

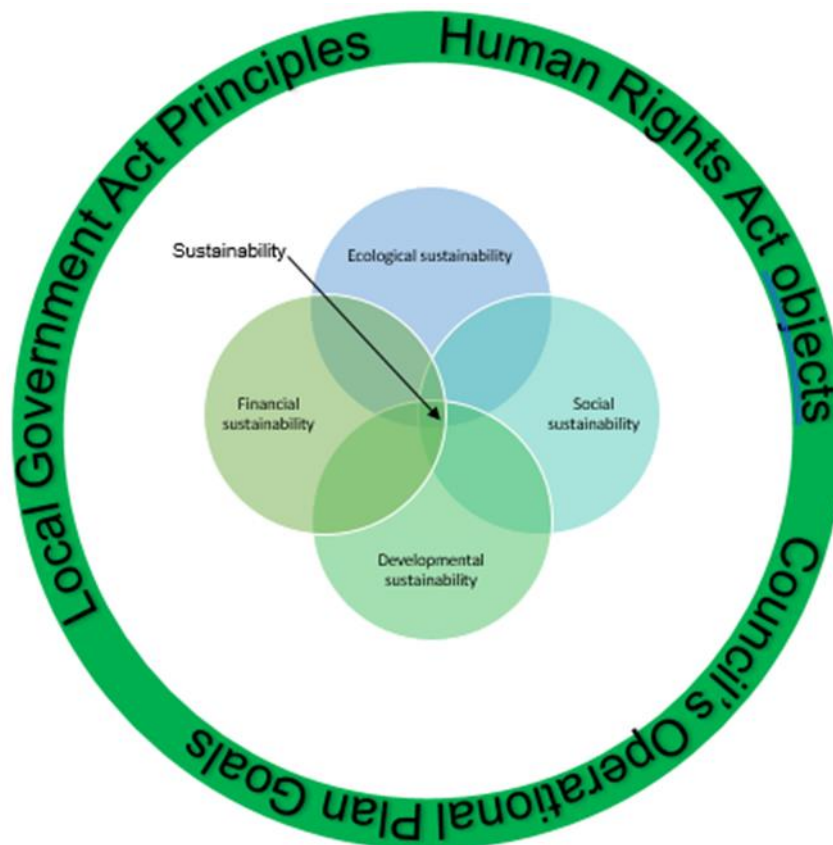
## 1 Purpose

This policy sets out the general principles and goals by which Council intends to conduct its activities. This policy serves as the head of power for all Council Policies, Organisational Policies, Organisational Procedures, Group Procedures and Branch Procedures. All policies and procedures must comply with the general principles and goals set out in this policy in a balanced and integrated manner.

## 2 Scope and applications

This policy applies to the Council, Councillors, Employees and Affiliates of the Toowoomba Regional Council. However, Council controlled entities including members, employees and affiliates of Council controlled entities are exempt from the provisions of Council Policy unless specifically referred to within the scope and application of an individual policy.

## 3 Principles



Council is committed to leading our community to be financially, ecologically, developmentally and socially sustainable incorporating risk-based decision making, to enhance our quality of life now and for future

generations. Underpinning this commitment are the fundamental principles prescribed in the *Local Government Act 2009*<sup>1</sup> and the main objects identified in the *Human Rights Act 2019*<sup>2</sup>.

To effectively and realistically incorporate the sustainability principles in a balanced and integrated manner into all areas of service delivery, Council's Corporate Plan identifies the following five goals:

**People** - Council promotes a vibrant, safe, healthy, and engaged Region, creating opportunities for people to connect and belong. We are proud of our unique and diverse communities.

**Place** - Council plans, building, and maintains the infrastructure needed to sustainably support lifestyle and growth. We value our environments, our natural assets, and our rich agricultural land. Council promotes sustainable and innovative place management practices.

**Prosperity** - Our region has a strong and diverse economy. Thriving businesses and industries attract and retain employment opportunities.

**Performance** - Our Council delivers sustainable, quality services with a community focus, where our people enjoy their work, are empowered to undertake their roles, and are valued for their contributions.

## 4 Content

All Council Policies, Organisational Policies, Organisational Procedures, Group Procedures and Branch Procedures must be developed and implemented in accordance with the principles set out in this Policy. These principles must be applied and upheld in a balanced and integrated manner. Policies or procedures that do not will not be approved or used by Council.

## 5 Responsibilities/accountabilities

Policies and Procedures will be developed in accordance with the 2.01 Policy Framework.

## 6 Relevant laws

Council has responsibilities or obligations or performs responsibilities under numerous pieces of legislation including but not limited to:

*Building Act 1975*

*Environmental Protection Act 1994*

*Environment Protection and Biodiversity Conservation Act 1999 (Cth)*

*Food Act 2006*

*Human Rights Act 2019*

*Local Government Act 2009*

*Planning Act 2016*

*Public Sector Ethics Act 1994*

*Public Sector Ethics Regulation 2010*

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<sup>1</sup> Section 4 (2)

1. Transparent and effective decision-making processes in the public interest;
2. Sustainable development and management of assets and infrastructure and delivery of effective services;
3. Democratic representation, social inclusion and meaningful community engagement;
4. Good Governance;
5. Ethical and legal behaviour of councillors, local government employees and councillor advisors.

