



Attachment to item number 10.1 -
Motion on Notice Councillor Miro Quesada Le Roux

Report: Negative Impacts of Uncontrolled Dogs in Public Spaces in the Southern Beaches

Is it acceptable that residents of the Southern Beaches are unable to use our public spaces out of fear of attack and abuse by uncontrolled dogs and their owners? Based upon the experiences reported by residents of the Southern Beaches, this is indeed what is happening in our community and is an ongoing issue.

A survey was released in May 2026 as a means of collecting the experiences of residents from the Southern Beaches. It was primarily advertised in the Southern Beaches Facebook group and received 40 valid responses (abusive or unrelated responses were removed from the dataset). In addition to some demographic questions, the respondents were asked the following:

- Please tell us your story of how you were negatively affected by dogs in public spaces. Only share what feels comfortable, please avoid anything that may trigger distress.
- How has this experience impacted your day-to-day life, confidence, or use of public spaces (such as walking, socialising, exercising, visiting beaches, parks, or trails)?

The following provides a summary of the experiences of residents in our community, with a full set of responses (where respondents have provided permission to share their responses) provided in attachment A.

Resident Responses – Negative Interactions with Dogs in Public Spaces

Across the 40 valid responses received, a strong and consistent pattern emerged: almost all participants (90%) described incidents involving aggressive, unsafe, or uncontrolled dog behaviour in public spaces. These accounts came from both dog owners (55% of respondents) and non-dog owners, and reflect a wide range of situations — from dogs rushing, jumping, and harassing people, abusive behaviour from dog owners when asked to control their dog, to serious attacks on children, adults, pets, and wildlife. The following presents selected stories where permission has been provided to share them, categorised based on the themes observed in the responses.

Incidents involving adults

18 of the 40 respondents reported incidents involving unwanted approaches by dogs, and adults being knocked over, jumped upon, bitten, or chased, as well as aggressive behaviour from owners of uncontrolled dogs when requesting that the owners control their dog:

- “On Carlton Beach, I’ve been knocked over once, bitten by a dog once, jumped on about 50 times and my towel peed on by dogs a number of times over the past 20 years. 70% of dog owners keep their dogs under control, 30% don’t, and don’t care.”
- “I have experienced dogs off lead jumping up on me and my sister. We experienced abuse by dog owners when we complained. We reported it to police but no action was taken. ... On one occasion I had to race to my car as two large Alsatian dogs raced at me nipping at my heels.”
- “I used to approach people and politely remind them that they should not have their dog on the beach but I have been shouted at and threatened so I try to ignore them now.”
- “Chased by a dog while riding a bike down Carlton Beach recently. Countless times approached by loose dogs, some of which jump up on me; owners often say their dog is harmless but do not control dogs approaching me. ... When my father visits he loves walking on the beach but at age 88 he has fragile skin and a dog jumping on him can easily cause an injury. I feel anxious walking on

even the designated dog free beaches as so often there are dogs on them, often with owners and not on leash. One neighbour of ours was attacked by a loose dog in the dunes and suffered a bad injury."

- "Attacked on Park beach by two dogs that were running loose at the surf club end. Numerous nips and dogs jumping up while running over the years."
- "My husband was attacked on the arm protecting and lifting our on lead dog by an off lead dog. There is no repercussions for the owner not doing the right thing which is simply not right."
- "When walking on park beach I am often jumped on by dogs, sometimes owners apologise, sometimes they don't. I have been told by some dog owners that park beach is a dog beach so anyone using the beach should be expected to be jumped on."
- "Park /carlton beach. Never going back. We used to walk our German Shepherd on this beach but it has become increasingly aggressive - usually the owner of unleashed not under effective (or any) control. ... After being set upon by a group of dogs which ended up with me in a heap with a twisted knee and ankle then being abused by the owners I give up. Had enough."

Incidents involving other animals

13 of the 40 respondents reported incidents involving aggressive behaviour, unwanted approach, and attack by dogs in public spaces on other animals including animals they own (mainly dogs) as well as wildlife:

- "I have seen young pacific gulls mauled by dogs. I used to approach people and politely remind them that they should not have their dog on the beach but I have been shouted at and threatened so I try to ignore them now."
- "Every Saturday morning I go to the river mouth and every Saturday there are dogs off lead chasing shorebirds. The signage is completely ignored. I have also been menaced by dogs on the beach and on the street."
- "I used to exercise my horses quite regularly at both Okines and Rantons beaches. In the last 12 months I've been chased and harassed by uncontrolled dogs I've now resorted to travelling out of area at an expense to me so I feel safe."
- "I also don't take my nervous greyhound - which his collar indicates he's nervous to local beaches as we've had again uncontrolled dogs run up to him and scare him."
- "I have numerous occasions when dogs off lead run up to my dog who reacts to the invasion of space- the owners replies vary from "they're friendly " "they just want to play ". I am tired of having difficult conversations with dog owners who don't abide to the regulations of having your dog on lead and under effective control."
- "Was walking along tiger head trail and a lady had her two dogs off a lead- both rushed my dogs that were on a lead. "
- "My dog was attacked by another dog at Okines beach"
- "Sometimes I am frightened to take mine out for a walk in case there is an off leash or roaming dog. There is one particular lady that does this constantly around Lagoon Rd and I have had words with her. Their usual reaction is 'my dog is friendly', but mine might not want that approach from another dog and feel threatened. If you have a loose dog it creates anxiety if it comes to you and may attack or mine may react and a fight ensues. You cannot control a situation like this. Just yesterday walking mine when a dog on the cnr of Carlton Beach Rd and near Lagoon rd escaped from under the fence and as I described above a fight happened."
- "... our dog was attacked by two dogs that got out from their home whilst on lead and walking my young daughter in a pram, this has done a number on my dogs anxiety and reactivity to all dogs. We can only walk her on lead and unfortunately we can't do that at the beach as with many off lead dogs coming up to her I can't predict she won't defend herself or be protective of me."

- “I was walking my dog (on a leash) in Rotuli Street and we were attacked by a pit bull / staffy. I was bitten on my hand and my dogs front leg was nearly amputated - this resulted in a \$3500 vet bill. The attacking dog was unregistered, didn't have a collar and ran out of an unfenced property. The owners where totally incapable of controlling their dog and took no responsibility or acknowledgement for its behaviour. I approached the council animal control officer and he delt with the dog and owners immediately and was very supportive. Dog owners are under the delusion that their dog is under verbal control - as my incident proves... If one of my grandchildren was walking my dog at the time the consequences could have tragic.”

Incidents involving children

7 of the 40 respondents reported incidents involving children being knocked over, intimidated, or bitten:

- “Once a dog approached my 1 year old in the no dog zone by Carlton river and started nipping at him. Another time two off lead dogs began fighting right next to me on my picnic rug on the beach. Again in the off lead dog area.”
- “Dog trampled my baby on Carlton Beach”
- “On several occasions I have had to ask people to control their dog around children who are with me enjoying beach life.”
- “Several times being on the beach with children we’ve been approached by big dogs, kids were terrified and cried.”
- We were at the beach in Carlton, close to the river mouth, in summer, at a time when dogs are not allowed there. My daughter was playing close to the water line when a middle size dog came running at her, and she got really scared. I went to talk to the owner and it's always a similar response, "my dog is friendly, it won't do anything", "I didn't know that dogs were not allowed here". My daughter is scared of dogs due to many instances like this one, when dogs come running at her. For a small child, even a small dog is big. I'm really tired and frustrated with many dog owners being so irresponsible having their dog off the leash, and also assuming that everybody is ok with dogs around. We have some dog episode every single time we go to the beach.”
- "My daughter was knocked over repeatedly by a large dog off lead. The owner had no idea of the impact it had on my daughter. We have a medium size dog ourselves and still it has made her become afraid of larger dogs off lead.”

Resident Responses – Loss of Wellbeing, Feeling Unsafe in Using Public Spaces

Many respondents (19 of the 40 respondents) described how these incidents didn’t end in the moment — they changed the way they live. Many no longer feel safe using our public beaches, paths, and parks and feel they have been pushed out of these spaces. Parents, older residents, and dog owners spoke about fear, anxiety, and constantly having to being on alert. The following presents selected stories where permission has been provided to share them categorised based on the themes observed in the responses.

Impacts on Lifestyle and Use of Public Spaces

13 of the 40 respondents reported that the impacts of these interactions have changed the way in which they use public spaces in the Southern Beaches including both complete avoidance, or avoidance at specific times:

- “I don't use the beach much on weekends or summer holidays.”
- “I avoid Carlton beach.”
- “Its heavily impacted our beach walks”
- “I feel like I need my partner to join me on walks with my dog due to others not being responsible. I am very picky about the time and place I walk my dog to avoid these situations.”
- “We don't like public spaces any more and are always hyper vigilant”
- “We have to remain hyper vigilant and stay close to each other especially in Dodges Ferry beaches where dog owners do not follow the beach rules for dogs. Its hard to have or teach confidence to our son when dog owners do not take responsibility for their pet. On trails and paths, even if a dog is on a lead, there is nowhere to hide, the dog has full access to jumping, licking, biting or tripping kids they encounter. We have the right to our personal space in confined spaces (like bicycles riding next to cars). As such we avoid narrow paths where dog owners frequent, which means there are less public places we can enjoy.”
- “It is very rare that I visit these beaches anymore for exercise or walks with my horses or grey :-(. If I take the grey for a walk, it's late of an evening or early in the morning”
- “I was a regular runner on Park Beach, I don't run there anymore due to too many experiences of dogs running up to my dog who was on lead. I also now am trying to practice a silent response to other dog owners when there dogs are not controlled as my experience is that they become defensive & dismissive if I ask them to put there dog on lead”
- “My sister and I had to stop taking daily walks at Park Beach which we had been doing for years but she is particularly nervous of dogs and we were being approached by dogs off the lead all the time with the usual comment "it is friendly and will not hurt you". I was scratched above the knee and my sister ended up running into the water much to the amusement of the dog owner so that was the final straw so we do not walk the beach any more.”
- “We still go to the beach, but I dread the times when I see uncontrolled dogs running by. I try to be close to my daughter and assess the situation. I try to put myself between the dog and my daughter.”
- “Sometimes if I see dogs on the beach I would not allow kids to run around freely.”
- “These experiences have left me too afraid to walk my dog on my usual route after work alone.”
- “I am now afraid of all dogs off leash on Carlton Beach. I live adjacent to the beach to be able to enjoy walking the beach every day of the year, and dogs, particularly in the dark mornings are a serious concern to me. Its heavily impacted our beach walks”

Impacts on Wellbeing and Safety

24 of the 40 responses indicated wellbeing impacts due to these interactions, including emotional distress, anxiety, and feeling unsafe in public spaces:

- “I am very anxious when going to public places with my dog.”
- “I am constantly on high alert, watching for dogs off lead while I walk my dog, and feel nervous going past fences with aggressively barking dogs behind.”
- “I still go out to walk my dogs but I try to choose times when there are less people (sic) and dogs around, which you should not have to do. It also creates anxiety and fear for me and anxiety for my dogs.”
- “I feel anxious walking on even the designated dog free beaches as so often there are dogs on them, often with owners and not on leash.”

- "My dog and I were attacked by two dogs off their lead 8 years ago now. I still suffer anxiety and so does my dog when going to public places. I now travel to Sorell and walk at Penna Beach as there is lots of space to avoid other dogs if necessary."
- "After that incident I could no longer walk my dog as he was traumatised and became reactive to other dogs. I eventually had to give him away."
- "I am overly cautious now and tend to put my dog straight on lead at the sight of any other dog, whether they are on or off lead themselves."
- "My son dislikes dogs still. He does not feel confident to stand his ground and he cannot respect his own personal space while there are dogs free roaming our beaches and parks. It really changes the mood when we go to the beach and hear a dog coming."
- "Has affected my confidence walking on the beaches and dune trails. Adds a level of anxiety to our household because we love our pets and need to keep them safe."
- "I no longer trust that my baby is safe playing in no dog areas. I am very vigilant on any beaches now."

Appendix A – Submissions with Approval to Share

Submission 1

Locality:	Dodges Ferry
Experience Shared:	I was at Blue Lagoon beach with my young dog one late afternoon, and he was off lead playing with the ball. We were down one end of the beach. I noticed a lady coming from the other end with two dogs on lead. As I threw the ball (in her direction but she was still far away) she obviously thought my dog was running up to her and started screaming and yelling, which of course caught my dogs attention so he started running towards her to see what the fuss was. I quickly walked down and called to him so I could put him on lead and she kept abusing me, telling me I needed to put my dog under control etc. I tried to defuse the situation and apologised, explaining he was playing ball not targeting her or her dogs. I put him on lead and walked away. When I got back to my car, she had smeared dog poo all over my drivers door and door handle. I completely understand that some dog owners are anxious and that their dogs are also anxious, and everyone should be entitled to take their dogs for a walk in shared spaces but that kind of behaviour is extreme. I'm not sure what the solution is, but perhaps a community program that takes a wider view on dogs and their owners and how they better handle them would be a start? I feel many good, responsible owners get lashed with the same stick as the ones who don't do the right thing and it's a shame.
Impact Shared:	I am overly cautious now and tend to put my dog straight on lead at the sight of any other dog, whether they are on or off lead themselves.

Submission 2

Locality:	Dodges Ferry
Experience Shared:	Dog trampled my baby on Carlton Beach
Impact Shared:	I avoid Carlton beach

Submission 3

Locality:	Kellevie
Experience Shared:	We do not own a dog. My son (now 6 years old), has always been intimidated by dogs, especially dogs the same size or larger than him, (from a young age, most dogs are larger than him). Dogs are curious and confident animals. I started off trying to convince him it was ok, normal for dogs to play with him. Then i realised he was naturally, innately scared of them. When a dog runs on a beach, or in a park, unrestrained, this can be terrifying. And then add to the fact we dont know the dog or the owner (almost every owner says their dog is friendly). Dogs are unpredictable. In public spaces they should be fully restrained and there should be more enforcement to dog free zones. People have become complacent and treat them like a human. When I was a kid, dogs were hardly even pets, they were used for work or as company, these days they are pampered and I think dog owners forget that they still have animal instincts. When i was young a dog, on a lead broke free from its owner, attacked a horse I was riding and threw me off.. this was someones pet.. we need to respect the public domain, respect non-dog owners. And educate dog owners that not everyone is

	going to trust their dog, nor should they be expected to. My son dislikes dogs still. He does not feel confident to stand his ground and he cannot respect his own personal space while there are dogs free roaming our beaches and parks. It really changes the mood when we go to the beach and hear a dog coming.
Impact Shared:	We have to remain hyper vigilant and stay close to each other especially in Dodges Ferry beaches where dog owners do not follow the beach rules for dogs. Its hard to have or teach confidence to our son when dog owners do not take responsibility for their pet. On trails and paths, even if a dog is on a lead, there is no where to hide, the rmdog has full access to jumping, licking, biting or tripping kids they encounter. We have the right to our personal space in confined spaces (like bicycles riding next to cars). As such we avoid narrow paths where dog owners frequent, which means there are less public places we can enjoy.

Submission 4

Locality:	Dodges Ferry
Experience Shared:	I care about the beach nesting and feeding birds that inhabit our beaches. Scientific observation has shown that dogs on beaches disturb and impact bird life and prevent them feeding and successfully rearing chicks. There is a no dog period from December to March, but it is not patrolled. Many people ignore the signs and take their dogs on the beach. I have seen young pacific gulls mauled by dogs. I used to approach people and politely remind them that they should not have their dog on the beach but I have been shouted at and threatened so I try to ignore them now.
Impact Shared:	I am sad that it is no longer safe for birds to feed and breed on our beaches.

