrated into Environment Strategy document for internal workshop review and community consultation

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
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	Ongoing and On Track	Waste Strategy 2025-2035 approved by Council. Key deliverables being developed.
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 Environment and Resource Recovery	Ongoing and On Track	A 5-year strategic biosecurity plan based on weed-specific management goals, aligned with the Gympie Regional Council Biosecurity Plan 2023-2028 will allow the team to focus on high risk & high impact weeds, allocate staff time and budget more efficiently. A strategic plan with clear, measurable goals makes it easier to justify funding requests to Council or external grant bodies and demonstrates accountability and progress over time. A draft is underway.
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 Planning	To commence	Establishing an internal project control group to commence the project.
6.	Finalisation of Local Laws review by Q2 2025-2026	Community Sustainability	Manager Compliance	Ongoing and On Track	Local Laws has been to two Councillor workshops and is anticipated to be adopted by Q2

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
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	Council officers have been meeting with members of the newly established Gympie Murri Networking Group to explore engagement methodology; supported the planning and delivery of the Gympie NAIDOC Flag raising Ceremony on 7 July and the NAIDOC Family Fun Day on 5 September; Manager Community & Cultural Services has become a member of the Governance Committee for the Mob Pod Mobile Health Van (operated by Manngoor Dja) that services the Gympie region and engages with First Nations community members.
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	Ongoing and On Track	July - GRC partnered with Chiggy's Skateboarding to deliver two engagement activities for Youth at the Gympie Skate Park, which provided a valuable opportunity for gathering feedback and input from the target cohort. September - the Queensland Coordinator of the funding body (The Resilience Canopy) met with council staff to review progress to date and discuss future workshops to develop the Action Plan. Currently exploring

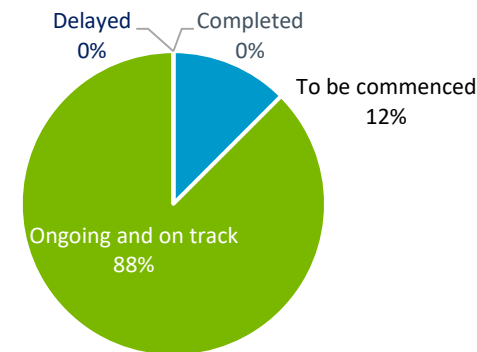
Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					training opportunities for the young people who have volunteered to take part in the project as community leader
9.	Advocate to State and Federal Government for increased funding for crisis accommodation and transitional 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 that is inclusive, connected and safe by Q2 2025/2026	Community Sustainability	Manager Community and Commercial Services	Ongoing and On Track	Advocacy for increased crisis and transitional accommodation will be explored with the review of the Local Housing Action Plan, with advocacy options presented to Council in Q2. Violence Prevention Australia provided a presentation to Councillors on Wednesday 3 September 2025. The presentation outlined key causal factors of violence and ways in which Council can raise awareness to prevent violence within our community. Officers have reached out to the Queensland Premiers Department to progress options with the State Government and LGAQ. A report will be presented to Councillors in Q2 or Q3.
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	Ongoing and On Track	Officers have commenced reviewing the LHAP with representatives of the Department of Housing. Consultations with the Kilkivan and District Community Care Association Inc and the Gympie Region Housing and Homelessness Forum are scheduled for Q2.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					The Homeless Tonight Support Information Flyer for Gympie Region was updated by Council's Community Development Team in September.
11.	Approved Inspection Program, focused on assessing and raised compliance with dog registrations in the region by Q3 2025/2026	Community Sustainability	Manager Compliance	Ongoing and On Track	This inspection commenced in Q1 and has been very successful with over 1000 additional registrations to date.
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	To Commence	Intention is to commence workshopping a draft to Council at the start of Quarter 3. This will incorporate not only the Destination Management Plan, but also the broader Gympie Region Tourism Strategy

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	1	13%
Ongoing and on track	7	88%
Delayed	0	0%
Completed	0	0%



