



Supporting Statewide Capability Improvements

Delivering in partnership

The Department of Transport and Main Roads (TMR) provides \$600,000 each year through the Transport Infrastructure Development Scheme (TIDS) Statewide Capability Development Fund (SCDF). Funding is provided mostly on a matched basis to local governments to support targeted, specialised initiatives that build capacity and capability for Regional Roads and Transport Group (RRTG) members.

SCDF funds RRTG projects and supports local governments to access training to build their local capacity and improve road and transport stewardship capabilities.

The program provides an opportunity for Queensland local councils and RRTGs to keep connected, creating value through collaboration and shared solutions.

Improving capability and capacity

The primary focus for investment is to improve capability and development. It centres on the Roads and Transport Alliance (the Alliance) core functions, while also being responsive to local and regional priorities.

Alliance core functions include:

Program development

training and other initiatives including contract administration and management, design, and staff development

Road safety

training and assistance for councils to meet their duty of care as a road authority

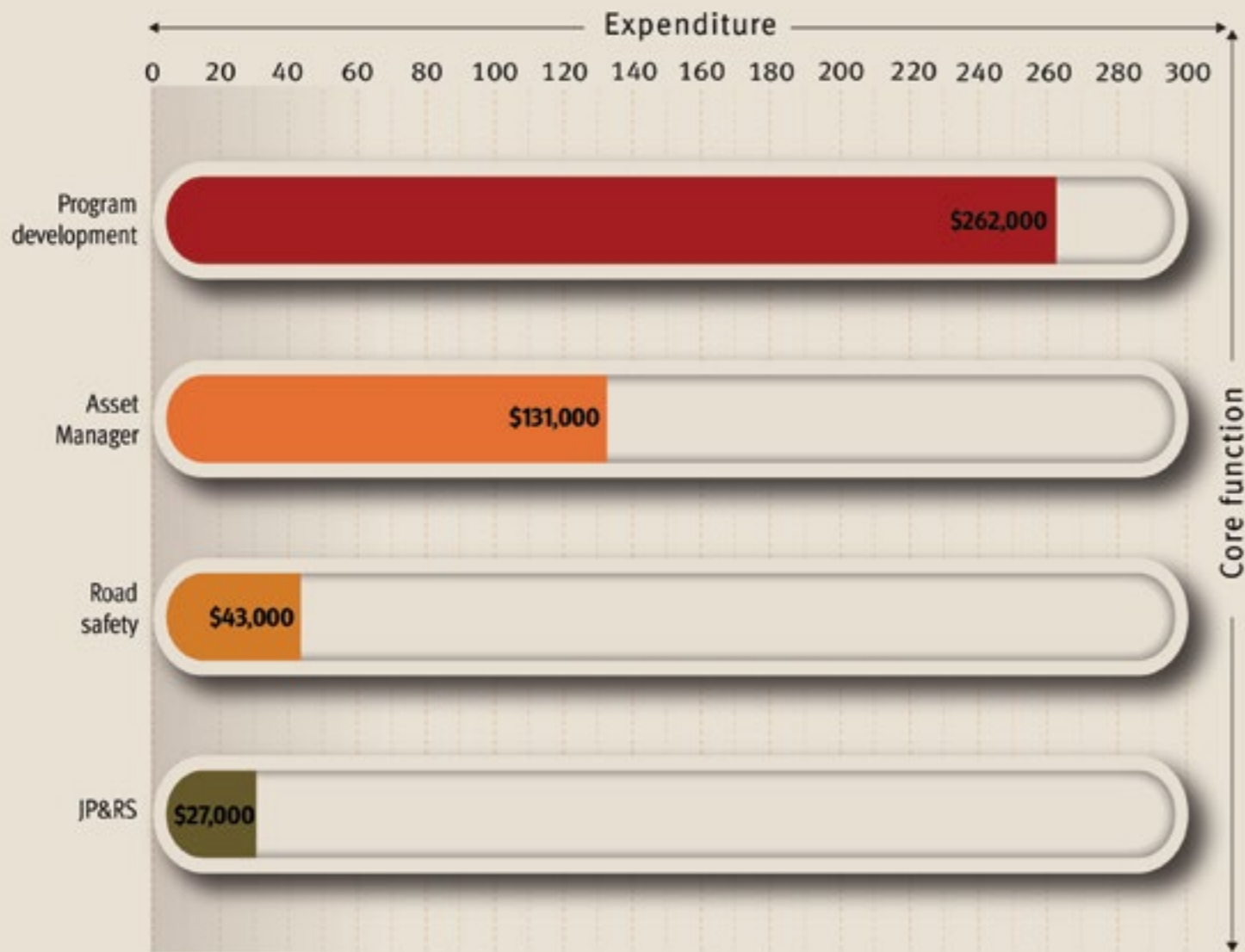
Asset management

training in the creation of consistent practices, processes, and systems



Joint purchasing and resource sharing (JP&RS)