Submission 5

Locality:	Forcett
Experience Shared:	Park /carlton beach. Never going back. We used to walk our German Shepherd on this beach but it has become increasingly aggressive - usually the owner of unleashed not under effective (or any) control. Our dog is always leashed and is not in the least bit concerned about anyone on the beach. Unless its another dog running at her family. Owners have care factor of zero and just keep checking their phones or chatting to their mates. We are treated like we are stupid when we call for them to control their dog. Unfortunately the signage at the beach is not precise enough and lazy irresponsible owners try to interpret the rules to suit themselves. Dogs should be on leash entering the beach from the car park and leaving the beach and going back to car park. Effective control needs to be exact rules not something open to argumentative owners. After being set upon by a group of dogs which ended up with me in a heap with a twisted knee and ankle then being abused by the owners i give up. Had enough. Dogs also roaming the streets pose a problem when they approach us. Maybe license rules should cover proper containment to stop pooches escaping. Dogs too far away from owners making effective control impossible. And poop bags left all over the place. How hard is it to carry your own bag to the bin rather than leave it for someone else to step in
Impact Shared:	Not confident in going to crowded places where we are at the mercy of entitled idiots. Rather go to Bunnings where all dogs are leashed or little ones in a trolley

Submission 6

Locality:	Carlton
Experience Shared:	Was walking along tiger head trail and a lady had her two dogs off a lead- both rushed my dogs that were on a lead. Most occasions people are doing the right thing in the right places. I would hate to lose any areas we currently don't have restrictions on as this area really is super dog friendly and it really is about educating owners about etiquette and keeping our native wildlife safe after dusk or before dawn. I'd really like to see more regulations about the safety on our roads. New wildlife killed everyday because of hoons and people speeding in the dark.
Impact Shared:	Has not effected me-

Submission 7

Locality:	Dodges Ferry
Experience Shared:	I am a dog owner, I walk & run with my dog on and off lead. I always put my dog on lead when approaching people and other dogs. I have numerous occasions when dogs off lead run up to my dog who reacts to the invasion of space- the owners replies vary from "they're friendly " "they just want to play ". I am tired of having difficult conversations with dog owners who don't abide to the regulations of having your dog on lead and under effective control. I was recently told to take "my reactive dog" who was sitting on lead beside me while the other dog ran at it several times, somewhere else to exercise.
Impact Shared:	I was a regular runner on Park Beach, I don't run there anymore due to too many experiences of dogs running up to my dog who was on lead. I also now am trying to practice a silent response to other dog owners when there dogs are not controlled as my experience is that they become defensive & dismissive if I ask them to put there dog on lead

Submission 8

Locality:	Carlton Beach
Experience Shared:	I don't like dogs. When walking on park beach I am often jumped on by dogs, sometimes owners apologise, sometimes they dont. I have been told by some dog owners that park beach is a dog beach so anyone using the beach should be expected to be jumped on. I see posts on social media about escaped dogs in our community every day, i have almost run over multiple dogs that are loose and had to take 2 home in my car in the past year. I worry that I will one day hit a loose dog
Impact Shared:	I am not super effected I still use all the spaces I want however it does annoy me. I worry about elderly people being jumped on at the beach

Submission 9

Locality:	Dodges Ferry
Experience Shared:	I used to exercise my horses quite regularly at both Okines and Rantons beaches. In the last 12 months I've been chased and harassed by uncontrolled dogs I've now resorted to travelling out of area at an expense to me so I feel safe. I also don't take my nervous greyhound - which his collar indicates he's nervous to local beaches as we've had again uncontrolled dogs run up to him and scare him.
Impact	It is very rare that I visit these beaches anymore for exercise or walks with my horses

Shared: or grey :-(. If I take the grey for a walk, it's late of an evening or early in the morning

Submission 10

Locality: Carlton

Experience Shared: On Carlton Beach, I've been knocked over once, bitten by a dog once, jumped on about 50 times and my towel peed on by dogs a number of times over the past 20 years. 70% of dog owners keep their dogs under control, 30% don't, and don't care.

Impact Shared: I am now afraid of all dogs off leash on Carlton Beach. I live adjacent to the beach to be able to enjoy walking the beach every day of the year, and dogs, particularly in the dark mornings are a serious concern to me.

Submission 11

Locality: Dodges Ferry

Experience Shared: My daughter was knocked over repeatedly by a large dog off lead. The owner had no idea of the impact it had on my daughter. We have a medium size dog ourselves and still it has made her become afraid of larger dogs off lead.

Also our dog was attacked by two dogs that got out from their home whilst on lead and walking my young daughter in a pram, this has done a number on my dogs anxiety and reactive ness to all dogs. We can only walk her on lead and unfortunately we can't do that at the beach as with many off lead dogs coming up to her I can't predict she won't defend herself or be protective of me.

Impact Shared: Its heavily impacted our beach walks

Submission 12

Locality: Carlton Beach

Experience Shared: Chased by a dog while riding a bike down Carlton Beach recently. Countless times approached by loose dogs, some of which jump up on me; owners often say their dog is harmless but do not control dogs approaching me. Dogs often loose in the dunes at the rivermouth where the little sandplovers nest. This is the worst area I've lived in Tasmania for loose/escaped dogs. Living in Hobart I had my guinea pig hutches in the garden without fear of dogs - here despite our fenced property it's a constant worry. The Southern Beaches facebook page seems to be half people saying their dog has escaped or that someone's dog is loose. If people in Hobart manage to keep their dogs on their properties, people here can too but there seems to be a lack of responsibility which is accepted here. When my father visits he loves walking on the beach but at age 88 he has fragile skin and a dog jumping on him can easily cause an injury. I feel anxious walking on even the designated dog free beaches as so often there are dogs on them, often with owners and not on leash. One neighbour of ours was attacked by a loose dog in the dunes and suffered a bad injury. I love this area but the dog issue is bad: a constant source of unnecessary danger to wildlife, pets and humans, and ongoing dismissal and entitlement by dog owners of regulations that keep our community safe. It is not the dogs' fault in any way.

Impact Shared: Has affected my confidence walking on the beaches and dune trails. Adds a level of anxiety to our household because we love our pets and need to keep them safe.

Submission 13

Locality:	Forcett
Experience Shared:	The dog is a German Shepard named Onyx who i believe lives in the Forcett/Leishman area. My dog has now had 3 encounters with this dog with each time escalating. The first time as I walked past with my dog on lead it started to bark aggressively and lunging behaviour while also on lead. The second encounter as I walked towards it with my dog on lead it showed same behaviour and owner appeared to not have safe control of her dog on lead. I wasn't able to walk past with my dog and ended up having to turn around and walk the other way as I didn't feel safe to walk past. The final meeting was the one that has made me want to report this dog. I saw this dog about 100m away while walking along Old Forcett Road towards Heatherbell road. I was too scared to try and attempt to walk past this dog so i decided to cross old Forcett road just after 342 Old Forcett Road to try and do the right thing as a dog owner. We were then walking our dogs on the opposite sides of the road. Her dog proceeded to bark very aggressively and lunging towards my dog from the old the side of the road. I was very worried the owner of the German Sheppard was going to lose control of her dog as it appeared she didn't have very good control over him and as I ran with my dog on lead i could hear her screaming with panic in her voice for her dog to stop.
Impact Shared:	These experiences have left me too afraid to walk my dog on my usual route after work alone. I understand this hasn't breached the act however I am concerned for any future walks and worry next time it could happen to a child.

Submission 14

Locality:	Carlton
Experience Shared:	Once a dog approached my 1 year old in the no dog zone by Carlton river and started nipping at him. Another time two off lead dogs began fighting right next to me on my picnic rug on the beach. Again in the off lead dog area.
Impact Shared:	I no longer trust that my baby is safe playing in no dog areas. I am very vigilant on any beaches now.

Submission 15

Locality:	Carlton
Experience Shared:	My dog and I were attacked by two dogs off their lead 8 years ago now. I still suffer anxiety and so does my dog when going to public places. I now travel to Sorell and walk at Penna Beach as there is lots of space to avoid other dogs if necessary. Unfortunately I still have to shout out to other dog walkers to put their dogs on a lead if they see another dog on a lead but people continue to say to me ' it's ok my dog is fine ' well my dog isn't. Why can't dog owners just do the right thing it really annoys me
Impact Shared:	I am very anxious when going to public places with my dog

Submission 16

Locality:	Lewisham
Experience Shared:	Dog poo left lying.
Impact	Disgusting

Shared:

Submission 17

Locality: Carlton

Experience Out of town dogs not under effective control

Shared:

Impact I don't use the beach much on weekends or summer holidays

Shared:

Submission 18

Locality: Dodges Ferry

Experience Dog trampled my baby on Carlton Beach

Shared:

Impact I avoid Carlton beach

Shared:

Submission 19

Locality: Dodges Ferry

Experience My dog was attacked by another dog at Okines beach

Shared:

Impact Hasn't impacted

Shared:

Submission 20

Locality: Dodges Ferry

Experience I have experienced dogs off lead jumping up on me and my sister. We experienced abuse by dog owners when we complained. We reported it to police but no action was taken. Unbelievably they suggested we carried capsicum spray with us. I can imagine how that would end. On one occasion I had to race to my car as two large Alsatian dogs raced at me nipping at my heels.

Shared:

My sister and I had to stop taking daily walks at Park Beach which we had been doing for years but she is particularly nervous of dogs and we were being approached by dogs off the lead all the time with the usual comment "it is friendly and will not hurt you". I was scratched above the knee and my sister ended up running into the water much to the amusement of the dog owner so that was the final straw so we do not walk the beach any more. I received abuse on line and in the Sorell Council chambers when I campaigned to have one beach in our area dog free when the council was reviewing dog areas. There was a public petition at the time and a community organisation set up to influence council decisions with those who opposed decisions having very little voice. I have had to cone out of the water to stop dogs sniffing at my towel and clothes on the beach. I also object to dogs swimming near me. On several occasions I have had to ask people to control their dog around children who are with me enjoying beach life. My request to the council was to make one family friendly beach dog free. Dogs are banned on beaches in some States but not in Tasmania. I have walked on dog friendly beaches where owners have control of their dogs or have them on leads but this is not the case on our local beaches.

Impact I stopped taking daily beach walks.

Shared:

Submission 21

Locality:	Carlton
Experience Shared:	People that think that walking their dog off leash on public roads and public areas that off leash is not permitted think that this action is ok. I always walk my dogs on leash everywhere for their safety and because legislation dictates. Sometimes I am frightened to take mine out for a walk in case there is an off leash or roaming dog. There is one particular lady that does this constantly around Lagoon Rd and I have had words with her. Their usual reaction is 'my dog is friendly', but mine might not want that approach from another dog and feel threatened. If you have a loose dog it creates anxiety if it comes to you and may attack or mine may react and a fight ensues. You cannot control a situation like this. Just yesterday walking mine when a dog on the cnr of Carlton Beach Rd and near Lagoon rd escaped from under the fence and as I described above a fight happened.
Impact Shared:	I still go out to walk my dogs but I try to choose times when there are less people and dogs around, which you should not have to do. It also creates anxiety and fear for me and anxiety for my dogs.

Submission 22

Locality:	Carlton
Experience Shared:	We were at the beach in Carlton, close to the river mouth, in summer, at a time when dogs are not allowed there. My daughter was playing close to the water line when a middle size dog came running at her, and she got really scared. I went to talk to the owner and it's always a similar response, "my dog is friendly, it won't do anything", "I didn't know that dogs were not allowed here". My daughter is scared of dogs due to many instances like this one, when dogs come running at her. For a small child, even a small dog is big. I'm really tired and frustrated with many dog owners being so irresponsible having their dog off the leash, and also assuming that everybody is ok with dogs around. We have some dog episode every single time we go to the beach.
Impact Shared:	My daughter is really scared of dogs, and I hope she recovers one day and learn that not all dogs are scary and bad, and the connection one can have with pet animals is unique and special. We still go to the beach, but I dread the times when I see uncontrolled dogs running by. I try to be close to my daughter and assess the situation. I try to put myself between the dog and my daughter.

Submission 23

Locality:	Carlton
Experience Shared:	I have a 2.5 yr golden retriever that loves people and dogs. She's still a puppy and learning recall. I have just let her off her lead on the beach but only when no one's around atm. I try my best to put her on her lead as soon as people & there dogs get close but sometimes that doesn't happen as fast as I can. It's the little dogs that are nasty even on a lead that make other dogs reactive and scares people. Little dogs bite more than any size of dog. How do I know this is I worked for Tasnetworks and problems were to do with so called sweet little ankle biters.

Impact Shared:	Well unfortunately the park in Carlton I believe snake hallow or something like that can have a dog problem at times so I walk away when I see people having their dog leads off. I did say something once telling the person nicely this isnt dog park. Maybe signage I both entries?
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Submission 24

Locality:	Dodges Ferry
Experience Shared:	A Blue Heeler racing out of a house and attacking our small dog.
Impact Shared:	Nervous of bigger dogs.

Submission 25

Locality:	Dodges Ferry
Experience Shared:	Vast amounts of dog poo left all over the track across the reserve track from Rattans Road past the school and often on the beaches
Impact Shared:	It makes me feel angry and sick when trying to enjoy a walk

Submission 26

Locality:	Dodges Ferry
Experience Shared:	I was walking my dog (on a leash) in Rotuli street and we where attacked by a pit bull / staffy . I was bitten on my hand and my dogs front leg was nearly amputated - this resulted in a \$3500 vet bill . The attacking dog was unregistered, didn't have a collar and ran out of an unfenced property. The owners where totally incapable of controlling their dog and took no responsibility or acknowledgement for its behaviour. I approached the council animal control officer and he delt with the dog and owners immediately and was very supportive. Dog owners are under the delusion that their dog is under verbal control - as my incident proves. I want all dogs in public to be on a leash , this is the only effective control. If one of my grandchildren was walking my dog at the time the consequences could have tragic.
Impact Shared:	After that incident I could no longer walk my dog as he was traumatised and became reactive to other dogs. I eventually had to give him away.

Submission 27

Locality:	Dodges Ferry
Experience Shared:	Several times being on the beach with children we've been approached by big dogs, kids were terrified and cried. I believe that dogs shouldn't approach people in public places. Makes me feel worried when I see that most dogs wouldn't react what the owner says.
Impact Shared:	Sometimes if I see dogs on the beach I would not allow kids to run around freely.

Submission 28

Locality:	Dodges Ferry
Experience Shared:	I have a small female desexed dog, and don't feel at ease when walking with her because of the dogs off lead that come running up to her not knowing if they are going to be aggressive and attack.
Impact Shared:	As my dog is partially blind now I'm always concerned taking her out for exercise.

Submission 29

Locality:	Dodges Ferry
Experience Shared:	Every Saturday morning I go to the river mouth and every Saturday there are dogs off lead chasing shorebirds. The signage is completely ignored. I have also been menaced by dogs on the beach and on the street. A dog attacked and ate chickens in front of our house. We have also had dogs barking loudly for extended periods in our neighbourhood for years although this has settled. Also every year in summer the pathway to I beach from bottom of Arnott street is littered with dog excrement. I've also had dogs puss on my beach gear while I'm in the water.
Impact Shared:	I'm extra cautious and there have been times where I haven't left my property as a dog is loose. A few times I've had to lock our gate and get inside.

Submission 30

Locality:	Dodges Ferry
Experience Shared:	Attacked on Park beach by two dogs that were running loose at the surf club end. Numerous nips and dogs jumping up while running over the years.
Impact Shared:	Very wary of any dog not on a leash. Any dog not on a leash is a safety risk for the general public!!

Submission 31

Locality:	Sorell
Experience Shared:	Just the amount of dog faeces everywhere either bare or left in dog bags, it's not that hard to pick up and carry with you to the nearest bin. I love dogs and never had a problem with them just what's left behind by lazy owners
Impact Shared:	Wary of what's on the ground

Submission 32

Locality:	Carlton
Experience Shared:	Dogs approaching/ jumping on me at the beach when I'm laying down. Pissing on my stuff when I'm swimming.
Impact Shared:	No. It's annoying.

Submission 33

Locality:	Carlton
Experience	Dogs off lead approaching a dog ON a lead is very confronting for both dog and owner.

