

# Strategic Plan 2024–2028

Department of Regional Development, Manufacturing and Water

## Our vision

A Queensland where communities, businesses and water resources are sustainable, resilient and thriving

## Our purpose

We drive growth for Queensland by managing sustainable water resources, leading innovation in manufacturing, and developing our regions

## Our behaviours

We all strive to follow Our Behaviours Charter to build a positive culture each day at work

### Objectives

### Strategies

### Performance indicators

1. Drive regional investment, economic growth and jobs in Queensland communities



1. Support manufacturers to onshore value-adding manufacturing activities, improve productivity, increase competitiveness and generate new jobs, including First Nations
2. Lead and coordinate government strategies, policies and plans to support regional economic development
3. Manage grants programs to drive economic outcomes, including Building our Regions, federal and state water programs and manufacturing grants
4. Facilitate and invest in the assessment and construction of major water infrastructure projects and release water for economic development
5. Lead engagement and strengthen relationships across Queensland's regions to ensure strong regional perspectives in policy development, decision making and program implementation

- › Increased economic opportunities in regional communities through department administered grants
- › Improved access to water for economic and cultural purposes

2. Lead water resource management to achieve sustainability and public safety outcomes



1. Develop and implement evidence-based legislation, policies and programs that provide community confidence, support water users, minimise drinking water and dam safety risks, and protect water-dependent ecosystems
2. Effectively administer water-related legislation by being a modern best practice regulator
3. Develop a strategic policy response and action plans for responding to climate risk and for improving recognition of First Nations peoples' cultural values
4. Plan for future water security, optimise underutilised water and promote water efficiency

- › Improved regulatory outcomes to ensure fair, sustainable, and equitable use of water
- › Strengthened sustainability of water resources

3. Encourage and support innovation



1. Deliver targeted support to businesses to create value and drive manufacturing innovation
2. Support opportunities for new industries and new markets in areas such as hydrogen, renewable energy, food and beverage processing, and rail
3. Leverage structured data, technology, latest science and engineering to underpin high-quality decision-making informed by data-driven insights
4. Transform water resource management, including through the Rural Water Futures Program
5. Embed a culture of continuous improvement and innovation

- › Increased support for Queensland manufacturing businesses to capitalise on advanced manufacturing opportunities
- › Improved accessibility of data and information to generate insights and inform decisions

4. Foster a diverse, highly skilled and agile workforce and inclusive and safe workplace



1. Health, safety and wellbeing is lived, embedded and actively protected
2. Attract, retain and grow a diverse, skilled, engaged and agile workforce to meet current and future needs
3. Embed an inclusive workplace culture that values and empowers people, develops leadership and provides rewarding work experiences where people are developed to their full potential

- › Improved employee wellbeing and workplace safety
- › Increased workforce diversity
- › Increased workforce engagement

5. Leverage the strength of our partners



1. Support state-owned water businesses to deliver benefits for all Queenslanders
2. Partner with local, state and federal agencies, the private sector, First Nations peoples, academia and community leaders to deliver outcomes
3. Partner with Queensland-based manufacturing supply chains to improve productivity
4. Lead coordination of Queensland input into relevant federal policy and program development
5. Support councils to provide essential water and sewerage services to communities

- › Strengthened engagement with key delivery partners and communities, including with First Nations peoples
- › Increased stakeholder satisfaction engaging the department

We support the following Queensland Government objectives for the community:



**Good jobs:**  
Good, secure jobs in our traditional and emerging industries



**Better services:**  
Deliver even better services right across Queensland.



**Great lifestyle:**  
Protect and enhance our Queensland lifestyle as we grow.

We contribute to these Queensland Government sub-objectives:



Supporting jobs



Making it for Queensland



Protecting the environment



Building Queensland



Growing our regions



Keeping Queenslanders safe



Honouring and embracing our rich and ancient cultural history

## Risks and opportunities

We will embrace opportunities to:

- › empower our people to achieve our strategic objectives and support Queensland's growth and sustainability
- › harness data to enable us to be a best-practice regulator, improve operational efficiencies, and manage competing water security and usage for human and environmental outcomes
- › leverage regional strengths to enhance local economies and manufacturing to ensure competitive and sustainable regional development and deliver value to the regions
- › work with First Nations peoples to understand and reflect their cultural values associated with water and their economic aspirations
- › consider climate-change impacts to improve our strategic response to natural resource management and continuously improve our disaster preparedness, response and recovery capability.

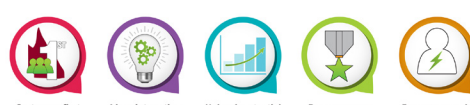
We will manage our strategic risks by:

- › prioritising the safety and wellbeing of our people to achieve a safe, inclusive and high-performance agency
- › ensuring effective regulatory frameworks and practice to meet public expectations in administering public health, safety legislation and infrastructure requirements for essential water supplies and referable dams
- › applying appropriate systems, controls and oversight frameworks to successfully monitor and deliver programs
- › continuing our strong commitment to a positive culture of integrity, transparency, responsiveness and ethical decision-making
- › implementing a consistent, risk-based approach to cybersecurity to protect the confidentiality, integrity and availability of agency information.

## Our acknowledgement

The Department of Regional Development, Manufacturing and Water respectfully acknowledges the Traditional Custodians of Country. We recognise the ongoing spiritual and cultural connection Aboriginal peoples and Torres Strait Islander peoples have with land, water, sea and sky. We pay our deep respects to their Elders past and present, support future leaders, and acknowledge First Nations peoples' right to self-determination.

Queensland Government values  
Our values drive the delivery of our plan



Queensland  
Good jobs  
Better services  
Great lifestyle

We will respect, protect and promote human rights in our decision-making and actions.

Queensland Government