



BARCOO SHIRE COUNCIL PEOPLE STRATEGY 2023-2028

Located in Far West Queensland, in the heart of the Channel Country, Barcoo region is one of the more remote shires with an area of 61,974 square kilometres in far Western Queensland, incorporating the townships of Jundah, Stonehenge and Windorah.

The Barcoo Shire lays claim to the most exceptionally unique place in Australia and the world. It is the only place where two prominent and significant inland rivers, the Thomson and Barcoo meet to form a creek the Cooper Creek.

Rich in history, the Barcoo Shire has an outback experience to offer everyone. Along with unique rustic landscapes, distinctive flora and fauna, spectacular wildlife, freshwater fishing, golf, bird watching and stunning sunsets. The Barcoo is also home to Magee's Shanty, birth place of the famous Bush Christening renowned by Banjo Paterson.

The three welcoming outback towns of Windorah, Jundah and Stonehenge can all be easily accessed via sealed roads and are located within a leisurely drive to the major towns of Longreach or Quilpie.

Barcoo Shire is the gateway to Birdsville, Bedourie, Innaminka, Quilpie, Longreach and Winton to the north.

PURPOSE

This strategy outlines how Council aims to create a workplace environment and culture that attracts, develops and retains quality employees and promotes Barcoo Shire Council as a workplace of choice with a focus on creating an engaged, skilled and productive workforce.

SCOPE

The strategy applies to all Barcoo Shire Council employees, contractors and volunteers (including temporary contractors). This strategy will help guide individual contracts of employment, but in itself does not constitute any part of any employment contract or contract for service.

DEFINITION

Workforce Participant: Employees, volunteers and contractors (including temporary contractors) of Barcoo Shire Council.

Long Serving Employees: Those employees with five or more years of continuous service to council.



The Barcoo Shire Council People Strategy is guided by the vision, mission and organisation values of its 2021-2026 Corporate Plan.

VISION

A professional organisation creating a better future for our community.

MISSION

To serve our community through sustainable infrastructure and service delivery.

VALUES

Simplicity

We will simplify things for ourselves and our community, and focus our efforts on the things that matter most.

Transparency

We will meaningfully engage with our community in our decision-making processes and in the delivery of our projects, services and infrastructure.

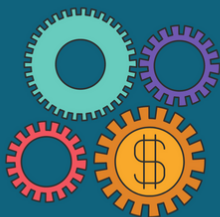
Accountability

We are all accountable for our actions, inactions, professionalism, performance and behaviour which will drive our culture of continuous improvement.

Respect

We will respect each other, our organisation, our community and our environment.

STRATEGIC THEMES



ECONOMY



COMMUNITY



ENVIRONMENT



ORGANISATION



The Pillars of the BSC People Strategy 2023-2028

The Barcoo Shire Council People Strategy 2021-2026 focuses on the strategic theme of ORGANISATION and provides the framework for people and culture initiatives. The approach is intended to support our efforts to RECRUIT, DEVELOP and RETAIN councils most valuable asset...our staff.

Recruit



Actively promote Council as an appealing employer to attract best talent.

Develop



Encourage our workforce to participate in ongoing learning and development initiatives and innovative projects.

Retain



Maintain an outstanding organisation that focuses on health, safety and wellbeing, and talent management.

Equal Opportunity

Equal opportunity applies to each of the three pillars.

Barcoo Shire Council is committed to the promotion of equality in the workplace. Equal opportunity in recruitment and in the workplace is a requirement of natural justice, state and federal legislation. In all its dealings with potential and current workforce participants, Barcoo Shire Council, its managers and supervisors, will apply fairness and equality.



1. RECRUIT



1.1 PROMOTE

Promote the Barcoo Shire Council as an employer with exciting career opportunities:

- Promote the Barcoo Shire as a great place to live and work.
- Ensure that recruitment materials are up to date on intranet and council websites to reflect major projects.
- Provide salary packaging, subsidised home rental, and incentives designed for and targeted at key positions.
- Promote flexible rostering practices.

1.2 DIVERSITY

Promote the diversity and flexibility aspects of working for the Barcoo Shire Council:

- Increase the merit-based representation of:
 - People with a non-English speaking background,
 - People with a disability,
 - Indigenous employees.
- Increase the merit-based participation of women in the organisation, including Leadership positions.
- Increase entry level opportunities including traineeships and apprenticeships.
- Target mature workers to join and stay in roles.

1.3 BEST PRACTICE

Promote the diversity and flexibility aspects of working for the Barcoo Shire Council:

- Customise the job application process with hiring managers to ensure job descriptions are reflective of each roles core and extended responsibilities.
- Recruit in a fair and discrimination-free way.
- Ensure that jobs align with the appropriate Industrial rates of remuneration.
- Ensure a streamlined and informative induction process, that includes:
 - o Workplace health and safety (through Skytrust).
 - o Employee Code of Conduct.
 - o Automated workflow systems.
 - o Specific, role-based work induction and plant/machinery operation.
 - o Human resource and payroll information,
 - o Salary packing opportunities.
 - o Flexible rostering provisions.
 - o Employee Assistance Program access.

