

From the General Manager - John Brown

Like other employers in our area, we find it a challenge to find the right employee at the right time. Being part of the Break O'Day Employment Connect has given me firsthand insight into the flip that has occurred in Break O'Day since 2020. Back then it was all about finding jobs for people looking for work. For the last 12 months, really since Covid eased, it has been about finding people to fill available jobs. We have been really fortunate to find some great people for our team as well as providing opportunities to our current employees so they can take on new roles and challenges. Quite often now, our first step in a recruitment process will be to look internally and run an Expression of Interest process that involves a full application, interview and panel reporting. Talking to our Human Resource Coordinator, if you go back two years we could receive 10 or more applications and have three or four who stand out. Now we might get four or five applications with a couple standing out, this is how tight the local labour market is. With more jobs being available, employees become more likely to change jobs if the employer does not do the right thing by them. This is where the reputation of an employer is really important as the word gets around in the community making it hard to get employees. Just recently the Office of Local Government released a discussion paper on merit based recruitment in Councils, which effectively says that the most qualified and experienced person should get the job. Whilst there is a lot to be said for this approach it ignores other important factors like how well the person will fit into the organisation. One thing we now consider when employing a new staff member is how well they align with our organisational values. Creating and maintaining an effective and professional team which works well together is paramount and helps to reduce the likelihood of people leaving.

Local children passionate about keeping our beaches clean

Written by the Beach Clean-up Kids; Etta Cornelius and Sienna McGiveron



The Beach Clean-Up Kids with their bags of rubbish

In 2021 we started a Club called Beach Clean-Up Kids (B.C.K). First it started as a school activity, then gradually it got bigger and bigger until it became a club. Our names are Etta and Sienna; we are both 11 years old and started B.C.K at age 8. We didn't really think that our little minds would get us this far. Our most committed members are Halle and Ella Gillies, Jessie Quilium and of course our beloved siblings have to come every time we have a clean-up. Our first clean-up was at Scamander Park, we cleaned up the whole place! There were about 30 people that had come, it was way more people there than we expected, it was so awesome! We collected seven full bags of rubbish which we put in the local bins. We had another clean up at St Marys where we picked up rubbish around the skate park. Last weekend we had our third clean-up at Scamander Park. We collected

Five loaded bags of rubbish and a pair of matching thongs! There were in fact quite some strange things that we have found over the past years, like a lighter, nappies "yuck" and a black hose that turned out to be a snake!

At our last clean-up it turned out to be Clean-up Australia Day which was a coincidence! We even managed to get two councillors, Janet Drummond and Ian Carter, to join in and talk about what we could do to improve B.C.K.

In the future, we hope to have others attend, and show respect to their community by helping us clean up our favourite spaces. Look out for posters around the community for our next clean-up and join B.C.K (Beach Clean-Up Kids) in keeping our place clean.

This is us B.C.K

We hope that we will see you at our next clean-up!!

St Helens Point Road - Pavement Works

After the Easter holidays pavement works will start on St Helens Point Road between the Talbot Street junction and Cunningham Street junction.

Works will involve milling and increasing the depth of the existing

pavement, recompaction, followed by resealing and line marking. Works are scheduled to start on 17 April, weather dependent and will take approx. two weeks to complete. Traffic control will be in place so please obey signage.

Volunteer Meet and Greet supports volunteer culture

On Thursday 16 March, Break O'Day Council hosted a Volunteer Meet and Greet event connecting potential volunteers with volunteer opportunities.

Volunteer groups set up on the St Helens Foreshore where they chatted with passers-by and each other about why volunteering with them is great. Volunteers shared stories about what they love about volunteering and why they volunteer with each other too.

Council staff prepared a light lunch that included fruit and cheese platters as well as sausages in bread. Around 50 people attended the event which ran from 11am – 1pm. At least three groups signed up new volunteers. Everyone had a great time and made new connections. As one volunteer said, "If we know about each other's volunteer opportunities we can refer volunteers to each other."

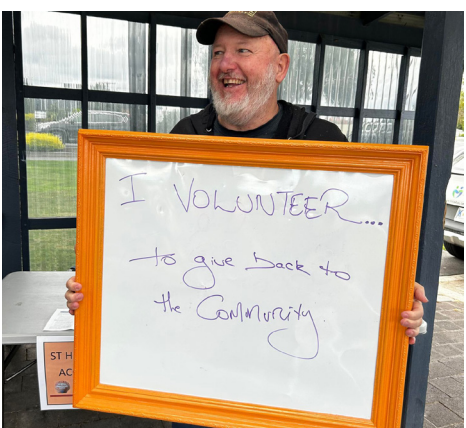
"In small communities like ours, volunteerism is the glue that holds us together. Many events and services simply wouldn't happen in rural communities like ours without them." Mayor Mick Tucker said.