initiatives that encourage joint purchasing, resource sharing and knowledge sharing



Program spend by core function

Core Function	\$'000
Program development	262
Asset management	131
Road safety	43
JP&RS	27

Program spend by core function

Program evaluation and continual improvement

A new 'post training feedback form' was introduced by the Alliance in 2023 to assess the effectiveness of the SCDF program in meeting its objectives. The form was used to gather information following the completion of training courses and workshops and complemented the existing process for collecting information about SCDF projects.

This process improvement approach has generated discussions at technical committee meetings about the quality and benefits of completed training initiatives. Feedback to date has been very positive confirming that the SCDF program continues to be valued by RRTG member councils.

This year the SCDF program supported training of over 500 staff from RRTG member councils. Much of the feedback reflected appreciation in being able to attend training face-to-face, participate in group discussions including with neighbouring councils and share learnings and experiences.

Popular initiatives include:

- A total of 50 works supervisors participated in training to enhance their ability to oversee construction projects.
- Customised on-site training to deliver best practice in unsealed roads training for several RRTG members and approximately 50 staff overall.
- Several "in-house" bridge inspection workshops for over 35 participants in total.

The joint-purchasing nature of the program can help achieve cost efficiencies and bring providers to regional areas to run training courses, hold workshops and undertake region-wide projects. This encourages group discussions with neighbouring councils and shared learnings and experiences. It has improved regional capacity and created opportunities for councils to help each other where staff shortages can restrict staff availability to attend training particularly in remote areas.

The overwhelming response is that without the funding support it is unlikely the training and other capability initiatives would have proceeded and certainly

The course significantly enhanced the skills of Council staff, subsequently improving their capabilities. participation would not have been as high. By making this funding available each year for a broad range of projects, the program supports capacity building at a local government level.

Case Study:

Collaboration of Western Queensland Benefits Outback RRTG

In the vast and rugged expanse of Western Queensland, a groundbreaking collaboration unfolded among the Outback RRTG. The member councils, including Barcaldine, Blackall-Tambo, Barcoo, Boulia, Diamantina, Longreach, and Winton, set out to tackle a complex challenge and create a consistent and fair system to prioritise road funding in the Central West region.

Historically, decisions on which roads to seal and prioritise were made in workshops, relying on the immediate need to provide sealed access to towns. This method, although practical, lacked a scientific basis and often resulted in inconsistencies. Roads of regional significance sometimes didn't align across council borders, leading to a patchwork of priorities that didn't always serve the broader community's needs.

Recognising the need for a more systematic approach, these local governments embarked on an ambitious journey to streamline the process. They developed a set of clear, weighted criteria to assign 'Route Funding Priorities', ensuring every decision was backed by both data and a deep understanding of local needs. This innovative methodology considered road hierarchies, traffic volumes, and the physical condition of roads, among other factors.

A fundamental principle of this collaboration was ensuring consistency across borders. When a road stretched into another council's territory, the governments worked together to align their priorities, ensuring seamless travel and efficient use of resources. This unity was further exemplified by the agreement that if councils couldn't agree on a road's priority, the lower proposed priority would be adopted to maintain fairness.

