

# Strategic Plan 2023–2027

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 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
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 Round 6, 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

- 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 to consider and support climate impacts and 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 to unlock new opportunities



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. Use the latest science, engineering and structured data to underpin all of our decision-making
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 water data and information to inform decisions

4. Foster a professional, positive workforce and workplace



1. Prioritise and support staff health, safety, wellbeing and diversity
2. Develop, retain and attract a workforce to meet current and future needs
3. Maintain and strengthen a workplace culture that values people, enhances expertise, develops leadership and provides rewarding work experiences
4. Drive efficiencies and improvements through our digital data, processes, technology and systems

- 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.

And the following 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

These are high-level statements outlining how we will mitigate the department's key organisational strategic risks by pursuing opportunities.

1. **Agency capability and capacity:** We are a highly effective agency with experienced and skilled people who support the growth and sustainability of Queensland.
2. **Safety:** We mitigate public health and safety risks associated with essential water supplies and referable dams, including supporting disaster prevention, preparedness and response; and promote internal health and safety initiatives to protect and support our people.
3. **Governance:** We apply the appropriate systems, controls and oversight frameworks to ensure risks are managed by those responsible and programs are delivered and monitored appropriately.
4. **Climate change:** We consider climate-change impacts in our work.
5. **Agency conduct:** We have a positive culture and are ethical, unbiased, transparent and responsive in all we do.

## 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