



Gladstone
Healthy Harbour
Partnership

strategic
PLAN 2025-2028



our vision

Gladstone has a healthy, accessible, working harbour.



our purpose

Ongoing and timely communication with the broader Gladstone community about the health of Gladstone Harbour.



partnership objectives

As a partnership, the Gladstone Healthy Harbour Partnership (GHHP) is committed to achieving its vision and purpose through the following strategic objectives and priorities. Progress towards these goals will be evaluated against specific measures of success.

ACKNOWLEDGEMENT OF COUNTRY

The Gladstone Healthy Harbour Partnership acknowledges the continuing land and sea country management of the Traditional Owner groups within the Gladstone region; the Taribelang Bunda, Bailai, Gurang, and Gooreng Gooreng people. GHHP pays respects to Elders past, present, and future.



OUTCOME 1: DATA AND SCIENCE

OBJECTIVE: Deliver comprehensive, credible, and independent monitoring and reporting on the health of Gladstone Harbour through the Independent Science Panel (ISP).

PRIORITIES

SUCCESS MEASURES



1.1 Monitoring and research are conducted in the most efficient way possible.

- The ISP reviews existing monitoring programs, including those outside GHHP, on an annual basis and confirms monitoring scheduling.
- Annually, the GHHP Research Officer presents an overview of the next financial year's monitoring to the Management Committee.



1.2 Provision of independent, robust and credible science, assessed by an Independent Science Panel.

- The ISP meets four times annually, and the ISP Chair presents a report to the Management Committee.
- The *What's Our Grade* Credible Science indicator receives a Very Good (A) grade biennially.



1.3 Baseline scientific information for environmental events is available.

- GHHP follows Policy III: Budget Principles and Policy VII: Event Preparedness, in the occurrence of an environmental event.
- The *What's Our Grade* Data Transparency sub-indicator receives, at minimum, a Good (B) grade biennially.
- Consistent long-term data is retained and utilised to assess the long-term health of Gladstone Harbour.



1.4 Ongoing, timely communication with the community about the health of Gladstone Harbour.

- An annual Report Card and Technical Report is developed and presented at a minimum of five public and community events.
- One weekly social media campaign presents Report Card results to the Gladstone community.





OUTCOME 2: COMMUNITY AND PARTNER ENGAGEMENT

OBJECTIVE: Foster community involvement, recognise cultural values in harbour management, and engage with Partners to ensure collaboration opportunities are utilised.

PRIORITIES

SUCCESS MEASURES



2.1 Ongoing and meaningful engagement with the Gladstone region community to disseminate GHHP resources.

- GHHP staff attend at least ten engagement events each year to share GHHP resources and educational programs.
- GHHP develops and sends a Harbour Heroes newsletter every two months, and subscribers increase by 10% annually.



2.2 Engage the community to ensure easy access to information and understanding of monitoring efforts.

- Awareness of GHHP and the Report Card will increase by 10% annually, measured through online and event interactions.
- The use of GHHP products grows by 10% annually, indicated by resource downloads and usage statistics.



2.3 Partners contribute to the review of the activities and objectives of GHHP through Partnership meetings.

- At least 85% of Partner organisations attend Partnership meetings and contribute to the review of GHHP activities.
- The *What's Our Grade* Stakeholder Engagement sub-indicator receives a Very Good (A) grade biennially.



2.4 Partners are linked to the Partnership and are empowered to share their achievements through GHHP outputs.

- GHHP shares Partner success stories via GHHP channels, and engagement increases by 10% per year.
- An annual Above and Below Stewardship Report is developed and contains at least ten Partner articles.





OUTCOME 3: ENVIRONMENTAL STEWARDSHIP

OBJECTIVE: Advocate for investments in environmental actions and improvements and showcase the actions that support the long-term health of Gladstone Harbour.

PRIORITIES

SUCCESS MEASURES



3.1 Communicate opportunities for environmental stewardship to Partners and community in a timely manner.

- GHHP will share stewardship opportunities via media at least four times per year.
- The *What's Our Grade* Influencing Change sub-indicator receives a Very Good (A) grade biennially.



3.2 Facilitate collaboration among GHHP Partners by pooling expertise to understand the harbour's health.

- GHHP facilitates at least four Partner networking opportunities per year.
- GHHP produces two Harbour Insights Partner Magazines per year that is released to Partners and the community.



3.3 Communicate Partner actions to improve environmental health through an annual Stewardship Report.

- An annual Above and Below Stewardship Report is developed and contains at least ten Partner articles.
- The Above and Below Stewardship Report is presented at a minimum of five public and community events.



3.4 Engage the community through media opportunities and encourage participation in activities that contribute to the harbour's health.

- GHHP staff attend at least one external activity annually that contributes to harbour health, with media shared through GHHP channels.
- Harbour health stewardship initiatives are shared through GHHP channels and receive a 10% annual increase in media engagement.



OUTCOME 4: ENDURING PARTNERSHIP

OBJECTIVE: The Partnership is sustained by a strong and stable funding base, leadership, and Partners who are committed to influencing positive change in the region.

PRIORITIES

SUCCESS MEASURES



4.1 Ongoing engagement of effective Independent Chair, Project Officer, and Research Officer.

- The *What's Our Grade* Staff Cohesiveness indicator receives a Very Good (A) grade biennially.
- Staff are provided with two professional development opportunities per year.



4.2 Timely review of the Governance Charter, Policy Documents, and Value Proposition Statement.

- The Governance Charter and Policies undergo an annual review and is accepted by Partners as being correct and relevant.
- The Value Proposition Statement undergoes an annual review and is accepted by Management Committee as being correct and relevant.



4.3 Strong financial management practices, including adherence to Policy III: Budget Principles.

- GHHP is in a financially stable position and meets the required operating reserve of \$350,000 to \$500,000.
- The *What's Our Grade* Resilient Organisation indicator receives a Very Good (A) grade biennially.



4.4 Existing GHHP Partners are retained, and new Partners are welcomed, as GHHP presents as a positive investment.

- The *What's Our Grade* Partner Satisfaction sub-indicator receives a Very Good (A) grade biennially.
- GHHP completes an annual stakeholder mapping assessment and meets with at least two new potential Partners per year.



4.5 Alignment with other Regional Report Card Partnerships.

- GHHP staff attend two strategic meetings with the Queensland Government and other Regional Report Card Partnerships per year.



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AS A PARTNERSHIP, THE GLADSTONE HEALTHY HARBOUR PARTNERSHIP (GHHP) IS COMMITTED TO ACHIEVING ITS VISION AND PURPOSE THROUGH THE FOLLOWING STRATEGIC OBJECTIVES AND PRIORITIES.



thank-you
TO OUR DEDICATED PARTNERS



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