The rules were straightforward yet effective:

- exclude federal government roads from ranking

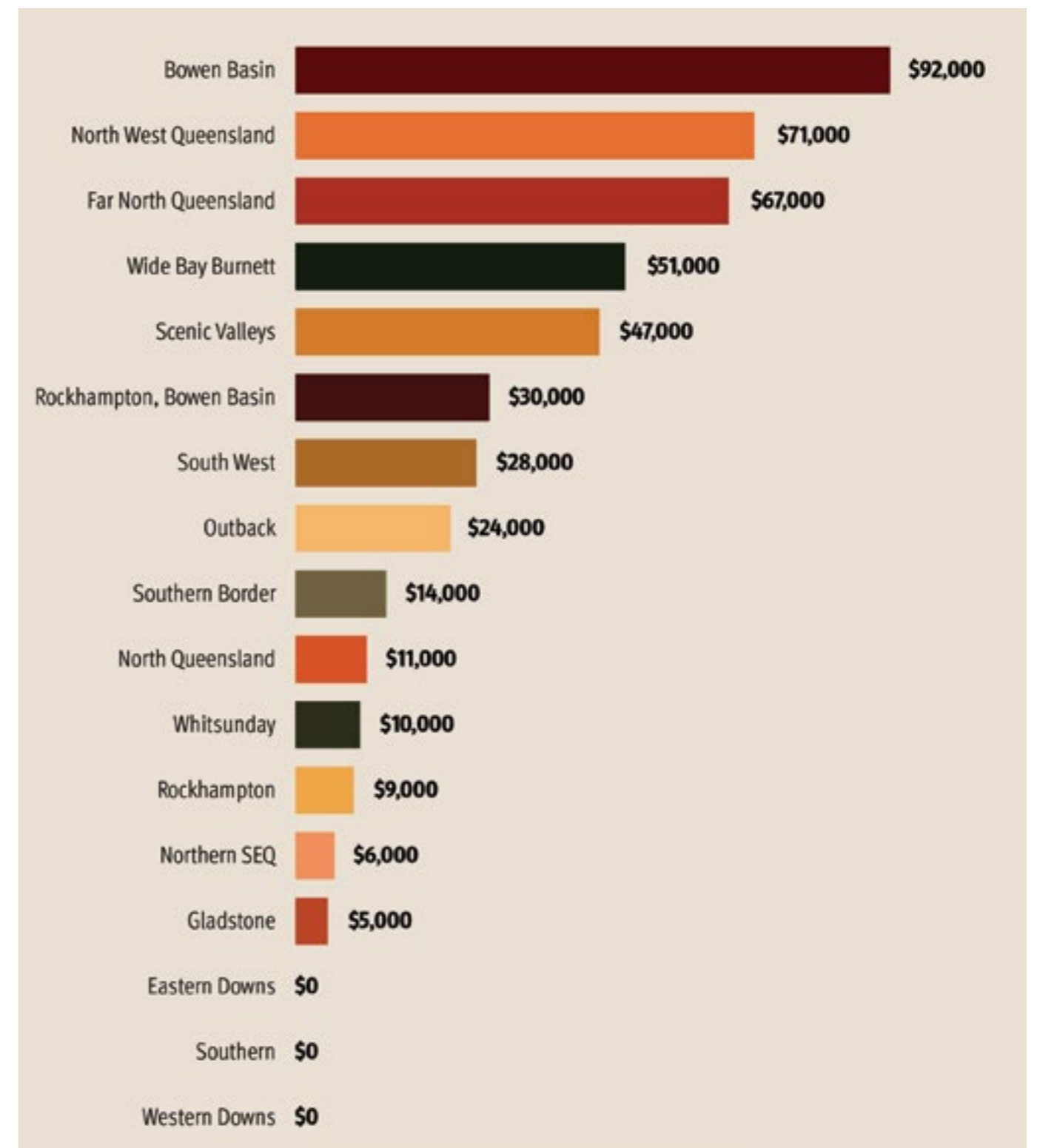
- limit the number of high-priority roads in each area to ensure a balanced approach
- allow adjustments to priority rankings to match neighbouring regions' priorities, fostering regional cohesion.

This story of collaboration is more than just about roads; it's a testament to what can be achieved when communities and local governments come together for a common goal. The Outback RRTG initiative has not only improved the region's infrastructure but has also set a shining example of cooperation and mutual respect.

SCDF funding by RRTG

Group	\$'000
Bowen Basin	92
North West Queensland	71
Far North Queensland	67
Wide Bay Burnett	51
Scenic Valleys	47
Rockhampton, Bowen Basin	30
South West	28
Outback	24
Southern Border	14
North Queensland	11
Whitsunday	10
Rockhampton	9
Northern SEQ	6
Gladstone	5
Eastern Downs	0
Southern	0
Western Downs	0

Note: Amounts shown are in \$1000's and are rounded.