1.4 ATTRACT LOCAL SKILLS

Actively promote employment opportunities locally in line with the Barcoo Shire Council Home Grown Employment Program (HGEP)

- Shire Council Home Grown Employment Program (HGEP)
- Promote entry level employment including traineeships and apprenticeships.
- Seek funding opportunities to provide local traineeships and apprenticeships.
- Promote employment opportunities for mature age workers.



2. DEVELOP

2.1 WORKFORCE PLANNING

Develop workforce reports that support decision making:

- Build the capacity of our workforce to better use technology and smart work strategies.
- Strengthen the application of a yearly performance appraisal process for all workforce participants.
- Seek regular feedback from workforce participants, including implementation of a biannual staff survey.
- Align learning and development to corporate needs.
- Provide regular HR reports to council.
- Plan based on needs, now and into the future. Undertake analysis of data on workforce participants demographics (including length of service), retirement intentions, remuneration trends and learning and development attendances.

2.2 TARGET LEARNING OPPORTUNITIES

Source and deliver learning and development opportunities targeted at different levels across the organisation.

- Identify, deliver and monitor mandatory training for all workforce participants, based on the requirements of varied positions.
- Review the Barcoo Shire Training and Professional Development Policy, 2017 (CSM-010) to ensure it is contemporary and encourages self-managed professional development.

- Encourage workforce participants to attend seminars, conferences and industry-based workshops and/or training courses to maintain an organisational culture of continuous learning.
- Continue to review, develop and deliver both required and desirable Workplace Health and Safety training.

2.3 INCLUDE

Provide a workplace where people are, and feel, valued and respected:

- Have the opportunity to fulfil their individual and combined potential
- Have access to opportunities and resources.
- Be able to contribute their best.
- Contribute their perspectives to improve the organisation.
- Bring far more of themselves to their jobs.
- Have a sense of belonging.
- Act in accordance with the Barcoo Shire Council Code Employee Code of Conduct.





3. RETAIN

3.1 A CONTEMPORARY EMPLOYER

Foster a safe and accountable workforce that thrives on an environment of inclusion, wellbeing and respect.

- Review our Industrial Relations Framework and conditions of employment.
- Ensure that executive staff meet with council teams and individual workforce participants on a regular basis.
- Consider leadership potential, both in recruitment and amongst all workforce participants.
- Support employees work-life balance by considering a range of flexible working arrangements.
- Actively promote the Casual Pool and encourage consideration of internal transfers, shift to permanent part-time and secondments before advertising roles externally.
- Value and respect the experience of long serving employees and the perspectives they bring.

3.2 PROVIDE FOR EMPLOYEE HEALTH, WELLBEING AND SAFETY

Promote the continued growth and development of a culture whereby everyone takes personal responsibility for maintaining a high level of health, safety and wellbeing.

- In partnership with local Public Health Centers, provide opportunities, information and encouragement for workforce participants to have a healthy and balanced lifestyle.
- Provide a workplace that is free from discrimination, harassment and bullying.
- Review HR procedure and ensure it provides adequate support for persons who may have experienced bullying or harassment.

- Provide ongoing training to all workforce participants on the consequences of bullying and harassment.
- Continue to promote and deliver the Employee Assistance Program (EAP), providing workforce participants with confidential assistance and support in managing work-life stressors.
- Ensure a high-quality workplace health and safety approach, ensuring compliance with legislation, regulation, training requirements, assessments, PPE, and work practices.
- Ensure that equipment used by staff is regularly checked, serviced, tested and tagged and in good working order.
- Ensure that workforce participants have the necessary training and competency, including appropriate licensing and accreditation, in the use of plant and equipment required in their role.

3.3 PROMOTE CAREER OPTIONS

Promote career and leadership opportunities available across council.

- Provide career, supervision, management, leadership opportunities through:
 - Acting in higher duty positions
 - Internal and external secondments
 - Career rotation opportunities
 - Project work
- Continue to seek funding and assistance in offering traineeships.
- Review employee exit interviews to determine if there is scope for improvement to retain key personnel.

3. RETAIN (CONTINUED)

3.4 INSPIRE

Model our corporate values and promote the future direction of the organisation

- Communicate widely, openly and frequently with staff. Implement a regular organisational newsletter.
- Implement a biannual staff survey open to all workforce participants.
- Recognise workforce participants achievements and years of service formally at council meetings.
- Recognise and reward outstanding service to the community.
- Ensure that the workplace is a pleasant place to be by ensuring it is well maintained, clean and clear of clutter.
- Managers provide respectful, honest feedback and support to workforce participants.
- Ensure that the executive leadership team (ELT) has a clear sense of purpose, decisiveness and empathy.
- Align the work of council with community benefit and value. Ensure that staff are communicated with on the value of work at every level of the organisation.