"But like many communities we are seeing a decline in volunteers which makes it even more important for us to provide opportunities to not just connect volunteers and volunteer organisations but also celebrate the amazing work they do."

Last year Council worked with volunteers in the Community and Volunteering Tasmania to develop a Community Volunteer Strategy for everyone in Break O'Day. Council hosts the document on their website along with a range of information about volunteering in the Break O'Day region. This includes information for those looking to volunteer as well as resources and information for volunteer organisations.

"If you have some spare time or would just like to give back to your community, make sure you register your volunteer interest. And it's not just about community, the majority of volunteers say that they get a lot of benefit out of being a volunteer," Mayor Tucker said.

Over the course of the day we asked volunteers to share with us and the community why they volunteered. Below are some of our community's volunteers with their messages



IN BRIEF

Break O'Day Arts Strategy

Are you interested in the Arts?

We want to review our Arts and Cultural Strategy and so we can make sure we get it right, we need your thoughts and ideas!

We are currently looking for community members to join a working group which will review and revise our Arts and Cultural Strategy.

If this interests you please send an email to admin@bodc.tas.gov.au

St Helens Sports Complex Update:

At the March Council meeting Council approved using funds from the Public Open Space funding (this is a contribution paid to Council by a developer when they subdivide land) to appoint a landscape architect to design connectivity and landscaping elements for the St Helens Sports Complex.

St Marys Multi- purpose Centre and Fingal Shed Update:

There are some big projects in the works for the Valley area including the St Marys Indoor Recreation and Evacuation Centre and the Fingal Community Shed.

Both of these projects have been through community consultation and now have planning approval so we are now working on the tender documents which we plan to have advertised in April with works planned to start after winter.

In order to build the new St Marys Indoor Centre, we will need to demolish the old football Club Rooms which will start in April.

**Keep up to date on
Council activities and
projects by joining our
email database.**

Email
admin@bodc.tas.gov.au

Draft Township Plans - Ready for your feedback

Council staff have been working on Township Plans for Mathinna, Fingal and Cornwall and these were approved to go out to community for feedback at the March Council Meeting.

The Township Plans are developed with community and give us an idea of what kind of things the community would like us to focus on as well as, their vision for what the community may look like in the future.

So we can really make sure these are

right and we have heard you correctly, it is important that you have a look at them and provide us with any feedback. You can find the plans on our website under Community Engagement, but we can also mail out a hardcopy to you if you prefer, just give us a call on 6376 7900 or email admin@bodc.tas.gov.au. Feedback on the plans will close on 13 April so make sure you have your feedback to us by then. You can either mail or email us with your feedback.



Business Updates

I-LEAD Tourism and Hospitality Program applications are now open

Emerging and established leaders in the tourism and hospitality industry are invited to further develop their leadership with the I-LEAD Tourism & Hospitality program from the Tasmanian Leaders Organisation.

This eight-week program will be delivered from May to July 2023 and is designed to meet the needs of Tasmania's visitor economy and provide applicants with valuable skills. Combining online and in-person sessions, the course is designed to fit around personal and professional commitments. This program is designed not just for employers but also employees.

Small Business Growth Strategy Grant Program

Open to Tasmanian small businesses, chamber of commerce and/or peak

industry bodies, the grant program is an opportunity to apply for projects that align with the themes and objectives identified in the Small Business Growth Strategy 2026.

This is a competitive grant program that provides grants of between \$10,000 and \$50,000 for projects that relate to the strategy's themes: Projects must also align with one of the following streams:

- Research and feasibility studies
- Workplace capability
- Scaling up/business growth

Grant amounts depend on the businesses' annual sales turnover in FY 21/22. All successful applicants will be required to contribute at least one-third of the total project costs, this can either/or be as in-kind support or cash.

WHAT'S ON

Desmond Murray Art Exhibition 7, 8 and 9 April

Local artist Desmond Murray is holding an art exhibition at Panorama in the Robert Burns Room. Come and see Desmond's beautiful works depicting our area. The exhibition will be open between 10am and 4pm.

Pyengana Easter Festival 8 and 9 April

This annual event held at the Pyengana Recreation Ground includes: woodchopping, licenced bar, sheep dog trials, bbq, raffles, market stalls, food stalls and more. Gates open at 9am and entry is \$2 per person.

Rental Owners Information Session - St Helens

13 April

Free from the Tasmanian Residential Rental Property Owners Association will be held between 2pm and 3pm at the Bayside Hotel. For tickets and more information go to Eventbrite and search for 'rental owners information session St Helens'.