Shared:	Mixed arrangements really don't work . Dogs on lead are reactionary and that's understandable. Off lead dogs are not under effective control most of the time and an uncontrolled dog is dangerous. My husband was attacked on the arm protecting and lifting our on lead dog by an off lead dog. There is no repercussions for the owner not doing the right thing which is simply not right.
Impact Shared:	We don't like public spaces any more and are always hyper vigilant

Submission 34

Locality:	Dunally
Experience Shared:	I have a rescue dog who has previously been nervous (prior to lots of training) in new spaces and around dogs. Due to this while in training I have ensured to only take her to quieter on leash areas to conduct training. I have experienced negligence from multiple dog owners who let there pushy dogs run up to her (them offlead while my dog is on lead). I have physically had to block dogs and yell at them loudly which I do not like doing, to prevent potential conflict (my dog won't bite but will growl if she is rushed by a crazy dog she doesn't know)often owners ignore a polite request to call their dogs under control. I believe we absolutely should have areas where confident dogs can run around freely together without restrictions but more respect is needed regarding the time and place to do this.
Impact Shared:	A lot. I feel like I need my partner to join me on walks with my dog due to others not being responsible. I am very picky about the time and place I walk my dog to avoid these situations.

Submission 35

Locality:	Dodges Ferry
Experience Shared:	Dogs roaming unattended and coming up to people on Park Beach; dog owners not noticing that the dog had defacated; dog owners leaving poo bags on the beach and forgetting to pick up.
Impact Shared:	Reduced confidence in using Park Beach due to roaming dogs; environmental impact of faeces



Attachment to item number 15.2 -
Election Caretaker Period and Conventions Policy



ELECTION CARETAKER PERIOD & CONVENTIONS POLICY

TITLE	ELECTION CARETAKER PERIOD & CONVENTIONS POLICY
RESPONSIBLE PERSON	CEO
APPROVED BY COUNCIL	21 JULY 2026
RESOLUTION NO	___/____
AMENDED ON	
RESOLUTION NO	___/____
REVIEW DATE	21 JULY 2029

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1 AUTHORITY & APPLICATION

Date of approval	19/05/2026
Source of approval	Chief Executive Officer
Start Date	19/05/2026
Related Council Documents	This Policy should be considered in conjunction with the following policies and procedures: • <i>Code of Conduct Policy</i> • <i>Payment of Councillors' Expenses and Provision of Facilities Policy</i>
Date of Review	19/05/2029
Previous policies replaced by this Policy	N/A
Publication of Policy	Sorell Council Intranet, MagiqDocs

2 PURPOSE

The purpose of this policy is to ensure that:

- i. Major policy decisions are not made by Council in the leadup to an election that would prove binding for an incoming Council.
- ii. Council resources are not used for the advantage of a candidate in a local government general election.
- iii. The requirement to act impartially in relation to all candidates standing for election is clearly understood.

3 COVERAGE

This policy applies to elected members and employees of Sorell Council for the duration of the caretaker period for a local government general election.

This policy does not apply to local government by-elections.

4 POLICY STATEMENT

Sorell Council (Council) is committed to acting in the best interest of the community and to upholding the principles of honesty, integrity, and transparency, which are all key components of good governance.

It is an established democratic principle that elected bodies should not unnecessarily bind an incoming government during an election period. Council commits to the principle that it will make every endeavour to avoid making major policy decisions that bind an incoming Council.

This policy establishes clear guidelines for the conduct of Elected Members and staff in the lead up to a local government general election involving Sorell Council and ensures that the ordinary business of Council continues in a responsible, transparent and legally compliant manner in the period leading up to an election.

5 RESPONSIBILITIES

This policy assigns responsibility for Election Caretaker Period and Conventions to all Councillors, managers, and employees. All Departments will be required to implement practices consistent with this policy and associated procedures.

6 PROCEDURE (POLICY DETAIL)

6.1 During the Caretaker Period, the following conventions and provisions shall apply:

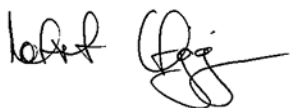
- 6.1.1 **Tenure of the General Manager/Chief Executive Officer** – Council shall not appoint, dismiss, nor renew the contract of a General Manager during the Caretaker Period. An Acting General Manager/Chief Executive Officer may be appointed in accordance with Section 61B of the Local Government Act, as required.
- 6.1.2 **Planning Instruments** – Council will not make, amend, nor repeal a local planning instrument under the *Land Use Planning and Approvals Act 1993* (i.e. a planning scheme, a temporary local planning instrument or a planning scheme policy).
- 6.1.3 **By-Laws** – Council will not make a new By-Law during the Caretaker Period.
- 6.1.4 **Policies** – Council will not approve nor renew any Council policies during the Caretaker Period.
- 6.1.5 **Distribution of Electoral Material** – no electoral material shall be permitted to be displayed or distributed on any Council-owned or managed property.

- 6.1.6 **Use of Council Equipment and Stationery** – Council-supplied equipment and Council-branded material shall not be used by Councillors nor staff in any manner that supports a candidate's election campaign. Councillors may continue to use Council equipment and branded material throughout the course of the Caretaker Period to carry out their regular functions as described in Section 28 of the *Local Government Act*.
- 6.1.7 **Media** – Councillors will not use their position as an elected representative, nor their access to employees or resources, to gain media attention in support of their, or any other candidate's election campaign.
- 6.1.8 **Council Committees and Groups** – a Councillor shall not use their membership of a Council Advisory Committee nor appointment as a member of an external group to disseminate information or promote their, or any other candidate's election campaign.

7 GUIDELINES

- 7.1 Nothing in this policy prevents the Mayor, Councillors and staff from carrying on the business of the Council during the Caretaker Period.
- 7.2 Council meetings shall continue to be held during the Caretaker Period and will consider Agenda items that relate to the ordinary business of Council other than those matters identified in Section 5 of this Policy.
- 7.3 The CEO may still exercise all delegations provided by Council during the Caretaker Period, including the appointment of staff.
- 7.4 Projects as approved by Council as part of the annual budget process and subsequently approved by the awarding of a tender, can proceed during the Caretaker Period, regardless of their scale.
- 7.5 The Mayor and Councillors will continue to accept invitations to attend community functions and may continue to correspond with constituents on matters related to Council business during the caretaker period.
- 7.6 The Mayor shall be the spokesperson for Council in accordance with Section 27 of the *Local Government Act* and shall carry out the civic and ceremonial functions of the Mayoral Office during the Caretaker Period.
- 7.7 Individual Councillors may continue to represent the community and facilitate communication between Council and the community for the duration of the Caretaker Period. In fulfilling these duties during this period, Councillors may claim allowances and expenses as provided under Council's *Payment of Councillors Expenses and Provision of Facilities Policy*.
- 7.8 Council employees shall maintain the normal business activities of Council during the Caretaker Period. Employees shall undertake their duties in an

appropriate manner and take all steps necessary to avoid any real or perceived support for a candidate to protect the organisation's ability to impartially serve any incoming Council following an election.



Robert Higgins

Chief Executive Officer

DRAFT

Definitions	
Term	Meaning
Amendment	Council retains the sole discretion to vary, terminate or replace this Policy from time to time. Council will consult before amendments are made and will notify and train those the amendments apply to.
Applicable Laws	All laws in connection with Local Government general elections, the Caretaker Period and Conventions, including: • <i>Local Government Act 1993</i> (Tas) • <i>Tasmanian Electoral Act 2004</i> (Tas) • <i>Land Use Planning and Approvals Act 1993</i> (Tas)
Breach of Policy	Persons covered under paragraph Error! Reference source not found. (Coverage) who engage in Infringing Workplace Behaviour may (as is appropriate and as applicable) be subject to appropriate disciplinary action in accordance with Disciplinary Policy and Procedure (Employees). Infringing Workplace Behaviour may also amount to breaches of Applicable Laws: (a) exposing individuals to legal proceedings; and (b) making Council vicariously liable for the conduct of others.
By-Election	An election to replace a councillor after the councillor's office becomes vacant.
Candidate	A person standing for election.
Caretaker Period	The period from the notice of election through until the close of the polls of the relevant local government general election.
Council	Sorell Council
Council Property	Any real or tangible property (e.g., cash, motor vehicles, plant, and equipment); and any intangible property (e.g., intellectual property and goodwill) owned by Council or in Council's possession or control.
Councillor	An elected member of Council known as a Councillor or Alderman or otherwise meeting the definition of a 'councillor' as defined under section 3 of the <i>Local Government Act 1993</i> (Tas).

Electoral Material	Any advertisement, handbill, pamphlet, notice, flyer or article that is intended or calculated to affect the result of an election.
Election Campaign	The activities of candidates to win voter support in the period preceding an election and includes activities such as door knocking, bulk emails, production of signs and flyers, telephone canvassing, social media campaigns and advertising.
Employee	A person who conducts work for Council as an employee of Council.
General Manager / Chief Executive Officer	The general manager of Council as appointed under Section 61 of the <i>Local Government Act 1993</i> (Tas).
Infringing Workplace Behaviour	Any act or omission, which amounts to a breach of any Council policy, contractual obligation or misconduct at common law.

Interpretation of Policy

- (a) The singular includes the plural and vice versa.
- (b) A reference to any legislation includes all delegated legislation made under it and amendments, consolidations, replacements, or re-enactments of any of them.
- (c) A reference to policy or procedure means any approved policies or procedures of Council unless otherwise stated.
- (d) 'Including' and similar expressions are not words of limitation.
- (e) A reference to a document (including this document) is to that document as amended, novated, or replaced unless otherwise stated.
- (f) Where a word or expression is given a particular meaning, other parts of speech and grammatical forms of that word or expression have a corresponding meaning.
- (g) Examples used in this Policy are for illustrative purposes only and are not intended to be exhaustive.
- (h) Unless expressly provided for, this Policy is not in any way incorporated as part of any enterprise agreement and does not form part of any Employee's contract of employment and any applicable enterprise agreement or contract of employment will prevail over this Policy to the extent of any inconsistency.
- (i) It is not intended that this Policy impose any obligations on the Council or those covered by it that are unreasonable or contrary to the operation of Applicable Laws. Any obligation, direction, instruction, or responsibility imposed by this Policy must be conducted in a manner that an

	objective third party would consider to be fair and reasonable considering and in the context of all the relevant Applicable Laws, operational and personal circumstances. Questions relating to the interpretation, application or enforcement of this Policy should be directed to a person's Manager/Supervisor.
Manager/Supervisor	A person at the Workplace who is appointed to a position that has management/supervisory responsibilities for others or their appropriately nominated or authorised delegate.
Policy	This Code of Conduct Policy including the 'Authority and Application'.
Reporting of Breaches	Persons covered under paragraph Error! Reference source not found. (Coverage) must report breaches of Infringing Workplace Behaviour as follows: For breaches by (a) an Employee (other than the General Manager) the report must go to the reporting person's applicable Manager/Supervisor; and/or (b) the General Manager the report must go to the Mayor (or if unavailable to the next appropriately delegated Councillor) and as otherwise required or permitted by Applicable Laws.
Training	Council will provide all persons covered by this Policy with appropriate training, so they are made aware of their responsibilities and obligations under the Policy.



Attachment to item number 15.3 -
External Activities and Conflict of Interest Policy



EXTERNAL ACTIVITIES & CONFLICT OF INTEREST POLICY

TITLE	EXTERNAL ACTIVITIES & CONFLICT OF INTEREST POLICY
RESPONSIBLE PERSON	CEO
APPROVED BY COUNCIL	25 JANUARY 2023
RESOLUTION NO	XX/XXXX
AMENDED ON	30 MARCH 2026
RESOLUTION NO	___/____
REVIEW DATE	30 MARCH 2029

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1 AUTHORITY & APPLICATION

Date of approval	DD/MM/2026
Source of approval	Chief Executive Officer
Start Date	DD/MM/2026
Related Council Documents	This Policy should be considered in conjunction with the following policies and procedures: • <i>Code of Conduct Policy</i> • <i>Code of Tenders and Contracts</i> • <i>Customer Service Charter</i> • <i>Disciplinary Policy</i> • <i>Fitness for Work Policy</i> • <i>Issue Resolution</i> • <i>Managing Performance</i> • <i>Risk Management</i> • <i>Workplace Behaviour</i>
Date of Review	DD/MM/2029
Previous policies replaced by this Policy	N/A
Publication of Policy	Sorell Council Intranet, MagiqDocs

2 PURPOSE

The aims of this policy are as far as is reasonably practicable to:

- (a) ensure that employees, contractors and elected members understand their obligations and do not engage in behaviour in breach of this policy;
- (b) recognise Sorell Council's commitment to:
 - i. protect the high ethical standards, fairness, professionalism and integrity of Sorell Council's decision-making processes; and
 - ii. deliver services in an impartial manner where decisions are not affected by self-interest or potential for personal gain;
- (c) recognise the ability of employees, contractors and elected members to have private interests but to balance those with their duty to act in the best interests of Sorell Council;
- (d) ensure the wellbeing of employees, contractors and elected members;
- (e) provide a framework for employees, contractors and the Council to identify, report, manage and monitor conflicts of interest.
- (f) operate with the law, industrial instruments and other Sorell Council policies and procedures.

3 COVERAGE

This policy covers and applies to employees, contractors and the elected members in relation to:

- (a) behaviour at workplace;
- (b) the performance of work for or in connection with Sorell Council; and

(c) conduct outside workplace or working hours if the acts or omissions:

- i. are likely to cause serious damage to the relationship between Sorell Council and an employee, contractor, elected member or visitor to workplace; or
- ii. are incompatible with employees', contractors' or the elected member's duty to Sorell Council; or
- iii. damage or are likely to damage Sorell Council's interests or reputation

4 REQUIREMENTS

(a) Persons covered by this policy are required to:

- i. comply with this policy as lawful and reasonable directions;
- ii. comply with any applicable law;
- iii. not directly or indirectly engage in or aid, abet or encourage behaviour in breach of this policy/ law; and
- iv. meet their duty of care obligations and be accountable for their own safety and the safety of others at the workplace.

(b) Managers/supervisors are required to:

- i. promote this policy within their area of responsibility; and
- ii. take reasonable steps to ensure that any potential breaches of this policy are identified, taken seriously and acted upon appropriately;
- iii. provide reasonable directions to manage declared conflicts of interest are implemented, effective, monitored for ongoing effectiveness and amended as required; and
- iv. ensure obligations relating to the confidentiality of information declared under this policy, are maintained in accordance with Sorell Council's Privacy Policy.

(c) Persons covered by this policy:

- i. are responsible for:
 - A. declaring,
 - B. seeking approval for, and
 - C. participating in discussions to resolve or manage the risk of any situations which may reasonably give rise to actual, perceived or potential conflicts of interest.
 - ii. must avoid, as far as possible, conflicts of interest.
- (d) The CEO and GM - Operations are responsible for the final decision in how any declared actual, perceived or potential conflict of interest will be managed.

5 WHAT IS A CONFLICT OF INTEREST?

- (a) Conflict of interests are actual, potential or perceived conflict between duties or work or services provided to Sorell Council and private interests of an employee, contractor or elected member, in which the employee, contractor or elected member's private interests could improperly influence the performance of work, duties or services provided to Sorell Council by that employee, contractor or elected member.
- (b) A conflict of interest can create a threat to objectivity.
- (c) Conflicts of interests can be:
- i. **actual**, where a real conflict exists between the employee's, contractor's or elected member's private or other interests and their work or duties;
 - ii. **perceived**, where a reasonable bystander would perceive that an employee's, contractor's or elected member's private or other interests may have the potential to create a conflict of interest; or
 - iii. **potential**, where events arise that may develop into an actual or perceived conflict of interest.
- (d) Private interests include the personal, professional or business interests of the employee, contractor or elected member, or of the individuals or groups with

whom the employee, contractor or elected member has a close association such as family, friends, business/close associates and even adversaries.

(e) Conflicts of interest can arise where the employee, contractor or elected member has a Close Personal Relationship with another employee, contractor or elected member or their family.

(f) A **Close Personal Relationship** means relationships which may lead to a conflict of interest, specifically:

- i. family relationships (husband/wife, defacto partner, siblings, parent/child, relationships by marriage such as brother or sister-in-law, etc.);
- ii. emotional relationships which might include sexual relationships or close friendships.

(g) Private interests may be pecuniary or non-pecuniary.

- i. **Pecuniary:** refers to an actual or potential monetary gain or loss for the employee, their family, friends, or close associates. It may occur because of the employee (or related party) owning property, holding an ownership interest or a position in a company bidding for work with Sorell Council, accepting gifts or hospitality, receiving income from a second job etc. Money does not need to physically change hands for an interest to be pecuniary.
- ii. **Non-pecuniary:** refers to an interest that is not monetary but arises from things such as personal or family relationships or involvement in social, cultural, religious or sporting activities. They include any factor which could predispose the employee towards favour or prejudice, resulting from personal relationships/involvement that could bias the employee's judgement or decisions.