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	Ongoing and On Track	A proposed prioritisation methodology has been presented to the Asset Management Steering Committee for review and feedback.
14.	Complete asset management plans for buildings (incorporating star rating service level methodology) by Q2 2025/2026	Infrastructure Services	Manager Capital Deliver and Assets	Ongoing and On Track	The Buildings AMP is in draft format and undergoing initial data review.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
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	Ongoing and On Track	Tender process finalised, letter of award to be completed in Oct 2025, subject to contract documentation agreeance, Implementation and roll out to be completed by Feb 2026, inclusive of Tech1 data integration
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	To Commence	Work is currently being assessed and planned to use internal labour and contractors
17.	Develop and implement Road Verge Mowing policy by Q2 2025/2026	Infrastructure Services	Manager Property and Open Space	Ongoing and On Track	Desktop review of similar councils underway
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	Investigation currently being carried out and is on track for completion by Q4 2025/2026
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	Draft complete, currently being reviewed by internal stakeholders
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	Currently undertaking research project with QTC as per below, discussing progressing analysis with QTC to follow following this project.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					Department Local Government, Water and Volunteers (the department) (formally known as the Department Regional Development, Manufacturing and Water) commenced the Urban Water Risk Assessment (UWRA) project. The aim was to understand the challenges and opportunities for drinking water and sewerage service provision in remote and regional communities outside of South East Queensland (SEQ). The department received the final UWRA report in late 2024 and is currently analysing the results and considering the recommendations. The evidence gathered through the UWRA identified significant challenges faced by regional and remote Councils in managing a range of water quality, water security, sewerage services and service delivery risks. These challenges are linked to several root causes, including increasing operating costs, funding concerns, ageing infrastructure, asset

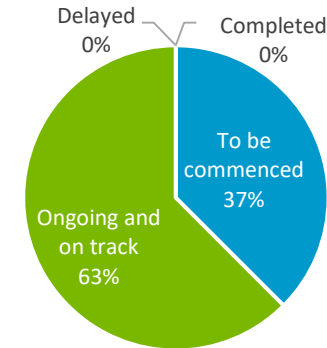
Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					management practices and workforce shortages. The department is partnering with Queensland Treasury Corporation (QTC) to undertake a funding and affordability research project, which will provide further advice to the Queensland Government to inform future funding and affordability policy and programs. The research project will: • gather information on long-term capital and operating and maintenance plans, costs, revenue and pricing for the water and wastewater business unit, and long-term financial forecasts for a sample of local government service providers outside of SEQ, and • seek to understand the current and forecast level of cost recovery and the drivers and challenges in achieving full cost recovery, including sociodemographic considerations. We recognise the wealth of expertise within local governments and this research project will provide an opportunity for a

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					portion of regional and remote local governments to collaborate with Queensland Government and contribute to the assessment of potential funding and affordability options.

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	3	38%
Ongoing and on track	5	63%
Delayed	0	0%
Completed	0	0%



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	Ongoing and On Track	Additional reporting functionality is being incorporated into the Council's suite of financial reports as it is developed. The review and enhancement of system functionality and usability will continue across the 2025/26 financial year based on the results of the review of the implementation of the Enterprise Resource Planning modules to date.

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
22.	Enhance organisational literacy and accountability across legislative and business requirement for Procurement Activities by Q3 2025/2026	Corporate Services	Manager Finance	To Commence	Investigation of training opportunities relating to legislative procurement activities is due to commence in Q2 2025/26
23.	Implementation of Disaster Management Project Plan by Q2 2025/2026	Corporate Services	Manager Governance, Integrity and Risk	Ongoing and On Track	Review of all current policies, in line with Corporate Document Framework. Policies with the highest legislative and operational priority have been identified and triaged for action. These will be addressed first to ensure compliance with alignment and current requirements.
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	Review of all current policies has been carried out in line with Corporate Document Framework. Policies with the highest legislative and operational priority have been identified and triaged for action. These will be addressed first to ensure compliance with alignment and current requirements.
25.	Organisation recordkeeping review carried out in line with incoming Mandatory Notification Data Breach legislation by Q4 2025/2026	Corporate Services	Manager Governance Integrity and Risk	Ongoing and On Track	Implementation of Mandatory Notification Data Breach legislation is online for required completion by Q4

Item	Success Measure	Directorate	Responsible Manager	Progress	Action Comments
					2025/2026. Project work currently underway in consultation with ICT and Records departments. The delivery of the building application digitisation program of work is continuing and on track to be completed April/May 2026.
26.	Implementation of remaining People and Culture modules of the Technology One software by Q3 2025/2026	Corporate Services	Manager People and Culture	To Commence	Health check currently underway to inform implementation of remaining modules
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	The working group tasked with the development of the service planning framework have initiated the project during Q1 2025/26.
28.	Complete a strategic review of organisations Geographical Information systems by Q4 2025/2026	Infrastructure Services	Manager Capital Delivery and Assets	To Commence	A request for quote has been developed and will be released to market shortly, with a planned engagement late 2025.