East Coast Tasmania Tourism (ECTT) Industry luncheon

14 April

East Coast Tourism will host a luncheon at Mel's Kitchen from 12:30 – 2:30 with special guest, Premier Rockliff. Join them for a three course lunch and Springvale wine. Cost is \$75 per head. For tickets and more information search Eventbrite for East Coast Tourism and Tasmanian Premier's lunch.

Live Well Live Long

Thursdays - 4 May - 8 June

This free six week program is aimed at people over 65 and aims to help you live well and live longer. For more information or to book your place call Lynn on 6387 5555.

LOCAL MARKETS

St Helens - Every Saturday

Location alternates between the Portland Hall and in the Visitor Information Centre Carpark.

St Marys - First Saturday of the month

Held at the St Marys Hall.

**The Council Office will be closed for the Easter break.
The Office will close at 5pm Thursday 6 April and
will re-open on Wednesday 12 April at 9am.
We apologise for any inconvenience.**

Happy Easter

From all of us at
Break O'Day Council



Council Works Reports

CURRENT

- St Columba Falls Road is now fully open. Motorists should still drive with caution as the road is narrow and some pavement defects remain.
- Forest Lodge Road (Intake) landslip repairs are now in progress.
- North Ansons Bay Road – Sealing project in progress between Acacia Drive Drive and Ansons Bay Road junction.
- Roadside Slashing all areas underway
- Grading is being undertaken in the St Marys area, followed by grading of Seymour roads prior to Easter.
- Maintenance grading of Ansons Bay Road where required and Eddystone point
- Playground equipment maintenance includes; Four Mile Creek, Scamander and Beaumaris

UPCOMING

- Contractors have now been engaged to replace a bridge over Kohls Creek on St Columba Falls Road, and a minor bridge over Colchis Creek, St Helens.
- St Helens Streetscape Works - see article on this page for more information.
- St Helens Point Rd - Pavement Works will start on 17 April and continue for two weeks. During this time the speed limit will be reduced from 60km-40km.

WEED MANAGEMENT

St Helens Aerodrome - Thistles,

Spanish Heath, Fleabane, mullein

St Marys - Broadleaf, Spanish heath, gorse

St Helens - Multiple weed varieties

Binalong Bay - Broadleaf: Multiple weed varieties

Ansons Bay Road - Cumbungi (Typha latifolia)

DOG STATISTICS 10/12/2022 - 25/01/2023

Urban Patrols = 13

Beach Patrols = 20

Infringements = 0

Unregistered Dog = 9

Impounded dogs = 2

Weed of the month - Pampas grass

Pampas grass is a Declared weed that spreads aggressively by tiny windblown seeds that grow into large tussocks. Relatively small numbers persist in parts of Break O'Day despite efforts over the years to eradicate it.

The autumn rains produce new growth and flower heads that make pampas easy to spot and control now. 'Deadhead' and bag the flowers first, very carefully and securely. The dense roots can be dug and pulled out if not too large. Treatment with herbicide is effective for large plants.

For more information on identification, treatment and control look up pampas

grasses on the 'declared-weeds-index' at dpipwe.tas.gov.au/invasive-species/weeds



ATTENTION: Scamander and Beaumaris residents - pampas has been spotted in your area. If you see it please get onto it now!

St Helens Streetscape Works scheduled

Works have started at the Southern end of Cecilia Street with existing trees being prepared to withstand construction impacts. The dinghy flowerbed outside the Bayside hotel will also be removed for refurbishment and be reinstalled once construction is completed. Works are scheduled to start after the Easter

holiday period with major civil works occurring in mid-May. The construction timeframe is 8 to 10 weeks.

The realignment work for the intersection at Georges Bay Esplanade has been deferred while we work through the approvals with State Growth.

Dragon Trail 2023 - Showcasing our area

Held over 16 – 18 March, the Dragon Trail MTB event attracts riders from all over the nation and world and is a great showcase of our trail network and area in general.

This year saw a number of competitors travel from overseas including professional Japanese rider Yuki Ikeda. Yuki is a marathon rider that has competed all over the world. Yuki told Marathon MTB magazine that he had heard a lot about the Dragon Trail Race and couldn't pass it up this year.

"I have always wanted to come to Tasmanian and see the nature since I was a kid!, I still remember how impressed I was by how beautiful

Tasmania was when I saw a nature documentary about the island when I was in primary school." He said.

Yuki also commented on his Instagram that he was still 'pumped from dragon trail and riding/racing on the best trails in the world.'

The Dragon Trail is a three day event that sees competitors race approximately 50km a day. The first day is spent in Derby with the last two days based on the St Helens MTB Network. Competitors generally come earlier or stay on with their family and friends to make sure they experience our beautiful area.



Pictured: This year's winners Jon Odams and Karen Hill