



Blue Mountains District

Strategic Plan 2012 - 2013

Dec 2012 Milestones

1. Completion of capital projects (DH)
2. Recruitment and retention of membership and succession (PMcG)
3. Strategic Aviation Plan (DH)
4. Major HR exercise planned and implemented (DH)
5. Strategic Training Plan developed (PMcG)
6. Review Risk Management Plan and develop targets and benchmarks (DH)
7. Integration of Northern Strategic Line/Western Strategic Line/Southern Strategic Line into Bush Fire Risk Management Plan (DH)
8. Specific training outcomes identified and implemented (PMcG)
9. NGDRRC Plan completed and reviewed (DH)
10. District records management system – reviewed and upgraded (FR)
11. Cadets (PMcG)
12. Enhanced Operational Preparedness (RV)

2013 Targets

Number of treatments in BFRMP implemented
More proactive phone calls, less reactive ones
Less resistance to HR activities

Average member age lower than 2010 level
Ratio of female to male greater than 10%
Increase volunteers and increased activity levels

Clearly communicate ownership of the plan/input/output/review
Recognition outside standard nominations/funding
Systems to allow initiatives by brigades

Brigade incident response times maintained or decreasing
100% of key operational positions filled by appropriately competent personnel (D/O→Brigades)
Increase in higher level (crew leader and above) and specialist training/assessment numbers

Number of complaints fall
Number of joint training activities increase
MOU review process

Regular meetings and more frequently
Agreements in place
Positive feedback and interaction increases

Holistic business risk management linked to funding
10 year strategic infrastructure capital and maintenance plan
Strong relationships with local government and actively seek and identify opportunities

2013 Outcomes

Informed & Resilient Community

Growing Representative Volunteer Base

Empowered & Passionate District

Strong & Well-Led Operational Capability

Strong Multi-Agency Working Relationship

Aligned Key Stakeholders

Funding Matched to Risk

Pathways

Alignment to Regional & State Strategy

Effective Next Generation Risk Management

Multi-Media Multi-Stakeholder Communications

Build Community Understanding & Responsibility

Effective Multi-Agency Relationship Management

Role & Responsibility Clarity

Engage & Grow Diverse Volunteer Base

Training & Mentoring for Succession