<sup>2</sup> Section 3

1. Protect and promote human rights; and
2. Help build a culture in the Queensland public sector that respects and promotes human rights; and
3. Help promote a dialogue about the nature, meaning and scope of human rights.

*Security of Critical Infrastructure Act 2018 (Cth)*

*South East Queensland Regional Plan 2009-2031*

## 7 Related policies/documents

Members of the public can access Council policies on Council's website. If a policy listed below does not appear on the website please contact 131 872 or email [info@tr.qld.gov.au](mailto:info@tr.qld.gov.au) to request a copy. Staff may access policies via the [Policy Register and Review Schedule](#).

### Council policies

2.01 Policy Framework

4.09 Enterprise Risk Management Policy

5.25 Enterprise Risk Management Procedure

### Other documents

Policy Development Manual DM#8624392

Policy Development Style Guide DM#5245581

Policy Development Pathway Procedure DM#6858399

Policy Register and Review Schedule DM#7047747

[Corporate Plan 2024 - 2029](#)

## 8 Related forms

Policy Template

Policy Consultation, Education and Awareness Plan

Policy Approval Coversheet

Policy Review Summary (Immaterial changes only)

ELT Report Pro-forma

Committee Meeting, Ordinary Meeting of Council, Special Meeting of Council Officer Report Template (SharePoint)

## 9 Definitions

Term	Definition
Affiliate	An Affiliate includes contractors, suppliers, volunteers, members of Committees, work experience students and other people or groups who have a particular relationship with Council.
Endorsement	To provide formal agreement for the Policy to proceed to the final approval stage.
Financial Management (sustainability) guideline	A document titled 'Financial Management (Sustainability) Guideline 2013', Prepared by the Queensland Department responsible for local government.

Term	Definition
Policy	<p>The following six categories of policy are defined in the Policy Framework:</p> <ul style="list-style-type: none"> <li>• Strategic Policy</li> <li>• Council Policy</li> <li>• Organisational Policy</li> <li>• Group Procedure</li> <li>• Branch Procedure</li> </ul> <p>(Note: whilst three of the policy categories include the word ‘procedure’ in their title, they are still a category of policy. The use of the term ‘procedure’ in the title shows that it is a policy with an operational focus.)</p>
Principles/Priorities	<p>The Principles/Priorities represent the values that must be upheld in a balanced and integrated manner to achieve sustainability.</p>
Sustainability	<p>Sustainability includes (but is not limited to) – development sustainability (from the <i>Local Government Act 2009</i>) – is development that is designed to meet present needs while also taking into account future costs (including costs to the environment and the depletion of natural resources for example). Ecological Sustainability (from the <i>Planning Act 2016</i>) – is “a balance that integrates –</p> <ol style="list-style-type: none"> <li>a. Protection of ecological processes and natural systems at local, regional, State and wider levels; and</li> <li>b. Economic development; and</li> <li>c. Maintenance of the cultural, economic, physical and social wellbeing of people and communities”.</li> </ol> <p>Financial Sustainability (from the <i>Local Government Regulation 2012</i>) – are the following measures as described in the financial management (sustainability) guideline –</p> <ol style="list-style-type: none"> <li>a. Asset sustainability ratio;</li> <li>b. Net financial liabilities ratio;</li> <li>c. Operating surplus ratio.</li> </ol> <p>Social sustainability is a process for creating sustainable, successful places that promote wellbeing, by understanding what people need from the places they live and work. Social sustainability combines design of the physical realm with design of the social world – infrastructure to support social and culture life, social amenities, and systems for citizen</p>

Term	Definition
	engagement and space for people and places to evolve.

## 10 Policy details

<b>Policy category:</b>	Council Policy	<b>Policy version number<sup>3</sup>:</b>	7.00
<b>Date adopted/approved:</b>	20 August 2025	<b>Effective date:</b>	20 August 2025
<b>Approval authority:</b>	Council		
<b>Policy Owner:</b>	Governance and Legal Services Branch – Office of the CEO		
<b>Contact officer:</b>	Manager Governance and Legal Services		
<b>Review date:</b>	July 2027		

## 11 Revision history

Policy version	Approval date	DM Reference
1.00	17 March 2009	3361938v1
1.01	11 February 2010	3361938v2
1.02	11 May 2011	4419603v1
1.03	10 November 2011	4419603v2
2.00	21 July 2015	6608507v1
3.00	21 June 2017 (Update Corporate Plan 2014-2019 amendments)	7397831v2
4.00	16 October 2018	7922947v2
4.00	16 October 2018 (updated 2019 – 2024 Corporate Plan Goals – 25/07/2019)	7922947v3
5.00	23 June 2022	9803258v2
6.00	21 February 2024	11052232v2

<sup>3</sup> Printed copies are uncontrolled. It is the user's responsibility to ensure that any copies of policy documents are the current issue. Any delegations should be verified via the relevant Delegation Register as it takes precedence if there is a conflict. The Chief Executive Officer will, if necessary, be the sole arbiter in resolving any issues of conflict

Policy version	Approval date	DM Reference
7.00	20 August 2025	12385130v2