Program funding by RRTG

In 2023-24, SCDF provided over \$460,000 across 13 RRTGs in Queensland to support capability and development initiatives. Many of these workshops, projects and training courses may not have proceeded without the funding support through TIDS SCDF.

In 2023-24, 41 projects were funded through the SCDF. Details below.

Project Name	Description	Participating RRTGs
Contract management courses for engineers and supervisors	RRTG member staff to undertake two courses provided by Engineering Education Australia (contract management for engineers and managing construction contracts for supers and supers reps)	Bowen Basin
Develop a regional roads investment strategy	To engage Bitzios Consulting to develop a Regional Roads Investment Strategy (RRIS) for its road and transport network	Bowen Basin
Levels 1 & 2 bridge inspection workshop	RRTG member staff to undertake levels 1 and 2 bridge inspection workshops provided by Forcecor	Bowen Basin
Maintaining unsealed local roads workshop	RRTG member staff to undertake Institute of Public Works Engineering Australasia (IPWEA-QNT) maintaining unsealed roads workshop	Bowen Basin
Managing risks on lower order roads training course	RRTG member staff to undertake IPWEA-QNT's managing risk on lower order roads training course	Bowen Basin
Regional skills development program	To support the group's "Regional Skills Development Program" initiative and engaging undergraduate civil engineering students	Bowen Basin
Develop a program management tool	Shepherd Services to develop a new program prioritisation tool to manage the FNQ RRTG's TIDS program	Far North Queensland
Procurement and contract documentation and training	To engage Gerard Meade to update the group's procurement and contract documentation and related training	Far North Queensland
Regional aerodrome operational business plan	To support the group's "Regional Aerodrome Operational Business Plan"	Far North Queensland
Contract management for engineers course	RRTG member staff to undertake contract management for engineers course provided by Engineering Education Australia	Gladstone
Levels 1 & 2 bridge inspection workshop	RRTG member staff to undertake IPWEA-QNT's bridge inspection level 1 and 2 workshop	North Queensland

Project Name	Description	Participating RRTGs
Fundamentals of investigation & ICAM lead investigator courses	RRTG member staff to undertake Safety Wise Incident Cause Analysis Method (ICAM) Lead Investigator training course and Fundamentals of Investigation and 5 Whys training	North West Queensland
Levels 1 & 2 bridge inspection workshop	RRTG member staff to undertake Forcecor's bridge inspection level 1 and 2 workshop	North West Queensland
Maintaining unsealed local roads workshop	RRTG member staff to undertake the IPWEA-QNT maintaining unsealed local roads two-day workshop	North West Queensland
Managing risks on lower order roads training	RRTG member staff to undertake the IPWEA-QNT managing risks on lower order roads training course	North West Queensland
MapInfo training	RRTG member staff to undertake MapInfo training provided by Insight GIS	North West Queensland
Road safety audit workshop	RRTG member staff to undertake the road safety audit workshop delivered by Safe System Solutions	North West Queensland
Supervisor workshop	RRTG member staff to undertake the IPWEA-QNT supervisor workshop	North West Queensland
ICAM lead investigator & incident investigation awareness training	RRTG member staff to undertake ICAM lead investigator / incident investigation awareness training	Northern SEQ
Professional certificate in asset management planning	RRTG member staff to undertake IPWEA professional certificate in asset management planning	Northern SEQ
Safety in design course	RRTG member staff to undertake the safety in design online course	Northern SEQ
Aerodrome reporting officer/work safety officer training course	RRTG member staff to undertake Aerodrome Reporting Officer / Work Safety Officer training	Outback
Bridge inspection analysis report and regional works program	To engage GBA Consulting Engineers to develop Level 1, 2 and 3 bridge inspection analysis reports and a regional works program	Outback
Supervisor workshop	RRTG member staff to undertake two iterations of IPWEA-QNT's supervisors' workshop	Outback
Concrete pathway/cycleway design and construction workshop	RRTG member staff to undertake IPWEA-QNT's concrete pathway/cycleway design and construction workshop	Rockhampton