6 EXAMPLES OF WHERE CONFLICTS OF INTEREST MAY ARISE

The following list is not exhaustive but is intended to provide a guide. Conflicts of interest may arise if:

(a) you are in a Close Personal Relationship with:

- i. an employee, contractor or elected member;
- ii. someone who has applied for a job with Sorell Council;
- iii. someone who already works for Sorell Council;
- iv. someone who directly or through a business provides goods or services to Sorell Council;

(b) you are on the selection panel for a position someone you are in a Close Personal Relationship has applied for;

(c) you wish to publish a piece of work related to your role at Sorell Council;

(d) you study and wish to use Sorell Council as a topic of your research, or access employees as part of your studies;

(e) you are affiliated with a club or interest group that regularly makes public comment;

(f) you have a personal blog which connects you to Sorell Council;

(g) you have a part-time business where employees of Sorell Council are potential clients;

(h) you have been offered the opportunity to do some private consultancy work that has links to the work you do at Sorell Council;

(i) Sorell Council wishes to purchase something or use the service of a company owned by you, a family member or close associate/friend;

(j) you have been invited to be a guest speaker/give a lecture that has links to work you do in your Sorell Council role;

(k) you oversee a contractor/employee who works for Sorell Council, and you want them to do some work for you in a private capacity;

(l) you wish to access Sorell Council's purchasing power by purchasing items under Sorell Council's name;

- (m) you hold an official capacity (e.g. board member) with an external organisation that has a relationship with Sorell Council;
- (n) you have confidential information about a decision Sorell Council has made that could place you in an advantageous position should you act on it before it becomes public knowledge;
- (o) you are employed by Sorell Council but want to take on or already have a secondary employment outside but related in any way to Sorell Council (the hours of work and commitment to the other position may conflict with your ability to perform your position at the Council to the standard required or safely).

7 DECLARING A CONFLICT OF INTEREST

- (a) Conflicts of interest are sometimes inevitable and are not unethical or wrong by default. The key factor is that the employee declares the interest so that an appropriate assessment can be conducted and mitigating actions implemented.
- (b) Failure to identify or appropriately manage any actual, perceived, or potential conflict of interest may be determined as misconduct or serious misconduct, resulting in possible disciplinary action including termination of employment.
- (c) To demonstrate declaration and avoidance employees and contractors must:
 - i. inform the CEO as soon as they become aware of possible conflicts of interest involving themselves or others and provide all reasonable information about the possible conflict of interest and comply with any directions;
 - ii. reasonably seek approval from the CEO before taking up other employment or engagements outside of their position with Sorell Council;
 - iii. not use or take advantage of any Sorell Council property or information belonging to Sorell Council for personal benefit or for the benefit of any other person.

- (d) Where a matter arises at a Council meeting or a Council committee meeting the individual should declare either in writing or verbally to the chair or other person presiding over the meeting that they have a conflict of interest before the matter is discussed. The declaration must be recorded in the minutes of the meeting.
- (e) When disclosing a real or potential conflict of interest the following information should be provided:
- i. the names of the parties involved;
 - ii. a brief outline of the nature of the conflict;
 - iii. where possible a brief outline of the proposed solution to manage or resolve the conflict; and
 - iv. if for some reason there has been a delay in the disclosure, an explanation for the delay.

8 MANAGEMENT OF CONFLICTS

- (a) Once a conflict has been disclosed those people who need to be involved in managing the conflict will be identified. Those people will then carefully consider what, if anything is required to avoid or mitigate the effects of the conflict and develop a management plan in consultation with the individual taking in to account the seriousness of the conflict and options to reduce risks to Sorell Council.
- (b) Options to manage the conflict might, depending on the circumstances, include:
- i. taking no action;
 - ii. enquiring as to whether all affected parties will consent to the employee, contractor or elected member's involvement;
 - iii. imposing additional oversight or review over the employee, contractor or elected member;

- iv. withdrawing from discussions or voting on a particular item of business at a meeting;
- v. exclusion from a working group or committee while dealing with a particular issue;
- vi. reassigning certain tasks or duties to another person;
- vii. arranging for an independent third party to decide or to audit or oversee the decision-making process;
- viii. increase the number of people on the decision-making committee;
- ix. seek the opinion of others who are likely to be concerned about the conflict of interest;
- x. agreement, undertaking or direction not to do, or to do, something;
- xi. withholding certain confidential information or placing restrictions on access to information;
- xii. transferring the individual either temporarily or permanently to another position or project;
- xiii. relinquishing the private interest;
- xiv. resignation or termination of employment, contract or office.

(c) In relation to proposed secondary employment, business activity or other activity involving sharing of knowledge or information, whether it:

- i. will be performed outside of the normal hours of duty;
- ii. is likely to adversely affect the ability, capacity or credibility to perform the duties required under the contract of employment;
- iii. would give rise to an actual, perceived or potential conflict of interest;
- iv. is likely to result in unreasonable fatigue creating a work health and safety issue or detracting from the ability to perform the role for Sorell Council effectively or to the required standard;

- v. would bring Sorell Council into disrepute;
- vi. could benefit from access to Sorell Council's confidential information or intellectual property;
- vii. is or might use Sorell Council premises, services, equipment, facilities, electronic resources or supplies;
- viii. whether it is performed in such a way as to appear to be an official act or to represent Sorell Council's positions or policies;
- ix. whether it involves the provision of goods and services that could be reasonably expected to be provided as part of the contract of employment.

9 BREACHES

Refusal or failure to:

- (a) reasonably declare;
- (b) reasonably participate in discussions to resolve; or
- (c) take reasonable action as directed to resolve,

an actual, potential or perceived conflict of interest may result in termination of employment, contract or enrolment.

10 ADVICE

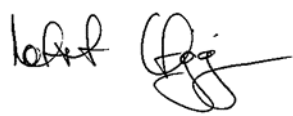
Employees, contractors or elected members who are uncertain as to whether they are in a situation where an actual, perceived or potential conflict of interest exists should seek advice from their manager, CEO or GM - Operations.

11 VARIATION

This policy may be reasonably varied, terminated or replaced by Sorell Council in its sole discretion from time to time.

12 DOCUMENT CONTROL

Version	Date	Description	Author	Approved
1.0	30.03.2026	First Draft	Development Officer Risk & Strategy	CEO



Robert Higgins
Chief Executive Officer

DRAFT

Definitions	
Term	Meaning
Amendment	Council retains the sole discretion to vary, terminate or replace this Policy from time to time. Council will consult before amendments are made and will notify and train those the amendments apply to.
Applicable Laws	All laws in connection with the carrying out of work or the Workplace, including: • <i>Age Discrimination Act 2004 (Cth)</i> • <i>Anti-Discrimination Act 1998 (TAS)</i> • <i>Australian Human Rights Commission Act 1986 (Cth)</i> • <i>Disability Discrimination Act 1992 (Cth)</i> • <i>Fair Work Act 2009 (Cth)</i> • <i>Local Government Act 1993 (TAS)</i> • <i>Racial Discrimination Act 1975 (Cth)</i> • <i>Sex Discrimination Act 1984 (Cth)</i> • <i>Work Health & Safety Act 2012 (TAS)</i> • <i>Workers Rehabilitation & Compensation Act 1988 (TAS)</i>
Breach of Policy	Persons covered under paragraph 3 (Coverage) who engage in Infringing Workplace Behaviour may (as is appropriate and as applicable) be subject to appropriate disciplinary action in accordance with Disciplinary Policy and Procedure (Employees). Infringing Workplace Behaviour may also amount to breaches of Applicable Laws: (a) exposing individuals to legal proceedings; and (b) making Council vicariously liable for the conduct of others.

Confidential Information

Any information, except for information in the public domain other than because of a breach by the Employee disclosed, or communicated to the Employee by, or on behalf of, Council that:

- (a) is marked or designated as 'Confidential';
- (b) would at law be considered secret or 'confidential' information of Council;
- (c) that the Employee might reasonably expect Council to regard as confidential: or
- (d) which comes into the Worker's possession, or is learnt, accessed, or generated by the Worker, during the Worker's employment or engagement, whether the information was originally supplied by the Council; and
 - (i) relates to Council dealings, customer or client lists, financial position and arrangements, funding, transaction, general affairs, contracts entered into, program planning and consultant's advice, promotional information, planning information, equipment and techniques used or any of the above matters for Council's business;
 - (ii) without limiting the generality of the above relates to internal Council management, the structure of Council, information about Workers, Policies, marketing programs, strategies, plans, investments, or aspects of its future operations; or
 - (iii) relates to internal Council management, the structure of the business of Council, Council personnel, marketing programs, strategies, plans, investments, or aspects of its future operations.

Conflict of Interest	An actual, potential or perceived conflict between duties or work or services provided to Council and private interests of a Worker, in which the Employee has private 'interests' which could improperly influence the performance of work, duties or services provided to Council by that Worker. Without limiting the generality of the above, includes any 'interests' identified in the <i>Local Government Act 1993</i> (TAS).
Council	Sorell Council
Council Property	Any real or tangible property (e.g., cash, motor vehicles, plant, and equipment); and any intangible property (e.g., intellectual property and goodwill) owned by Council or in Council's possession or control.
Councillor	An elected member of Council known as a Councillor or Alderman or otherwise meeting the definition of a 'councillor' as defined under section 3 of the <i>Local Government Act 1993</i> (TAS).
Employee	A person who conducts work for Council as an employee of Council.
Chief Executive Officer	The general manager of Council as appointed under section 61 of the <i>Local Government Act 1993</i> (TAS).
Infringing Workplace Behaviour	Any act or omission, which amounts to a breach of any Council policy, contractual obligation or misconduct at common law.

Interpretation of Policy

- (a) The singular includes the plural and vice versa.
- (b) A reference to any legislation includes all delegated legislation made under it and amendments, consolidations, replacements, or re-enactments of any of them.
- (c) A reference to policy or procedure means any approved policies or procedures of Council unless otherwise stated.
- (d) 'Including' and similar expressions are not words of limitation.
- (e) A reference to a document (including this document) is to that document as amended, novated, or replaced unless otherwise stated.
- (f) Where a word or expression is given a particular meaning, other parts of speech and grammatical forms of that word or expression have a corresponding meaning.
- (g) Examples used in this Policy are for illustrative purposes only and are not intended to be exhaustive.
- (h) Unless expressly provided for, this Policy is not in any way incorporated as part of any enterprise agreement and does not form part of any Employee's contract of employment and any applicable enterprise agreement or contract of employment will prevail over this Policy to the extent of any inconsistency.
- (i) It is not intended that this Policy impose any obligations on the Council or those covered by it

	that are unreasonable or contrary to the operation of Applicable Laws. Any obligation, direction, instruction, or responsibility imposed by this Policy must be conducted in a manner that an objective third party would consider to be fair and reasonable considering and in the context of all the relevant Applicable Laws, operational and personal circumstances. Questions relating to the interpretation, application or enforcement of this Policy should be directed to a person's Manager/Supervisor.
Manager/Supervisor	A person at the Workplace who is appointed to a position that has management/supervisory responsibilities for others or their appropriately nominated or authorised delegate.
Nominated Council Delegate	Human Resource Officer and Corporate Administration Officer
Other Persons at the Workplace	Any person at the Workplace who is not an Employee including visitors and ratepayers.
Policy	This Code of Conduct Policy including the 'Authority and Application'.
Pecuniary Interest	A Pecuniary Interest exists where an employee has a direct or indirect financial interest from which there is a reasonable likelihood of a financial gain or loss.
Privileged Information	Any information which is subject to legal professional privilege.

Reporting of Breaches	Persons covered under paragraph 3 (Coverage) must report breaches of Infringing Workplace Behaviour as follows: For breaches by (a) an Employee (other than the General Manager) the report must go to the reporting person's applicable Manager/Supervisor; and/or (b) the General Manager the report must go to the Mayor (or if unavailable to the next appropriately delegated Councillor) and as otherwise required or permitted by Applicable Laws.
Sensitive Information	Personal information or an opinion relating to personal information about individuals': (a) racial or ethnic origin; or (b) political opinions; or (c) membership of a political association; or (d) religious beliefs or affiliations; or (e) philosophical beliefs; or (f) membership of a professional or trade association; or (g) membership of a trade union; or (h) sexual preferences or practices; or (i) criminal record; and (j) health information about an individual.

Training	Council will provide all persons covered by this Policy with appropriate training, so they are made aware of their responsibilities and obligations under the Policy.
Worker	A person who conducts work in any capacity for Council, including work as: (a) an Employee; (b) a contractor or subcontractor; (c) an employee of a contractor or subcontractor; (d) an employee of a labour hire company who has been assigned to work at Council; (e) an outworker; (f) an apprentice or trainee; (g) a student gaining work experience; (h) a volunteer; or (i) Councillor.
Workplace	A place where work is conducted for Council.



Attachment to item number 15.4 -
Code for Tenders and Contracts



CODE FOR TENDERS AND CONTRACTS

TITLE	CODE FOR TENDERS AND CONTRACTS
RESPONSIBLE PERSON	MANAGER INFRASTRUCTURE AND ASSETS
APPROVED BY COUNCIL	DD MMMMM YYYY
RESOLUTION NO	XX/YYYY
PREVIOUS REVIEW	
AMENDED ON	
RESOLUTION NO	
REVIEW DATE	DD MMMMM 2030

DOCUMENT CONTROL				
REV No.	DATE	REVISION DETAILS	REVIEWER	APPROVER
1.0	15/6/2026	Draft formatting	Jo Cooper	

Strategic Plan reference e.g. priority area and strategy	[Insert]
Related policies	[Insert]
Publication of policy	Code and any amendments available for public inspection at council's offices during ordinary office hours. Code available for purchase at reasonable charge Code available on council website

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1 Introduction

This Code for Tenders and Contracts (Code) provides a policy framework on procurement and tendering requirements for Sorell Council.

In this document, "Sorell Council", "we", "us", and "our" refers to Council. "Suppliers" means people or entities that offer goods or services to us - for example, contractors, sub-contractors, or consultants.

The Code applies to Sorell Council, its employees and agents and any Service provider wishing to compete for Sorell Council business or provide goods, services, or works to Sorell Council (including contractors, subcontractors, consultants and other suppliers).

Wherever reasonably possible suppliers engaged by us to source services, will apply the Code when seeking Tenders or Quotations in respect of Sorell Council business from third parties.

2 Legislation

In accordance with Part 16, Division 2A, Section 333A and 333B of the *Local Government Act 1993 (Tas) (Act)*, Council must comply with this Code when acquiring goods and services.

Detail contained in this Code is consistent with the requirements of the *Local Government (General) Regulations 2025 (Tas) (Regulations)*, Regulations 24 – 29 inclusive.

Through the document the "Act" and "Regulations" refers to the legislation identified above.

3 Purpose of the Code for Tenders and Contracts

The Code provides a framework that guides the Council to:

- Ensure compliance with relevant legislation;
- Enhance value for money through fair, competitive, non-discriminatory procurement;
- Promote the use of resources in an efficient, effective and ethical manner;
- Encourage probity, accountability and transparency in decision making;
- Provide reasonable opportunity for competitive local businesses to supply to Council;
- Minimise the cost to suppliers of participating in the tendering process;
- Allow Council to appropriately manage risk; and
- Promote Council's economic, social and environmental plans and policies.

4 Scope - policy vs. procedures

The Code is a key policy document for Sorell Council. Although some procedural detail associated with our tender and contract management systems and processes is

included in this document, additional lower-level detail is contained in procedure documents.

All Councillors and Council staff are required to follow current Sorell Council Policies/procedures as they apply to procurement including:

- Fraud and corruption prevention policy;
- Gifts and benefits policy; and
- Public interest disclosure policy

Consistent with the requirement specified in Regulation 28, Council will establish and maintain contemporary lower-level procedures specific to procurement, to:

- Ensure all potential suppliers are provided with the same information relating to the requirements of an open tender process or contract and are given equal opportunity to meet the requirements;
- Ensure that fair and equitable consideration is given to all tenders or quotations received;
- Deal honestly with and be equitable in the treatment of all potential or existing goods and services providers;
- Ensure a prompt and courteous response to all reasonable requests for advice and information from potential or existing suppliers;
- Minimise the cost to suppliers of participating in the tendering process;
- Protect commercial in confidence information;
- For contracts valued at under \$250,000 (excluding GST), specify when three written quotes are required; and
- Provide for the review of each tender process to ensure that each tender is in accordance with the Regulations and the Code.

