

VISION

“Working with the Community towards the equitable, efficient and sustainable use of the water, land, air and other environmental resources of the Queensland Murray-Darling Basin.”

GOALS

1. Good management of our natural resources for **long-term sustainability** and economic and social wellbeing
2. **Build Strong involvement of the whole community** in and ownership of natural resource management
3. An **effective, efficient, economically viable and continually improving organisation**
4. **Strong and effective working relationships** with key stakeholders
5. QMDC recognised as a **best practice NRM organisation**

VALUES

In reaching our vision, we will base our decisions on:

- **Integrity** – We deal with each other, our customers and stakeholders on the basis of trust and understanding for differing views and interests. We try to find solutions that best reconcile diverse interests and provide optimum value to our stakeholders.
- **Success** – We involve our people in the success of our Committee. We value initiative, cooperation, innovation, communication and flexibility in our work and the quality of life within our organisation.
- **Excellence** – We perform our tasks and produce our outputs to the best of our ability, with optimum utilisation of resources and with a focus on continuously improving quality, productivity and professional development.
- **Honesty** – We serve the community and therefore have a responsibility to ensure that their environmental needs are met and that the available resources are utilised most effectively. We also have a responsibility to report the outcomes to our major funding providers in an honest and timely manner.
- **Respect** – We consult, understand and respect our stakeholders and their input into the planning and implementation process.

G1. Long-term sustainability

Strategies

1. Continue to implement and improve the Regional NRM Plan with science and local community involvement
2. Manage natural resources on the basis of best available science and local and historical knowledge
3. Meaningful integration of economic, social and environmental factors
4. Advocate community-based natural resource management as a long-term proposition with government

Our success will be measured by:

- Rate and nature of progress against Regional NRM Plan targets with a range of investments reported in annual report
- Regular reporting to local and regional organisations and the public including e.g. QMDC website
- Rate and nature of progress toward the management of QMDC and other the organisations with NRM knowledge
- Rate and nature of use by clients of information that QMDC produces
- Decision-making processes that take into account economic, social and environmental factors
- Reports to document evidence of economic, social and environmental considerations

G2. Strong community involvement

Strategies

1. Build the capacity of QMDB people to understand and respond to natural resource management issues
2. Develop responsive and continually improving, community engagement and extension processes
3. Engage the whole community at the appropriate levels
4. Implement and maintain a broad, comprehensive communications strategy
5. Maintain productive partnerships with member organisations and key sectors
6. Assist with community planning, management and recovery from natural disasters

Our success will be measured by:

- Increasing the level, capacity, and type of participation in a range of NRM activities across the region
- NRM and Sub Catchment Planning engagement activities
- Number of positive partnership arrangement
- Level of on-going support for community-based natural resource management
- Producing database of people demographics and their involvement in QMDC activities
- Level of promotion of QMDC activities
- Monitor and measure the effectiveness of community NRM efforts

G3. Effective, efficient organisation

Strategies

1. Continually improve business development and marketing strategies
2. Function as an NRM business delivering community services and commercial initiatives
3. Continue to maintain an appropriate compliant business structure and associated arrangements
4. Continue to develop strategies for the efficient and effective functioning of the Executive and Committee
5. Undertake periodic reviews of all policies and the constitution
6. Influence state and Federal governments to adequately fund the public benefits of NRM

Our success will be measured by:

- Annual reviews of budget performance, structure and key partnerships
- Undertake business improvement reviews and implement priority actions
- Succession Plan in place for QMDC Committee, Executive Committee and whole organisation
- Number of projects successfully completed
- Continued compliance with legal, financial and governance requirements

G4. Strong working relationships

Strategies

1. Coordinate and integrate natural resource management planning and activities between Queensland and New South Wales in the Northern Murray Darling Basin
2. Liaise with neighbouring organisations
3. Maintain active and effective partnerships with member organisations and key government agencies
4. Maintain good relationships with other regional natural resource management bodies in Qld

Our success will be measured by:

- Number of our working relationships with member organisations and neighbouring regional groups, government agencies and research bodies.
- Production of joint policies and proposals developed with the Regional Groups Collective
- Annual tour of other regions
- Number and level of shared resources, projects and activities with other organisations

G5. Best practice NRM organisation

Strategies

1. Establish QMDC as a leader in innovative natural resource management
2. Market the services offered by QMDC as 'leading edge' in the field of natural resource management
3. Continue to build and maintain an organisational culture based on strong values and a philosophy of continuous improvement
4. Actively support the professional development of all staff and the Executive Committee
5. Become an employer of first preference

Our success will be measured by:

- Level of external recognition of QMDC as service provider and leader in the natural resource management business
- Implementation of recommendations from business and performance reviews
- Level of employee satisfaction gauged from annual review and at exit interviews
- Evaluation/reflection process in place across all aspects of service delivery
- Appropriately skilled staff to deliver QMDC activities