Project Name	Description	Participating RRTGs
Assessing heavy vehicle access to bridges course	RRTG member staff to undertake IPWEA-QNT's assessing heavy vehicle access to bridges training course	Rockhampton Bowen Basin
Pavement rehabilitation workshop	RRTG member staff to undertake IPWEA-QNT's pavement rehabilitation workshop	Rockhampton Bowen Basin
Road safety audit workshop	RRTG member staff to undertake IPWEA-QNT's road safety audit workshop	Rockhampton Bowen Basin
Administration of construction contracts course	RRTG member staff to undertake two iterations of the administration of construction contracts course delivered by Contract Control International	Scenic Valleys
Concrete pathway/cycleway design and construction workshop	RRTG member staff to undertake IPWEA-QNT's concrete pathway/cycleway design and construction workshop	Scenic Valleys
Road safety audit workshop & road safety refresher	RRTG member staff to undertake the road safety audit workshop and refresher program delivered by IPWEA-QNT	Scenic Valleys
Spray seal construction and failure review course	RRTG member staff to undertake the spray seal construction and failure review course delivered by IPWEA-QNT	Scenic Valleys
Time and workload management course	RRTG member staff to undertake the time and workload management course delivered by Priority Management Australia	Scenic Valleys
Best practice unsealed roads training	RRTG member staff to undertake best practice unsealed roads training	South West
Supervisor workshop	RRTG member staff to undertake the IPWEA-QNT supervisor workshop	South West
Native title & cultural heritage training	RRTG member staff to undertake IPWEA-QNT's native title and cultural heritage training course	Southern Border
Best practice unsealed roads training	RRTG member staff to undertake best practice unsealed roads training provided by Darren Shepherd	Whitsunday
Best practice unsealed roads training	RRTG member staff to undertake best practice unsealed roads training	Wide Bay Burnett
Extended design domain and design exceptions training	RRTG member staff to under the extended design domain and design exceptions training provided by TMR	Wide Bay Burnett

Project Name	Description	Participating RRTGs
Flexible pavement unbound & flexible pavement design bound course	RRTG member staff to undertake two courses provided by the Centre for Pavement Engineering and Education	Wide Bay Burnett
Traffic management implementation training course	RRTG member staff to undertake the traffic management implementation training course provided by Warp Training Australia	Wide Bay Burnett

Wide Bay Burnett RRTG

Improving capability of the workforce delivers positive outcomes to the road network including improved safety by addressing road defects, cost-effectiveness through preventative maintenance, infrastructure preservation by extending road lifespan and fostering community development.

The Wide Bay Burnett RRTG Technical Committee identified the need to have staff competently trained in Flexible Pavement Design Bound and Unbound, Maintaining Unsealed Local Roads, and Extended Design Domain and Design Exceptions. Training was offered to a wide range of participants from engineers and designers to supervisors and inspectors. Bringing participants together from varying fields into a group setting has proven to be an effective training method. Participants gained a sound understanding of the latest practices through formal and practical learning while encouraging group participation, sharing real work experiences, site testing and inspections on various unsealed roads.

Hosted by North Burnett Regional Council and Gympie Regional Council's respectively, the following workshops were provided to six councils in 2023–24.

Flexible Pavement Design – Bound and Unbound

The Centre for Pavement Engineering Education facilitated specialised training in Flexible Pavement Design – both Bound and Unbound – tailored to the development and maintenance of roads in regional areas. This leads to safer, smoother roads that facilitate economic growth and connect communities effectively.

The purpose of the training was to deliver techniques to improve and optimise flexible pavement design, performance and preservation. Participants had a clear understanding of determining strategies when bound and unbound design techniques should be used to ensure high quality, long-lasting roads.

Field trip for Maintaining Unsealed Local Roads training ▶

Centre for Pavement Engineering and Education Course



Maintaining Unsealed Local Roads

The Maintaining Unsealed Local Roads workshop was facilitated by Institute of Public Works Engineering Australasia who delivered the fundamentals on unsealed roads, which remain a significant part of the local road networks making it essential that appropriate training is provided.

Maintaining unsealed local roads offers several benefits including improved safety by addressing road defects, cost-effectiveness through preventative maintenance, infrastructure preservation by extending road lifespan and fostering community development.

Extended Design Domain and Design Exceptions

TMR facilitated Extended Design Domain and Design Exceptions (EDD & DE) training with attendees from Regional Councils Bundaberg, Fraser Coast, Gympie, South Burnett and TMR. This training allowed for real life examples of



where EDD & DE has been used to workshop site specific solutions and further applications to address unique challenges.

Completion of this training helped improve the capacity and implementation of the process of Extended Design Domain and Design Exceptions for local governments engineers to further understand requirements and apply to road design for state and local government road projects.