Council will also establish and maintain procedures for:

- Amending or extending a tender once it has been released.
- Opening tenders.
- The consideration of tenders that do not fully conform with the tender requirements.
- Handling complaints regarding processes related to the supply of goods or service.

Unsuccessful tenderers enquiry:

- In the first instance, tenderers are to seek resolution through the Manager in charge of the relevant purchasing/tender process. If relevant, tenderers are encouraged to seek a debriefing, if they have not already done so.
- If tenderers are not satisfied with the response provided by the relevant Manager in

charge of the purchasing/tender process, the tenderer is able to write to the CEO providing copies of all correspondence and other relevant material. The CEO will take whatever action is considered necessary to deal with the enquiry.

5 Procurement principles

Sorell Council will have regard to the following principles articulated in Legislation, when acquiring goods and services:

5.1 Open and Effective Communication

The Council will ensure that the purchasing process is impartial, open and encourages competitive offers.

In practice this means that Council will:

- Use transparent and open purchasing processes so that suppliers and the public are able to have confidence in the outcomes;
- Ensure suppliers have access to relevant Council procurement documents;
- Adequately test the market through seeking quotations or via tender as appropriate;
- Provide clear specifications;
- Treat all suppliers consistently and equitably; and
- Ensure a prompt and courteous response to all reasonable requests for advice and information from suppliers.

5.2 Value for Money

The Council will ensure that it is buying at the most competitive price available, but value for money does not mean buying at the lowest price.

In practice this means that Council will consider

- The contribution the good or service makes to achieving Council's strategic plans or policies;
- The value of the acquisition and potential benefits against the costs of that purchase;
- An assessment of risks associated with the purchase including the preferred procurement method;
- How well goods or services meet needs;
- Maintenance and running costs over the lifetime of a product;
- Disposal value;
- Time constraints;
- The impact of the procurement decision on the local economy, such as through industry development and employment creation;

- The impact of the procurement decision on the environment, such as through minimising waste and reducing demand for goods and services which have a direct impact on the environment (such as printing, utilities and travel); and
- The impact of the procurement decision on the society, (social value generated) such as through the elimination of discrimination and the promotion of equal opportunity, training and other identified social objectives.

5.3 Enhancement of the capabilities of the local business industry

The Council will ensure that where local capacity exists it will seek to engage the local market and encourage participation in tender and quotation processes.

In practice this means that Council will:

- Actively seek quotes from local businesses that are able to provide quality goods and or services;
- Where local capability exists, ensure that discretionary elements of specifications do not prevent local business from competing;
- Not give preferential treatment to local suppliers where it cannot be reasonably justified; and
- Offer relevant work to Councils preferred suppliers as appropriate.

5.4 Ethical behaviour and fair dealing

Council will promote procurement practice that is legal, ethical, fair and unbiased. In practice this means that Council will:

- Comply with legal requirements;
- Conduct all business in the best interests of the Council;
- Treat all suppliers equally;
- Ensure that specifications are clear and unbiased;
- Be as effective and efficient as possible when sourcing, ordering and paying for goods and services;
- Expect individuals involved in procurement processes to declare and act upon any conflicts of interest that may be seen to influence impartiality;
- Ensure that any supplier is not provided with information or clarification that is not provided equally to all suppliers;
- Always maintain confidentiality in dealing with suppliers;
- Ensure that conditions of contract are not excessively onerous; and
- Decline gifts or benefits offered by those involved in the procurement process, particularly from suppliers.

5.5 Supplier Expectation

Council expects suppliers to:

- Ensure that they are well acquainted with Council requirements identified in this Code and additional related policies;
- Be familiar with particulars relating to a specific tender and quotation processes including the relevant specifications;
- Not submit a tender or quotation unless they have the financial, technical, physical, management resource or other capabilities to fulfil Council's requirements;
- Not seek to influence a procurement process by improper means or collude with other suppliers;
- Declare and act upon any conflicts of interest that may be seen to influence impartiality;
- Comply with all applicable legislative, regulatory and statutory requirements, including Acts of the Commonwealth and State, regulations, by laws and proclamations made or issued under such Acts and lawful requirements or directions of public and other authorities; and
- Not offer gifts or benefits to a Council officer for the discharge of official business.

6 The Prescribed Amount

The Act and Regulations require that Council invite Tenders for any Contract it intends to enter for the supply or provision of goods or services valued at or above a prescribed amount. The prescribed amount is currently \$250,000 (GST exclusive).

There are however a number of conditions where Council is exempt from inviting tenders – see Regulation, Part 3, Division 1 (28) – Non - Application of the Public Tender process. These circumstances are articulated in section 8 of this Code.

Council may also determine that tenders should be called in certain circumstances as appropriate, including where the estimated value of the purchase is less than the prescribed amount. For example, if the procurement is high risk, complex, likely to involve public scrutiny or if the procurement is in a market that Sorell Council is not familiar with.

7 Calculating the value of a purchase

The dollar value of the purchase may be calculated as follows:

- **single one-off purchase** – the total amount, or estimated amount, of the purchase (excluding GST);
- **multiple purchases** – the gross value, or the estimated gross value, of the

purchases (excluding GST); or

- **ongoing purchases over a period of time** – the annual gross value, or the estimated annual gross value, of the purchases (excluding GST).

Importantly, Council will calculate the value of a purchase to include any potential variations and options.

As per Regulation 23, Council will not split a single procurement activity into 2 or more separate contracts for the primary purpose of avoiding the requirement to publicly invite tenders.

8 Exemption from requirement to tender

The Regulations identify circumstances where council is not required to issue a public tender process.

The exemption circumstances identified in Regulation 27 – Non application of the public tender process are:

- An emergency if, in the opinion of the general manager (CEO), there is insufficient time to invite tenders for the goods or services required in that emergency.
- A contract for goods or services supplied or provided by, or obtained through, an agency of a State or of the Commonwealth.
- A contract for goods or services supplied or provided by another council, a single authority, a joint authority or the Local Government Association of Tasmania.
- A contract for goods or services obtained as a result of a tender process conducted by:
 - another council,
 - a single authority,
 - a joint authority,
 - the Local Government Association of Tasmania or
 - any other local government association in this State or in another State or a Territory or
 - any organisation, or entity, established by any other local government association in this State or in another State or a Territory.
- A contract for goods or services in respect of which a council is exempted under another Act from the requirement to invite a tender.
- A contract for goods or services that is entered into at public auction.
- A contract for insurance entered into through a broker.
- A contract arising when a council is directed to acquire goods or services due

to a claim made under a contract of insurance.

- A contract for goods or services if the council resolves by absolute majority and states the reasons for the decision, being that a satisfactory result would not be achieved by inviting tenders because of:
 - Extenuating circumstances.
 - The remoteness of the locality.
 - The unavailability of competitive or reliable tenderers.
- A contract of employment with a person as an employee of the council.

The CEO will authorise non use of the public Tender process in accordance with the directions identified above.

9 Forms of procurement /purchasing

The Council will, having regard to the procurement principles, regulatory framework and any other factors considered relevant by the Council, in its absolute discretion, determine the appropriate method that will be employed to procure goods and services at any particular time.

A Purchase Order will be issued for all procurement and may be either, a direct purchase, part of a detailed contract, or a full tender package.

Purchase orders are issued in accordance with the "Sorell Council Standard Terms and Conditions of Purchase".

Dependent on scope and value, the procurement methods employed by Sorell Council are identified below:

- To issue a Tender;
- To issue a multistage tender (an EOI as stage one, then a formal Tender as stage 2);
- To purchase through a Standing Contract;
- To make a direct purchase;
- To ask for a quote; or
- To issue a Request for Quotation (RFQ).

9.1 Tender

9.1.1 Tender - Open

An open tender process is an invitation to tender by public advertisement. There are generally no restrictions regarding who can submit a tender; however, suppliers are required to submit all required information and will be evaluated against stated selection criteria.

Consistent with Regulation 25, Council will ensure that when open tenders are used as a method of procurement; the General Manager will invite tenders.

The CEO will advertise the tender locally via the daily newspaper circulating in the municipal area and on Council's website – making the tender available to all qualified and interested bidders.

The public notice will identify:

- Clearly the nature of the goods and or services the Council requires.
- Any identification details allocated to the contract.
- The period within which the tender must be lodged (must be at least 14 days after the date on which the notice is published).

Where the tender must be lodged.

- Details of a person from whom more detailed information relating to the tender may be obtained.

The CEO will ensure that prospective tenderers are provided with details regarding:

- The specifications of the goods and or services required;
- The duration of the contract, including any extensions that are specified in the contract;
- Any mandatory tender specifications and contract conditions;
- Objective criteria for evaluating the contract;
- The method of evaluating tenders against the evaluation criteria;
- Management of tender briefings and communications; and
- A reference to the Council's Code for Tenders and Contracts.

A person submitting a response in relation to a Council public tender must do so in writing, including through approved electronic means.

The Supplier must specify the goods and or services tendered for, provide details of the goods and or services being offered and must lodge the tender within the period specified in the public notice.

The contract is bound by Council's tender conditions.

9.1.2 Tender – Multiple-staged

There are occasions – although usually limited because the process can be resource intensive, where Council may use a multiple-stage tender process. Reference is made to this process in the Regulations at Regulation 27. This usually involves Council issuing a request for expressions of interest as stage 1 and a request for tenders as stage 2.

This tender method will be used by Council to gain knowledge about the market, obtain industry input – where it is unclear what goods and services are available or to shortlist appropriate suppliers before seeking offers.

At each stage in this process, suppliers may be shortlisted to those who are most suited to the specific contract requirements. Suppliers will be evaluated against criteria determined by Council.

Once a short list of potential suppliers is developed, these suppliers may be invited to participate in a closed tender process.

As a first stage in this process, the CEO will request – Expressions of Interest from prospective tenderers.

The CEO will advertise the Expression of Interest locally via the daily newspaper circulating in the municipal area and via Council's website.

The public notice will identify:

- Clearly the nature of the goods and or services the Council requires;
- Contract identification details;
- The period within which the expression of interest must be lodged;
- Where the expression of interest must be lodged – physically or electronically; and
- Details of a person from whom more detailed information relating to the expression of interest may be obtained.

The CEO will ensure that prospective tenderers are provided with details regarding:

- The specifications of the goods and or services required.
- Objective criteria for evaluating the expression of interest.
- The method of evaluating expressions of interest against the criteria.
- Details of any further stages in the tender process.
- A reference to the council's Code for Tenders and Contracts.

The supplier must specify the goods and or services the expression of interest relates to, provide details of the goods and or services being offered and must lodge the expression of interest within the period specified in the public notice.

At the final stage of a Multiple-Stage Tender process, the CEO will invite suppliers who have met the criteria determined by the Council, to Tender for the supply of goods or services.

If only one supplier meets the criteria determined by Council, the Council may contract with that supplier after:

- A Tender from that Supplier; or
- A decision by the absolute majority of the Council to do so.

The CEO is to ensure the consistency of the criteria used at each stage of the Multiple-Stage Tender process.

A person submitting a response in relation to a Council Expression of Interest must do so in writing.

9.1.3 Sorell Council Tender Limit

Sorell Council policy is that for purchase estimates greater than \$250,000 ex GST, a tender process should be used unless reasons for exemption can be satisfied. Reasons for exemption are identified in section 8.

Purchase Estimate	Minimum Requirement
\$250,000 and greater	• Public Tender Process unless exemption. • Consistent with the Act, Council will advertise each tender at a minimum in the Mercury newspaper for a minimum two-week period. Other advertising may be utilised as required to be run concurrently. • Each tender will be advertised on Council's website. • At least one tender from a local business (if available). • LGAT Procurement Standing Contracts may be used (RFQ) rather than a full tender.

9.2 Ongoing supply arrangements – Goods and Services

9.2.1 Standing contract

Council may implement our own standing contracts, or we may make use of standing contracts that have been negotiated for example, for Tasmanian Councils, by the Local Government Association of Tasmania or via similar arrangements.

A standing contract is established through an open tender process, under which a single tenderer or multiple tenderers may be contracted for a specified period to provide particular goods or services during that period, without the need for a further tender process. Reference is made to this process in the Regulations at Regulation 24.

Suppliers to be included on a standing contract panel will be selected following an evaluation process.

Contract terms and conditions are agreed in the establishment of the panel, so there is no need for a further tender process to engage panel members to provide specific goods or services as set out in the standing contract. Purchases can be made via a quotation process even if above the current prescribed limit (\$250,000).

9.2.2 Multiple use register

A multiple use register is a list, intended for use in more than one procurement process of qualified providers, who have satisfied basic conditions for participation or inclusion on the register.

Reference is made to the multiple use register process in the Regulations at Regulation 25.

Council may establish a multiple use register of suppliers who meet criteria established by the Council in respect to the supply of particular categories of goods or services.

Sorell Council will typically use the register for purchases under the prescribed amount excluding GST.

A quotation process will be used when purchasing via the Multiple Use Register according to the described Sorell Council value thresholds.

Council will invite Tenders for a contract for the supply of goods and or services from Suppliers included on a multiple use register for a particular category of goods and or services when the expected purchase is above the tender limit.

Essential procedural requirements include that, the Council will invite applications from suppliers for inclusion on a multiple use register by advertising locally via the daily newspaper circulating in the municipal area and via Council's website.

The public notice will identify:

- Clearly, the nature of the goods and or services the Council requires;
- Any identification details associated with the register;
- The period within which the application must be lodged;

- Where the application must be lodged; and
- Details of a person from whom more detailed information relating to the multiple use register may be obtained.

The CEO will ensure that applicants are provided with information regarding:

- The specifications of the goods and or services required;
- The criteria for evaluating the applications;
- The method of evaluating applications against the criteria; and
- A reference to the council's Code for Tenders and Contracts.

Council may accept an application for inclusion on the multiple use register or reject an application.

If Council rejects the application, the CEO will advise the applicant of the reasons for rejection.

If Council accepts the application the CEO will advise the applicant of the category their application will be included in on the multiple use register.

The multiple use register will be reviewed by Council at least every 2 years.

Council will allow a supplier to apply for inclusion on the multiple use register at any time unless the supplier has made an application in the previous 12 months and the application has not been accepted.

10 Non-tender – processes for acquisition of goods or services

While open and fair competition may often best be achieved by undertaking a public tender process where all interested parties have an opportunity to bid, there are times when this practice is unnecessarily administratively burdensome and will not deliver the most advantageous outcome for the Council. In such instances, other market approaches may be more appropriate. The Act describes these options. They are listed below as they apply to Council.

It will be considered a serious breach of the Code to intentionally split purchases to avoid requirement for obtaining the required amount of supplier quotations or to avoid a tender process.

11 Sorell Council value thresholds

11.1 Purchase Orders

Purchase Orders usually have limited terms and conditions and detail specific items that are to be purchased.

Purchase Order Terms and Conditions for Council should routinely be included or referenced within each Purchase Order.

A simple purchase order may be used for low value, low risk goods and services and will not be used for non-routine, high value and high-risk goods and services.

The value thresholds that relate to Council purchasing, aligned with purchasing methods outlined in the Act are provided below.

11.2 Direct Purchasing

This is where Council purchases from a single source, without first obtaining competitive bids. This method will be used only for very low value, low risk goods and services.

Purchase Estimate	Minimum Requirement
\$30,000 and below	• Verbal quote. • Purchase order raised. • Refer to quote. • Corporate card should be used if available.

11.3 Quotations

This is where Council will only enter into a contract where quotations from suitable suppliers able to provide the goods or services have been sought.

Records must be kept of quotations received and quotations approved. If written quotations cannot be obtained Council must keep detailed written records of the oral quotation obtained including details of the commercial terms of the quotation. This method may be used for low value, low risk goods and services.

