



Strategic Goal	2023	2024	2025	2026	2027
<p>We have great talent – we employ the right people in the right place at the right time with the right skills.</p>	<ul style="list-style-type: none"> <li>• Ensure Position Descriptions are current and evaluated (if required) prior to recruiting vacancies</li> <li>• Lessons learnt debrief embedded as a business-as-usual process</li> <li>• Document currently funded and resourced service levels, determine community need and implications for changes in service level.</li> <li>• Review corporate induction to ensure sufficient information provided around the local government context and introduce biennial induction refresher</li> <li>• Review approach to training – analysis of training needs, resourcing for scheduling, delivery, content development, Training Plan etc.</li> <li>• Develop annual training plan based on knowledge of training demand, ensure sufficient budget is available for delivery</li> <li>• Continue to support opportunities for trainee and apprenticeship programs</li> <li>• Investigate options to improve marketing of TRC as an employer of choice</li> <li>• Develop a procurement service that reviews and analyses organisational purchases, provides procurement advice, centralised support, and coordination of portable and attractive items.</li> <li>• Develop project plan to introduce continuous improvement workgroups to identify, evaluate and progress improvement opportunities including initiatives identified through discovery workshops.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Position Descriptions are current and evaluated (if required) prior to recruiting vacancies</li> <li>• Undertake a skills audit/training needs analysis of the existing workforce and design capability development to address identified gaps</li> <li>• Design annual training plan based on outcome of skills audit/training needs analysis</li> <li>• Develop Plant Operator skill development program to support cross-skilling/resourcing across the organisation</li> <li>• Continue to support opportunities for trainee and apprenticeship programs</li> <li>• Consider the introduction of cadetship programs (or similar) in skill shortage areas</li> <li>• Review reward and recognition program and investigate options for improvements</li> <li>• Develop a Succession Planning tool</li> <li>• Investigate options to introduce initiatives to assist in skill shortage areas eg. cadetships, professional memberships etc.</li> <li>• Employee capability development opportunities to include:               <ul style="list-style-type: none"> <li>• Project management – to be delivered 2023</li> <li>• Change management – pending introduction of broader Change Management framework</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Position Descriptions are current and evaluated (if required) prior to recruiting vacancies</li> <li>• Design annual training plan based on knowledge of training demand</li> <li>• Continue to support opportunities for trainee and apprenticeship programs</li> <li>• Ensure Certified Agreement negotiations are focussed on remaining a competitive employer of choice</li> <li>• Continue to identify opportunities to improve recruitment, retention and development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Position Descriptions are current and evaluated (if required) prior to recruiting vacancies</li> <li>• Undertake a skills audit/training needs analysis of the existing workforce and design capability development to address identified gaps</li> <li>• Design annual training plan based on outcome of skills audit/training needs analysis</li> <li>• Continue to support opportunities for trainee and apprenticeship programs</li> <li>• Continue to identify opportunities to improve recruitment, retention and development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Position Descriptions are current and evaluated (if required) prior to recruiting vacancies</li> <li>• Design annual training plan based on knowledge of training demand</li> <li>• Continue to support opportunities for trainee and apprenticeship programs</li> <li>• Continue to identify opportunities to improve recruitment, retention and development opportunities</li> </ul>



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<p>We embrace a creative, respectful and ethical workplace where diversity and inclusiveness are valued and encouraged</p> <p>We embrace a creative, respectful and ethical workplace where diversity and inclusiveness are valued and encouraged</p>	<ul style="list-style-type: none"> <li>Ensure that organisational consistency is applied to address any behaviour/conduct that is not aligned to our organisational values</li> <li>Biennial Code of Conduct refresher training</li> <li>Complete the implementation of an organisational Change Management Framework</li> <li>Develop a Quality Management System for TRC, including process mapping, Standard Operating procedures and an effective change control process</li> <li>Implementation of WHS safety system</li> <li>Improve accountability for completion of Achievement and Development Plans</li> <li>Introduce mandatory training for tendering and use of FNQROC templates.</li> <li>Ensure equipment purchase consultation process identifies all criteria relevant to operations; review associated templates and ensure comprehensive specifications are provided.</li> <li>Ensure that Customer Experience Standards are embedded across the organisation and regularly reviewed</li> <li>Provide regular wellbeing activities for staff to promote a healthy, positive and active workforce</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that organisational consistency is applied to address any behaviour/conduct that is not aligned to our organisational values</li> <li>Hold employees accountable for the for completion of Achievement and Development Plans</li> <li>Ongoing efforts and initiatives are continually focussed on developing a positive and productive organisational culture</li> <li>Improve accountability for completion of Achievement and Development Plans</li> <li>Ensure that Customer Experience Standards are embedded across the organisation and regularly reviewed</li> <li>Provide regular wellbeing activities for staff to promote a healthy, positive and active workforce</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that organisational consistency is applied to address any behaviour/conduct that is not aligned to our organisational values</li> <li>Biennial Code of Conduct refresher training</li> <li>Electronic timesheet entry implemented with staff trained and onboarded to new process</li> <li>Hold employees accountable for the for completion of Achievement and Development Plans</li> <li>Ongoing efforts and initiatives are continually focussed on developing a positive and productive organisational culture</li> <li>Ensure that Customer Experience Standards are embedded across the organisation and regularly reviewed</li> <li>Provide regular wellbeing activities for staff to promote a healthy, positive and active workforce</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that organisational consistency is applied to address any behaviour/conduct that is not aligned to our organisational values</li> <li>Hold employees accountable for the for completion of Achievement and Development Plans</li> <li>Ongoing efforts and initiatives are continually focussed on developing a positive and productive organisational culture</li> <li>Ensure that Customer Experience Standards are embedded across the organisation and regularly reviewed</li> <li>Provide regular wellbeing activities for staff to promote a healthy, positive and active workforce</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that organisational consistency is applied to address any behaviour/conduct that is not aligned to our organisational values</li> <li>Biennial Code of Conduct refresher training</li> <li>Hold employees accountable for the for completion of Achievement and Development Plans</li> <li>Ongoing efforts and initiatives are continually focussed on developing a positive and productive organisational culture</li> <li>Ensure that Customer Experience Standards are embedded across the organisation and regularly reviewed</li> <li>Provide regular wellbeing activities for staff to promote a healthy, positive and active workforce</li> </ul>
<p>Our leaders are of the highest quality – they inspire, motivate and guide us to achieve organisational outcomes and excellence</p>	<ul style="list-style-type: none"> <li>Leadership members are present and visible at all office and depot locations on a regular basis</li> <li>Establish formal program for supervisors/leaders across the organisation to meet regularly to develop networks, discuss opportunities and collaborate on improvements</li> </ul>	<ul style="list-style-type: none"> <li>Leadership members are present and visible at all office and depot locations on a regular basis</li> <li>Provide development opportunities focused on teamwork and collaboration</li> <li>Delivery elected member onboarding/development program</li> </ul>	<ul style="list-style-type: none"> <li>Leadership members are present and visible at all office and depot locations on a regular basis</li> <li>Provide development opportunities focused on teamwork and collaboration</li> </ul>	<ul style="list-style-type: none"> <li>Leadership members are present and visible at all office and depot locations on a regular basis</li> <li>Provide development opportunities focused on teamwork and collaboration</li> <li>Biennial Code of Conduct refresher elected members</li> </ul>	<ul style="list-style-type: none"> <li>Leadership members are present and visible at all office and depot locations on a regular basis</li> <li>Provide development opportunities focused on teamwork and collaboration</li> </ul>
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