Purchase Estimate	Minimum Requirement
\$30,001 to \$99,999	• Seek a minimum of three written quotes where practicable from capable suppliers unless an approved exemption applies. • At least one quote should be sought from a local business where available. • Purchase Order to be raised with reference to the successful quote. • All quotes obtained to be attached to the Purchase Order and retained in Council's records.

11.4 Request for Quotations (RFQ)

This is a more formal quotation process. Council will enter into a contract where 3 written (including email) quotations from suitable suppliers able to provide the goods and or

services have been sought. Where less than 3 suitable suppliers are reasonably available, records outlining this circumstance will be kept.

Council must keep detailed written records of the quotations obtained including details of the commercial terms of the quotation.

Goods and or services (at any amount – including above the prescribed amount) may be purchased through standing contracts established in accordance with Regulation 28 – such as those put in place for councils by LGAT, using a simple RFQ. Use of LGAT panel arrangements as a purchasing option for Councils is justified under the Regulations – see section 8.

Records are to be kept of all quotations received and if written quotations cannot be obtained, then Council must keep detailed written records of the verbal quotation including details of the commercial terms of the quotation.

Purchase Estimate	Minimum Requirement
From \$100,000 to \$250,000	• Seek three written quotes from suppliers. Quotes may be accessed through LGAT panel arrangements via LGAT Vendor Panel. • Purchase order raised with reference to successful quote. • All quotes attached to purchase order. • The Council requires this value range to be treated similar to a tender panel, showing evaluation attributes, weightings and scorings. • A project panel of three will conduct the evaluation scorings. • The recommendation should be approved by the general manager or delegate. • A contract should be used in addition to a purchase order and all relevant documentation needs to be held in appropriate records system.

12 CEO/General Manager Operations discretion

CEO/General Manager Operations have discretionary authority for the following:

- to allow for a reduced number of quotes in any particular situation and or
- to appoint a sole supplier or a particular service provider.

A CEO authorisation needs to be in writing and saved to the Purchase Order along with the relevant quotes.

Purchasing goods and services through LGAT Procurement contracts is a strong option for Council. These contracts have been specifically developed for councils in Tasmania and save councils time and money.

Purchasing through this mechanism still requires adherence to the above quote requirements. Items with a financial value above the Prescribed Amount/tender limit may be legitimately purchased through LGAT Procurement via a simple RFQ rather than full tender process.

13 Strategic alliances

Pursuant to Regulation 28, Council may choose to procure goods and services through contract arrangements already established and administered by other organisations,

including the Local Government Association of Tasmania, State Government contracts and any other purchasing group of which Council is a member and permitted by Regulations.

Council may purchase through LGAT contracts via Request for Quotation, for purchases at any amount including above the prescribed limit (avoiding the requirement to tender).

14 Non-price considerations

Council will ensure that it is buying at the most competitive price available but quantifying the value of a purchase does not simply mean buying at the lowest price. Specific non price related matters that we will consider are identified at 5.2 Value for Money and include social, sustainable and environmental considerations along with matters such as Total Cost of Ownership, quality and delivery timeframes.

15 Goods and Services Tax (GST)

All procurement thresholds are GST exclusive. Tenders and quotations must be sought on a GST exclusive basis.

16 Extension of contracts entered into by tender

Consistent with Regulation 24, Council may extend a contract entered into: as specified in the contract or if the contract does not specify extensions, by an absolute majority.

17 Engaging a third party to manage a procurement process

Council may engage third parties to manage the procurement process for individual projects. The use of a third party as an agent or consultant to advise on, arrange or manage a procurement process does not exempt Council from complying with Council procurement framework, policy and procedures.

If we engage a third party to manage a procurement, we will ensure that contractual arrangements with the third party are such that the third party is required to comply with the Code and procurement policy and procedures.

18 Work health and safety

By submitting and accepting goods and service contracts, the supplier guarantees that all work shall be executed in compliance with Council's Work Health and Safety (WHS) Management Plan

Relative to the engagement, suppliers will be required to present a comprehensive Workplace Health and Safety program as part of their submission.

19 Delegation

Any delegations associated with procurement and purchasing are recorded in the Council Delegations Register.

20 Breach of the code

Sorell Council will take all reasonable steps to comply with this Code.

We will not be liable in any way to a supplier or any person for a breach of the Code. If any employee of the Council, or a body controlled by the Council, breaches the Code, we may take disciplinary action if, in our absolute discretion, we consider it desirable to do so.

21 Accountability

Consistent with Section 333B of the Act, as a measure of accountability and transparency, we will make a copy of this Code and any amendments, available for public inspection at the Council's offices during ordinary office hours, make copies of this Code available for purchase at reasonable charge. Council will also publish a copy of the Code on our website.

22 Reporting procedures

Council is obliged to report at a minimum on a series of procurement matters.

22.1 Procurement at or above the prescribed amount, \$250,000

As per Regulation 30 Council will report in its Annual Report details of any contract for the supply or provision of goods and or services valued at or above the currently legislated prescribed amount of

\$250,000 (excluding GST), that is entered into in the financial year to which the annual report relates.

22.2 Procurement exceeding \$100,000, but less than \$250,000

As per Regulation 30 Council will report in its Annual Report details of any contract for the supply or provision of goods and or services between \$100,000 and \$250,000 (excluding GST), that is entered into in the financial year to which the annual report relates.

11 Review of the code

Consistent with the requirements identified in Section 333B of the Act, Council will formally review this Code at least every 4 years.

The Code may be modified on an as needs basis from time to time by Council to reflect changed operational requirements.

11.1 Detail to be reported

Detail that will be reported for 23.1 and 23.2 at a minimum as required under the Regulations is:

- A description of the contract;
- The period of the contract;
- The periods of any options for extending the contract;
- The value of any tender/contract awarded (excluding GST);

- The business name of the successful contractor; and
- The business address of the successful contractor.

11.2 Emergency Provision

As per Regulation 30 Council will report in its Annual Report, the details of all instances where non application of the public tender process has been applied as a result of an emergency, where in the opinion of the CEO, there was insufficient time to invite tenders for the goods and services required in that emergency.

11.3 Other Circumstances

As per Regulation 30 Council will report in its Annual Report, the details of all instances where non application of the public tender process (Regulation 28) has been applied because Council agreed by absolute majority, that a satisfactory result would not have been achieved if tenders were invited because of:

- extenuating circumstances;
- the remoteness of the locality;
- the unavailability of competitive or reliable tenderers; or
- a contract of employment with a person as an employee of the Council.

Detail that will be reported for 23.4 and 24.5 at a minimum as required under the Regulations is:

- a description of the reason for not inviting public tenders;
- a description of the goods and or services acquired;
- the value of the goods and or services acquired; and
- the name of the supplier.

In addition to ensuring the above reporting occurs, as per Regulation 28, the General Manager will establish and maintain procedures for reporting to Council circumstances where a public tender or quotation process was not used and reasonably should have been.

APPENDICES – PROCUREMENT PROCEDURES

PROCUREMENT PROCEDURE: EXEMPTION FROM REQUIREMENT TO TENDER

1. Purpose

This procedure sets out how Council will apply exemptions to the requirement to invite public tenders, in accordance with Regulation 24 of the *Local Government (General) Regulations 2025*. It ensures that exemptions are used lawfully, appropriately, and transparently.

2. Scope

This procedure applies to all Council officers involved in the procurement of goods or services where the estimated contract value would normally trigger a public tender under the *Local Government Act 1993 (Tas)* and associated regulations.

3. Legislative Context

Under Regulation 28 – Non-application of the public tender process, Council is not required to invite public tenders where certain conditions apply. This regulation provides flexibility in procurement while maintaining accountability.

4. Application of Exemptions

Council may apply one of the following exemptions where relevant. The use of any exemption must be documented and approved in line with Council's procurement policy and delegations.

4.1 Emergency procurement

A public tender is not required where, in the opinion of the General Manager, there is insufficient time to invite tenders due to an emergency.

4.2 Procurement through government agencies

An exemption applies where the goods or services are:

- Supplied by or obtained through an agency of a State or the Commonwealth.

4.3 Procurement from other councils or local government entities

An exemption applies where the goods or services are:

- Supplied by another council, a single authority, a joint authority, or
- Provided by the Local Government Association of Tasmania (LGAT).

4.4 Use of existing tender processes by other entities

An exemption applies where the goods or services are obtained as a result of a tender process conducted by:

- Another council
- A single authority

- A joint authority
- The Local Government Association of Tasmania
- Any other local government association in any Australian state or territory
- Any entity established by a local government association in any Australian state or territory

4.5 Statutory exemption

An exemption applies where another Act specifically exempts the Council from inviting a public tender.

4.6 Public auction

An exemption applies where the goods or services are purchased at public auction.

4.7 Insurance through a broker

An exemption applies for contracts for insurance entered into through a registered insurance broker.

4.8 Insurance claim-related procurement

An exemption applies where Council is directed to acquire goods or services as part of settling a claim made under a contract of insurance.

4.9 Council resolution by absolute majority

An exemption may apply where Council resolves by **absolute majority** that a public tender is unlikely to achieve a satisfactory result, due to:

- Extenuating circumstances
- The remoteness of the locality
- The unavailability of competitive or reliable tenderers

The resolution must clearly state the reason for the decision and must be recorded in Council's meeting minutes.

4.10 Employment contracts

An exemption applies to contracts of employment between the Council and individuals engaged as employees.

5. Documentation and Approval

All exemptions must be:

- Justified with a written statement outlining the applicable exemption
- Approved by the relevant delegated authority
- Supported by evidence (e.g. emergency declaration, broker advice, auction results, or Council resolution)

- Recorded in Council's procurement and contract management system

6. Responsibilities

Council officers must:

- Confirm whether an exemption applies before proceeding without a public tender
- Ensure all documentation is complete, accurate and retained
- Seek advice from the procurement team or legal adviser if unsure about exemption eligibility
- Maintain probity and transparency in all procurement activities

7. Related Documents

- *Local Government Act 1993 (Tas)*
- *Local Government (General) Regulations 2015, Regulation 28*
- Council Procurement Policy
- Council Code for Tenders and Contracts
- Council Delegations Register

8. Review

This procedure will be reviewed every two years or earlier if required by legislative or policy change.

PROCUREMENT PROCEDURE: USE OF STRATEGIC ALLIANCES FOR PROCUREMENT

1. Purpose

This procedure outlines how Council may procure goods and services through strategic alliances, including procurement arrangements established by the Local Government Association of Tasmania (LGAT), the National Procurement Network (NPN), and government entities. These arrangements allow Council to leverage aggregated purchasing power, reduce administrative effort, and ensure compliance with procurement legislation.

2. Scope

This procedure applies to all Council officers involved in the procurement of goods and services, including those valued above the prescribed tender threshold.

3. Legislative Context

Under Regulation 28 of the Local Government (General) Regulations 2025, Council is exempt from undertaking a public tender process where goods or services are obtained through:

- Contracts established by the Local Government Association of Tasmania (LGAT)
- Entities established by local government associations in other states or territories
- The State or Commonwealth Government, or their agencies

4. LGAT Procurement

LGAT Procurement is a dedicated procurement service operated by the Local Government Association of Tasmania. It offers Tasmanian councils access to a wide range of pre-established panel contracts for goods and services.

Key benefits of using LGAT Procurement include:

- Aggregated purchasing power to achieve better pricing
- Reduced time and costs associated with tendering
- Risk mitigation through pre-vetted suppliers and contracts
- Support for local suppliers through inclusive panel arrangements
- Reduced duplication and streamlined procurement processes

Council may access LGAT Procurement panels for purchases of any value, including those above the prescribed tender threshold. Use of LGAT panels is not mandatory but is strongly encouraged where appropriate and beneficial.

5. National Procurement Network (NPN)

The National Procurement Network (NPN) extends the benefits of LGAT Procurement by connecting local government procurement services across Australia.

NPN members include:

- Local Government Association of Tasmania
- Local Buy Pty Ltd (Queensland)
- MAV Procurement (Victoria)
- Local Government Procurement Pty Ltd (New South Wales)
- Western Australian Local Government Association
- Local Government Association of Northern Territory
- Local Government Procurement South Australia

Council may access NPN panel arrangements for any procurement value, including amounts above the prescribed threshold. These arrangements are considered compliant with Regulation 27 and do not require separate tendering by Council.

6. State and Commonwealth Government Procurement Arrangements

Council may also purchase goods and services through contracts or panels established by:

- The Tasmanian Government
- Other State Governments
- The Commonwealth Government or its agencies

These procurement arrangements may be used without triggering the requirement for a public tender, provided they were established through a competitive procurement process that complies with relevant legislative requirements.

7. Responsibilities

If a decision is made to use a Strategic Alliance for procurement, Council officers must:

- Confirm whether a proposed purchase is available through LGAT Procurement, the NPN, or a government contract
- Ensure that the goods or services meet Council's needs and represent value for money
- Document the use of strategic procurement arrangements in the procurement file
- Obtain appropriate internal approvals in accordance with Council's Delegations Register
- Seek procurement advice where needed to confirm eligibility

8. Related Documents

- *Local Government Act 1993 (Tas)*
- *Local Government (General) Regulations 2015, Regulation 28*
- Council Procurement Policy

- Council Code for Tenders and Contracts
- LGAT Procurement and NPN Guidelines
- Council Delegations Register

9. Review

This procedure will be reviewed every two years or earlier if legislative changes or operational requirements warrant revision.

PROCUREMENT PROCEDURE: CALCULATING THE VALUE OF A PURCHASE

1. Purpose

This procedure outlines how Council will calculate the value of a purchase for procurement purposes. It ensures that procurement activities are assessed accurately and in compliance with legislative requirements, including those under the *Local Government (General) Regulations 2025*.

2. Scope

This procedure applies to all Council officers responsible for planning, approving or undertaking procurement activities. It supports consistent decision-making when determining the appropriate procurement method, including whether a public tender is required.

3. Legislative Context

Under Regulation 24 of the *Local Government (General) Regulations 2025*, Council must not split a single procurement activity into multiple contracts to avoid the requirement to publicly invite tenders.

Procurement value must be calculated fairly, accurately, and with regard to the total likely cost of the goods or services over the life of the contract, including potential variations and options.

4. Determining the Purchase Value

The method for calculating the purchase value depends on the nature of the procurement activity.

4.1 One-off purchases

For a single, one-off purchase, Council will calculate:

- The total amount or estimated amount of the purchase, excluding GST

4.2 Multiple purchases

For purchases involving multiple transactions, Council will calculate:

- The gross value or estimated gross value of all purchases, excluding GST

This includes scenarios where purchases are made in instalments or through multiple related orders.

4.3 Ongoing or periodic purchases

For ongoing purchases made over a period of time, Council will calculate:

- The annual gross value or estimated annual gross value, excluding GST

This applies to subscriptions, licenses, maintenance contracts, or supply arrangements with regular or recurring payments.

4.4 Inclusion of variations and options

Council will include in its value calculation:

- Any known or anticipated variations, extensions or optional components of the contract

This ensures the full financial exposure of the procurement is considered.

5. Prohibition on Contract Splitting

Council must not divide a single procurement activity into two or more separate contracts for the purpose of avoiding the requirement to invite public tenders.

Splitting procurement activities in this way is a breach of Regulation 24 and may result in disciplinary action or audit findings.

6. Responsibilities

Council officers must:

- Calculate the value of a purchase accurately and in accordance with this procedure
- Consider the total cost over the entire term of the contract, including options and extensions
- Document the estimated procurement value in procurement records
- Seek advice from the procurement team where the valuation is uncertain or complex
- Avoid practices that may be seen as contract splitting

7. Related Documents

- *Local Government Act 1993 (Tas)*
- *Local Government (General) Regulations 2025, Regulations 24 and 25*
- Council Procurement Policy
- Council Code for Tenders and Contracts
- Council Delegations Register

8. Review

This procedure will be reviewed every two years or earlier if required by changes to legislation or Council policy.

PROCUREMENT PROCEDURE: EXTENSION OF CONTRACTS ENTERED INTO BY TENDER

1. Purpose

This procedure outlines how Council may extend contracts that were originally entered into through a public tender process. It ensures compliance with Regulation 24 of the *Local Government (General) Regulations 2025* and supports sound contract management practices.

2. Scope

This procedure applies to all Council contracts that:

- Were awarded following a public tender process, and
- Are being considered for extension, either under terms specified in the original contract or through a Council resolution

3. Legislative Context

Under Regulation 24(5) of the *Local Government (General) Regulations 2025*, Council may extend a contract entered into by tender if:

- The contract includes provision for extension, or
- Council resolves, by absolute majority, to extend the contract despite no such provision being stated in the contract

4. Extension Scenarios

4.1 Extension in accordance with contract terms

If a contract includes an option to extend, Council may approve an extension by:

- Ensuring the extension is exercised in accordance with the contract's terms and conditions
- Confirming that the extension offers continued value for money and supplier performance remains satisfactory
- Documenting the extension approval, including endorsement by the relevant delegated authority

4.2 Extension without a contractual provision

If a contract does not include an option for extension, Council may still extend the contract if:

- A resolution is passed by absolute majority at a Council meeting
- The reasons for the extension are clearly documented, including:
 - Ongoing need for the goods or services

- Risk, cost, or inefficiencies associated with re-tendering
- Supplier performance and value for money
- The extension period is reasonable and justified in the circumstances

5. Approval and Documentation

All contract extensions must be:

- Reviewed by the responsible officer and assessed for compliance with Council's procurement policy and contract management procedures
- Approved in accordance with Council's Delegations Register
- Supported by a formal contract variation, amendment, or extension agreement
- Documented in Council's contract management system, including reasons for the decision and relevant approvals

6. Responsibilities

Council officers must:

- Review contract terms prior to initiating an extension
- Monitor contract expiry dates and plan for extensions or re-tendering in advance
- Seek legal or procurement advice where necessary
- Ensure Council resolution is obtained if required
- Maintain accurate records of all decisions and approvals

7. Related Documents

- *Local Government Act 1993 (Tas)*
- *Local Government (General) Regulations 2025, Regulation 24*
- Council Procurement Policy
- Council Code for Tenders and Contracts
- Council Delegations Register
- Contract Management Guidelines

8. Review

This procedure will be reviewed every two years or earlier if required by legislative change or operational needs.

PROCUREMENT PROCEDURE: ENGAGING A THIRD PARTY TO MANAGE A PROCUREMENT PROCESS

1. Purpose

This procedure outlines the requirements for engaging third parties to manage procurement processes on behalf of Council. It ensures that Council's procurement framework, policies, and procedures are fully complied with, even when external agents or consultants are involved.

2. Scope

This procedure applies to all Council officers who engage third-party agents, consultants, or contractors to manage or support procurement activities for Council projects or services.

3. Legislative and Policy Context

Council's procurement activities must comply with:

- *Local Government Act 1993 (Tas)*
- *Local Government (General) Regulations 2025*
- Council Procurement Policy
- Council Code for Tenders and Contracts

Engaging a third party does not exempt Council from these requirements.

4. Requirements for Engaging a Third Party

When engaging a third party to advise on, arrange, or manage a procurement process, Council must:

- Ensure the engagement is documented through a formal contract or agreement
- Include explicit contractual clauses requiring the third party to comply with Council's procurement framework, policies, and procedures
- Require the third party to act in the best interests of Council and maintain transparency, fairness, and accountability throughout the procurement process
- Clearly define the scope of the third party's role, responsibilities, and reporting obligations to Council

5. Responsibilities

5.1 Council Officers

- Ensure all contracts with third parties managing procurement include compliance clauses with Council's procurement framework
- Monitor and oversee third-party activities to verify adherence to Council policies and legislative requirements

- Maintain records of third-party engagements and procurement outcomes
- Seek advice from the Procurement Team where contractual or compliance issues arise

5.2 Third Parties

- Comply fully with Council's procurement framework, policies, and procedures
- Act impartially and ethically in managing the procurement process
- Provide timely and accurate information and reporting to Council officers
- Declare any conflicts of interest and manage them in accordance with Council requirements

6. Related Documents

- *Local Government Act 1993 (Tas)*
- *Local Government (General) Regulations 2025*
- Council Procurement Policy
- Council Code for Tenders and Contracts
- Contract Management Procedures

7. Review

This procedure will be reviewed every two years or as required by legislative or policy changes.

PROCUREMENT PROCEDURE: WORK HEALTH AND SAFETY IN PROCUREMENT

1. Purpose

This procedure outlines Council's requirements to ensure compliance with Work Health and Safety (WHS) obligations during the procurement of goods and services. It ensures that all suppliers and contractors meet Council's standards for safety and risk management, including insurance and indemnity requirements.

2. Scope

This procedure applies to all Council officers involved in procurement activities and to all suppliers, contractors, consultants, and third parties engaged by Council.

3. Legislative and Policy Context

Procurement activities must comply with:

- *Work Health and Safety Act 2012 (Tas)* and associated Regulations
- Council's Work Health and Safety Policy and Procedures [WHS management plan](#)
- Council Procurement Policy
- Council Code for Tenders and Contracts

4. Work Health and Safety Requirements in Procurement

Council requires that all procurement activities:

- Comply with all applicable WHS legislation and regulations
- Ensure suppliers and contractors demonstrate their capacity to perform work safely
- Include WHS criteria in tender and quotation evaluation processes
- Require suppliers and contractors to implement appropriate risk controls during contract delivery
- Monitor WHS performance throughout the contract term

5. Insurance and Indemnity Requirements

Council requires that suppliers and contractors provide evidence of the following insurance policies, as applicable to the goods or services being procured:

- **Public Liability Insurance** – minimum coverage as specified in the contract
- **Products Liability Insurance** – where applicable
- **Professional Indemnity Insurance** – where professional services are provided
- **Workers Compensation Insurance** – in accordance with legislative requirements

- **Contractual Indemnities** – suppliers and contractors must indemnify Council against liabilities arising from their acts or omissions during contract performance

Suppliers must provide current certificates of currency and comply with Council's insurance requirements before contract commencement.

For Building, Construction, and Consultancy Services

1. Principal-Arranged Contract Works & Public Liability Insurance

This is mandatory for building and construction works:

- Major works valued at \$500,000 or more must use this arranged policy.
- Minor works valued between \$50,000 and \$500,000 also require it unless a risk assessment deems it unnecessary.
- If the coverage is insufficient, the contractor must arrange additional insurance at their cost

2. Professional Indemnity (PI) & Public Liability (PL) Insurance for Consultants

Guidelines for building, construction, and maintenance consultants stipulate:

- Minimum Public Liability: \$5 million
- Minimum Professional Indemnity: \$1 million
However, Council should conduct a risk assessment and increase these levels as warranted by project complexity.
- For "Design and Construct" or "Develop and Construct" contracts, PI should be at least \$1 million or 20% of the contract value, whichever is greater, with a maximum of \$5 million.
- Council must obtain Certificates of Currency to confirm insurance is current and adequate.

3. General Goods & Services Contracts

For non-construction-related procurement:

- Standard guidance suggests default or exemplary insurance levels (e.g., \$20 million PL and \$10 million PI)- but risk assessments should determine actual requirements.

6. Responsibilities

6.1 Council Officers

- Include WHS and insurance requirements in procurement documentation
- Verify insurance coverage and indemnities prior to contract award
- Monitor supplier compliance with WHS obligations throughout contract delivery
- Report and manage any WHS incidents involving suppliers in accordance with Council policy

6.2 Suppliers and Contractors

- Comply with all WHS legislation, Council policies, and contractual obligations
- Maintain required insurance policies with current coverage
- Implement safe work practices and risk management controls
- Report WHS incidents and cooperate with Council investigations

7. Related Documents

- *Work Health and Safety Act 2012 (Tas)*
- Council Work Health and Safety Policy [WHS management plan](#)
- Council Procurement Policy
- Council Code for Tenders and Contracts
- Contract Management Procedures
- Insurance and Indemnity Guidelines [link or insert]

8. Review

This procedure will be reviewed every two years or as required by changes in legislation or Council policy.

PROCUREMENT PROCEDURE: BREACH OF THE CODE

1. Purpose

This procedure outlines Council's approach to managing breaches of the Procurement Code by Council employees, controlled bodies, and suppliers, ensuring accountability and integrity in procurement activities.

2. Scope

This procedure applies to all Council employees, bodies controlled by Council, and suppliers engaged by Council.

3. Compliance

Council commits to full compliance with the Procurement Code in all procurement activities.

4. Breach by Council Employees or Controlled Bodies

- If a Council employee or a body controlled by Council breaches the Procurement Code, Council may, at its absolute discretion, initiate disciplinary action.
- Disciplinary actions will be conducted in accordance with Council's relevant human resources policies and procedures.
- Council will determine the appropriate response based on the severity and circumstances of the breach.

5. Breach by Suppliers

- If a supplier breaches the Procurement Code, Council may, at its absolute discretion, take appropriate action.
- Actions may include but are not limited to:
 - Issuing warnings or notices
 - Suspension or termination of contracts
 - Exclusion from future procurement opportunities
 - Pursuing legal remedies where applicable

6. Reporting and Investigation

- All suspected breaches must be reported promptly to the relevant Council officer or procurement manager.
- Council will investigate reported breaches in a fair, timely, and confidential manner.

7. Responsibilities

- Council officers must monitor compliance and report any suspected breaches.

- The Procurement Team or delegated officers will manage investigations and enforcement actions.
- Suppliers must comply with the Code and cooperate with Council in any investigations.

8. Documentation

- Records of breaches, investigations, outcomes, and disciplinary or enforcement actions will be maintained securely by Council.

9. Review

This procedure will be reviewed every two years or as required by legislative or policy changes.

PROCUREMENT PROCEDURE: TENDER ASSESSMENT PROCEDURE

1. Purpose

The purpose of this procedure is to provide a consistent framework for establishing evaluation arrangements, assessing tenders, documenting outcomes, obtaining approvals and managing communications with tenderers.

2. Scope

This procedure applies to all tender processes undertaken by Council for the procurement of goods and services unless an alternative process is expressly approved under the Code or other applicable legislative or policy requirements.

3. Responsibilities

3.1 Contract Owner

The contract owner is responsible for preparing the evaluation plan, coordinating the evaluation process, ensuring records are maintained and preparing the evaluation report.

3.2 Evaluation Panel Members

Evaluation panel members are responsible for assessing submissions objectively, declaring conflicts of interest and documenting reasons for their scoring.

3.3 Relevant delegated officers

Relevant delegated officers are responsible for approving key process decisions and award recommendations in accordance with Council's delegations.

4. Procedure

4.1 Establish the evaluation framework before release

The contract owner must prepare an evaluation plan before the request for tender is released. The evaluation plan must identify the evaluation panel, any technical advisers, probity controls, mandatory requirements, weighted criteria, scoring scale, moderation method, approval pathway and recordkeeping requirements. For higher-risk or higher-value procurements, Council should consider appointing an independent probity adviser or probity reviewer.

4.2 Form the evaluation panel

The evaluation panel should ordinarily comprise at least three suitably qualified officers with operational, technical and procurement capability relevant to the procurement. All panel members and advisers must declare actual, potential or perceived conflicts of interest before accessing submissions and again if circumstances change. Any conflict must be managed and recorded before the evaluation proceeds.

4.3 Conduct a mandatory compliance assessment

Each submission must first be assessed on a pass/fail basis against the mandatory requirements stated in the request documentation. This may include lodgement by the

closing time, signed offer forms, acceptance of key contract conditions, required licences and insurances, work health and safety information, financial and statutory declarations, and compliance with minimum technical requirements. A non-conforming tender may only proceed where this is permitted by the request documentation and where the reasons are documented and approved in accordance with Council procedure.

4.4 Assign criteria weightings

Example weightings are indicative only, should be tailored to the procurement and are for internal use only.

Criterion	Weighting (example only)	Typical considerations
Price / whole-of-life cost	30%	Tendered price, schedule of rates, operating costs, maintenance, disposal and value for money over the contract term
Capability and relevant experience	20%	Relevant projects, personnel capability, references and past performance
Methodology and technical solution	20%	Understanding of scope, delivery method, innovation, quality assurance and fit for purpose
Risk, WHS and contract management	15%	Risk identification, safety systems, program, governance, subcontractor management and business continuity
Local, economic, social and environmental benefit	15%	Local participation, apprenticeships, social value, environmental outcomes and community benefit where relevant

Where the procurement is for provision of service, is routine and/or low risk, Council may adopt a simpler model, for example:

- Price 40%,
- Capability 25%,
- Methodology 20% and
- Risk/WHS 15%.

Where the procurement is complex, high risk, strategic or construction-related, Council may increase the weighting applied to non-price criteria. Weightings must total 100% and must not be changed after the request has been released unless the process is formally amended for all respondents.

Evaluation methodologies must be set before release and not altered during the process.

4.5 Use a consistent scoring scale

Each non-price criterion should be scored by panel members using a consistent scale before moderation.

A five-point scale may be used:

0 = unacceptable or no evidence;

1 = poor;

2 = adequate;

3 = good;

4 = very good;

5 = excellent.

Scores should be supported by concise written reasons linked to evidence in the submission. Price must be evaluated using the method disclosed in the evaluation plan and request documentation, such as comparison of conforming tendered price, schedule rates or whole-of-life cost.

Scores should be supported by concise written reasons linked to evidence in the submission. Price must be evaluated using the method disclosed in the evaluation plan and request documentation, such as comparison of conforming tendered price, schedule rates or whole-of-life cost.

4.6 Moderate and verify the evaluation

After initial scoring, the panel should meet to moderate scores and agree a consensus position for each criterion. Clarifications may be sought where permitted by the request documentation, provided they do not amount to post-tender negotiation or confer an unfair advantage. Referee checks, financial checks and other due diligence should be undertaken where relevant to confirm the preferred tenderer's capacity to perform. Any departure from the evaluation plan must be documented with reasons.

Prepare the evaluation report and recommendation

The contract owner must prepare an evaluation report summarising the process undertaken, tenders received, compliance screening outcomes, individual criterion scores, weighted results, key strengths and weaknesses, risks, value for money considerations, due diligence results and the recommendation for award or non-award. The report must identify whether the recommended tenderer is fully compliant with mandatory requirements and contract conditions, or whether any qualifications require resolution before award.

4.7 Approval and award

The recommendation must be approved in accordance with Council's delegated authority or, where required, by Council resolution. No contract is formed until the relevant approval is obtained and the formal contract or notice of acceptance is issued in accordance with Council procedure.

4.8 Notify and debrief unsuccessful tenderers

After approval to award, and acceptance by the successful tenderer; unsuccessful tenderers should be notified promptly and courteously in writing. The notification should thank the tenderer for its submission, advise that it was unsuccessful, identify the successful supplier subject to any confidentiality requirements, and offer a debrief on request. Debriefs must be factual, consistent with the evaluation record and limited to the tenderer's own submission against the published criteria. Given the commercially sensitive information relating to all other tenderers involved in the procurement, significant commercial-in-confidence protections must be maintained in any correspondence with any unsuccessful tenderers.

Council Officers responsible for the procurement MUST NOT release any of the following information under any circumstances:

- Any details of other tenderers' bids
- Comparative scoring or evaluation comments relating to another tenderer
- Pricing breakdowns of other tenders
- Methodology, IP, innovations, or commercial strategies of any other tenderer
- Tender documentation submitted by any other party.

Council must not disclose commercially confidential information, comparative pricing details of other tenderers beyond what is approved for release, or the internal deliberations of the panel.

4.8.1 Suggested notification content for unsuccessful tenderers

The following pro-forma notification is recommended for use to inform unsuccessful tenderers.

DD/MMM/YYYY

Dear [Firm Name],

RE: Response to Your RFQ Submission – [Procurement Name]

We appreciate the time and effort you invested in preparing your [Request for Tender / Quotation (RFT/RFQ)] submission for our recent [Procurement Name] opportunity.

After careful consideration and thorough evaluation, we regret to inform you that your submission was not selected for further consideration at this time. The decision was not an easy one, as we received numerous high-quality proposals, making the selection process highly competitive.

The successful candidate was:

- [Successful Firm Name]

The successful contract price was:

- *[\$X,XXX,XXX.XX]*

We value the effort and expertise demonstrated in your submission. It is important to note that this decision does not reflect any shortcomings on your part but rather the challenging task of choosing the most suitable candidate for our specific requirements.

We encourage you to maintain an active interest in our future opportunities, as we anticipate potential projects that align more closely with your capabilities and expertise. We believe in fostering long-term relationships with reputable firms, and we appreciate your ongoing interest in working with us.

Yours sincerely,

FULL NAME

JOB TITLE

4.9 Additional tender process procedures

Council must establish, implement and maintain supporting procedures for the administration of tenders from release through to award. These procedures must be applied consistently, documented appropriately and aligned with the request documentation, the Code and Council's broader procurement framework. At a minimum, Council's procedures must address the matters set out below.

4.10 Amending or extending a tender after release

Where Council amends the request documentation or extends the closing time after a tender has been released, the change must be approved in accordance with Council procedure and communicated to all prospective tenderers through the same official channel used for the original release. The notice of amendment or extension must clearly identify the change, the reason for the change where appropriate, and the revised closing date and time if applicable. Sufficient time must be allowed for tenderers to consider and respond to the amendment, having regard to the materiality of the change.

4.10.1 Opening tenders

Tenders must remain secure and confidential until the nominated closing date and time. Tenders must be opened only by authorised officers in accordance with Council procedure. A record must be made of tenders received, including the tenderer name, the date and time of receipt, and any late submissions. Access to submissions must be limited to those officers who require access for the purpose of the evaluation, probity oversight or approval process.

4.10.2 Consideration of non-conforming tenders

Where a tender does not fully conform with the tender requirements, Council may only consider that tender where this is permitted by the request documentation and where doing so would be fair, transparent and consistent with probity obligations. The decision

to admit a non-conforming tender to further consideration must be documented, supported by reasons and approved by the relevant delegated officer. Council must not accept a non-conforming tender where the departure from the stated requirements would create an unfair advantage, undermine the integrity of the process or materially alter the basis on which other tenderers prepared their submissions.

4.10.3 Complaints regarding procurement processes

Complaints regarding a process related to the supply of goods or services must be managed promptly, fairly and in accordance with Council's complaint handling requirements. Complaints must be recorded on receipt, assessed by an officer with appropriate authority and addressed having regard to procedural fairness, probity and the need to protect confidential information. Where a complaint identifies a potential process defect or probity issue, Council must consider whether any immediate action is required to preserve the integrity of the procurement, including obtaining internal advice or legal or probity advice where warranted.

4.10.4 Unsuccessful tenderer enquiries

In the first instance, unsuccessful tenderers must seek resolution through the Manager responsible for the relevant purchasing or tender process. Where appropriate, tenderers should be encouraged to seek a debriefing if they have not already done so. If the tenderer is not satisfied with the response provided by the relevant Manager, the tenderer may write to the CEO and provide copies of all correspondence and any other relevant material. The CEO will determine what action is necessary to deal with the enquiry and may make such further enquiries as considered appropriate.

5. Records

Council must retain the evaluation plan, conflict declarations, submissions, scoring sheets, moderation notes, clarifications, due diligence material, evaluation report, approval record, notifications and debrief notes in its corporate records system, MagiqDocs.

Records must be sufficient to demonstrate that the process was conducted fairly, consistently and in accordance with the Code and the request documentation.



Attachment to item number 15.5 -
Governance Framework



GOVERNANCE FRAMEWORK

Endorsed by Council XXX JULY 2026

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1. INTRODUCTION

Local Government in Tasmania is established under Part 3 of the *Local Government Act 1993* (the Act) and is Australia's third tier of government. Local Government has legislative responsibility for many functions and activities relevant to a local community.

Because Local Government makes decisions about so many things that affect our everyday lives and is the sphere of government closest to the people, it is often described as the 'grassroots' form of government. As a result, the community has high expectations of its Council, including open and transparent decision-making processes.

In May 2024 Council resolved to clarify and document the way elected members work together and support decision making processes that are transparent and well understood. Canvassed at Councillor workshops and informed by examples from other councils in Tasmania and interstate, this Framework was adopted by Council in November 2024 and will be reviewed annually to maintain relevance to local circumstances.

Both the Local Government Division of the Department of Premier and Cabinet (DPAC) and the Local Government Association of Tasmania (LGAT) have published several guidance documents and resources for the roles and functions of Councils, including the Good Governance Guide for Local Government¹ (in Tasmania). These documents and resources are relied upon to support Councillors in conjunction with this Governance Framework which aims to summarise the role of elected members and to document the way good governance is applied at Sorell Council.

2. LOCAL GOVERNMENT DEFINED

Local government councils in Tasmania must carry out their functions in accordance with the Act and associated Regulations.

Governance provides the structure through which a council's vision and objectives are achieved within a context of competing and changing social, economic, and environmental issues.

A council is a body corporate, created under the Act, and is responsible for its municipal area. Section 20 of the Act sets out the following broad functions of councils:

- to provide for the health, safety, and welfare of the community.
- to represent and promote the interests of the community.
- to provide for the peace, order, and good

government of the municipal area.

In performing these roles and functions, Council is required to consult, involve and be accountable to the community. It must consider the diverse needs of the local community in its decision-making, set and monitor strategic objectives and ensure resources are managed responsibly.

To allow councils better decision-making, greater accountability, and more efficiency and effectiveness, the Act provides several ways of achieving these objectives through strategies, plans, delegations, by-laws, and policies.

3. WHAT IS GOOD GOVERNANCE?

The Governance Institute of Australia defines Governance as encompassing "...the system by which an organisation is controlled and operates, and the mechanisms by which it, and its people, are held to account. Ethics, risk management, compliance and administration are all elements of governance." ¹

Governance includes the "framework of rules, relationships, systems and processes within and by which authority is exercised and controlled"².

Good governance ensures that the Council can effectively manage its many complex responsibilities in the community's best interests.

Good governance delivers confidence to the Council, the CEO, employees, and the community that the Council is being run efficiently, and is compliant, sustainable, and carrying out its objectives, policies, and plans.

As described in the Good Governance Guide for Local Government in Tasmania (DPAC), the components of good governance are:

- maintaining high ethical standards
- Councillors understanding their role in Local Government
- fostering respectful relationships
- undertaking effective strategic planning and performance monitoring
- implementing robust risk management
- practicing fair and transparent decision-making
- complying with relevant Acts of Parliament
- committing to continuous improvement.

¹ https://www.dpac.tas.gov.au/_data/assets/pdf_file/0006/380427/Good_Governance_Guide_June_2018.pdf

¹ Governance Institute of Australia, 2024
<https://www.governanceinstitute.com.au/resources/what-is-governance/>

² ASX Corporate Governance Council, 2019. *Corporate Governance Principles and Recommendations 4th edition*.

The practice of good governance in Local Government can significantly contribute to improving community life. In meeting the highest standards of accountability and transparency, good governance produces better outcomes.

When councils practice good governance, their communities are more connected and engaged, better services are provided, and more efficient use is made of resources.

4. GOVERNANCE PRINCIPLES

The Council has developed this Framework based on the four principles as shown in Figure 1 (adapted from the Good Governance Guide for Local Government in Tasmania):

- Principle 1: Accountable & transparent
- Principle 2: Law-abiding & ethical
- Principle 3: Participatory, equitable, inclusive & consensus orientated
- Principle 4: Responsive, effective & efficient

These four principles govern the Council's decision making. All decisions, policies, plans and strategies should be made with reference to the four principles. This should ensure legislative compliance, alignment with the Council's strategic vision, transparency, and accountability.

Adherence to the four principles is the responsibility collectively of the Council together with individual Councillors, the CEO, and all employees. Every decision made should align with the four governance principles and reflect best governance practices.

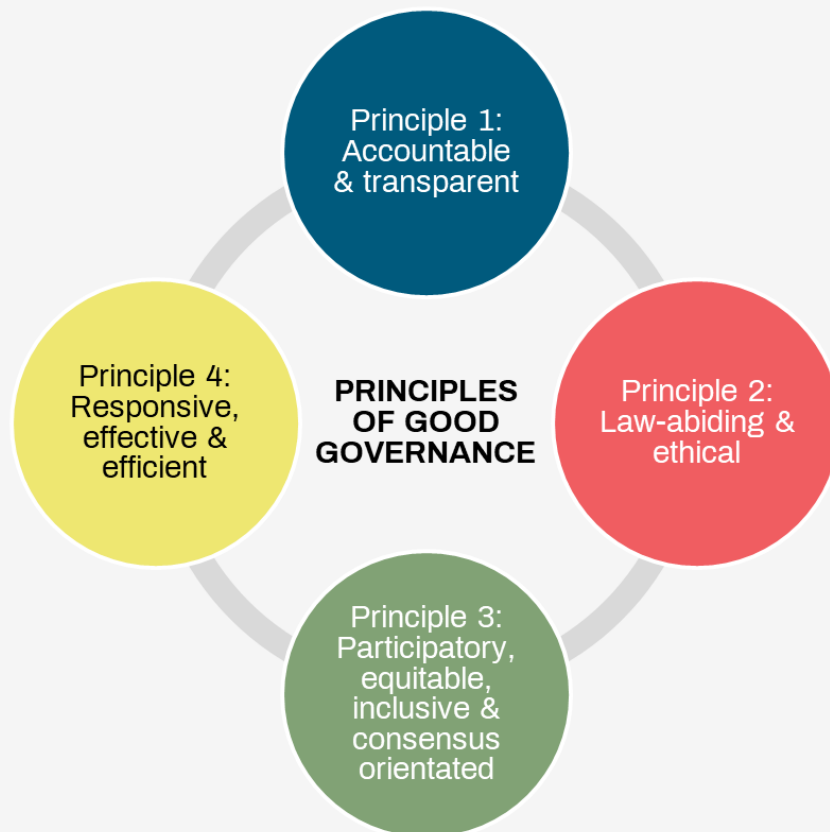


Figure 1: Principles of good governance

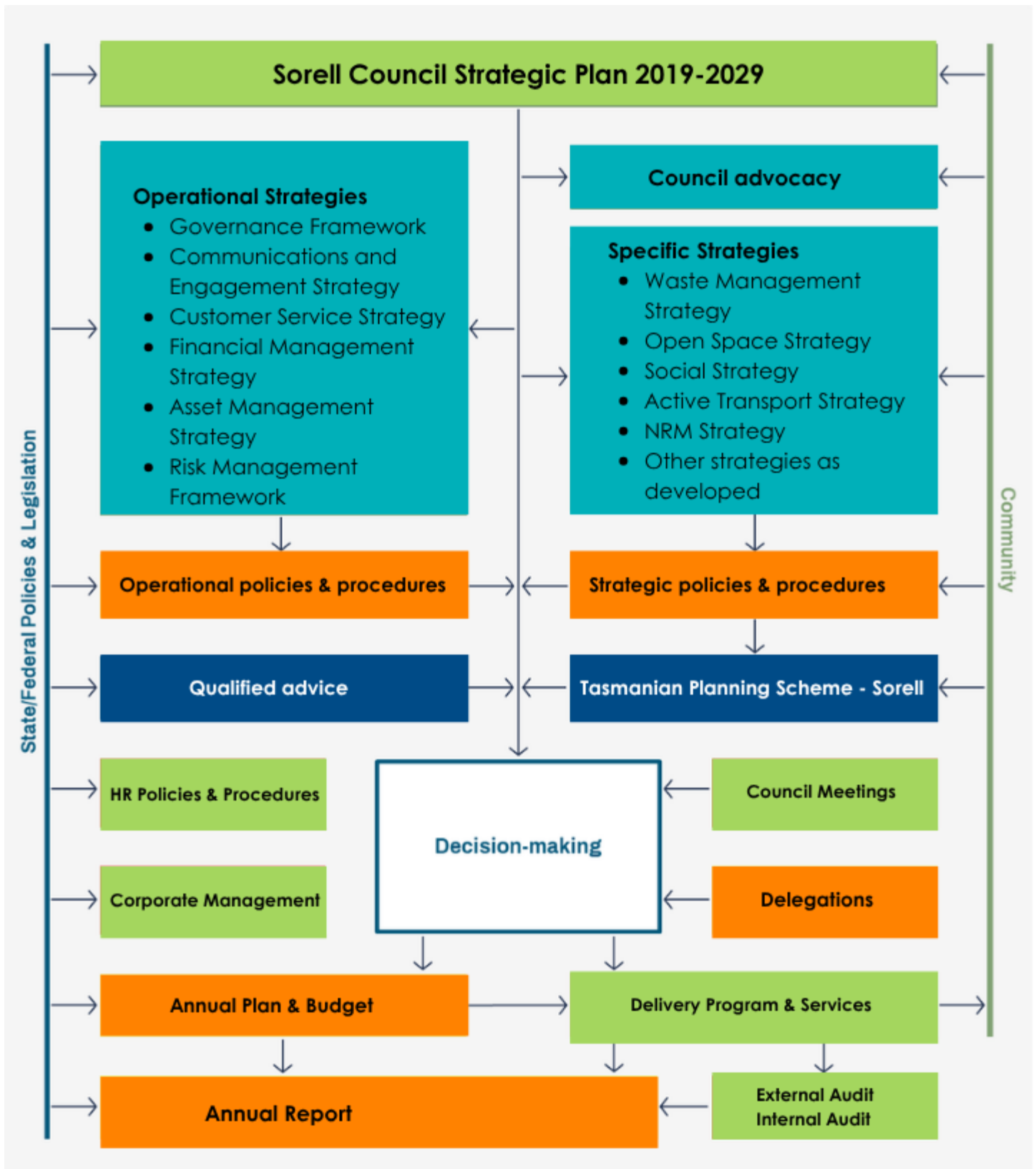


Figure 2: Governance Framework overview

5. GOVERNANCE FRAMEWORK OVERVIEW

The Governance Framework overview (Figure 2) demonstrates the connection between decision-making and the legislative framework all local governments must operate under, the role of the community in informing and holding the Council to account and the four governance principles.

5.1 MAYOR, DEPUTY MAYOR & COUNCILLORS

In accordance with Division 3 of Part 3 of the Act, the Sorell Council (as of October 2026) is made up of **seven** councillors elected every four years under the rules of the Act.

The key roles of Councillors (collectively) are to:

- Develop and monitor the implementation of strategic plans and budgets.
- Determine and monitor the application of policies, plans and programs.
- Facilitate and encourage the planning and development of the municipal area.
- Appoint and monitor the performance of the CEO.
- Determine and review the Council's resource allocation and expenditure.
- Monitor the manner in which services are provided by the Council.

To assist Council in carrying out its functions under the Act the Council may create committees.

The Council also has the power to delegate some of its functions and powers to the CEO or a committee. However, there are a number of matters that cannot be delegated, and these are specified in the Act.

The function of the Mayor is to act as a leader of the community of the municipal area; to act as chairperson and spokesperson of the Council; to liaise with the CEO on the activities of the Council and the performance of its functions and exercise of its powers; and to oversee the Councillors in the performance of their functions and in the exercise of their powers.

The role of the Deputy Mayor is to act in the position of Mayor in the Mayor's absence or as authorised in writing by the Mayor.

5.2 COUNCIL COMMITTEES

A Council Committee is established by a Council resolution made under Section 23 of the Act.

If established, Council Committees typically manage high-level business related to Council's operations and have formal meeting procedures and other requirements.

Council Committees must be established by a resolution of Council, which must include a resolution to adopt Terms of Reference.

5.3 AUDIT PANEL

The Council has established an Audit Panel in accordance with Division 4 of Part 8 of the Act to oversee and advise the Council on matters of internal and external audit and risk management and compliance functions of the Council.

Members of the Audit Panel, including two Councillors, are appointed and operate in accordance with the Panel's Charter.

5.4 JOINT AUTHORITIES

Under Section 30 of the Local Government Act, a Council may resolve to establish a joint authority with other councils.

Sorell Council is currently part of:

- Copping Refuse Disposal Site Joint Authority – Four council owners (Clarence, Sorell, Tasman & Kingborough) of the regional waste management facility at Copping. Managed by Southern Waste Solutions obo the Authority.
- South East Region Development Association – SERDA – Four council membership based regional economic development and advocacy group (Clarence, Sorell, Tasman & Glamorgan Spring Bay).
- Taswaste South which is established via funding from the Tasmanian Waste Levy and 12 member councils to progress regional waste management issues.
- Southern Tasmanian Councils **Network – membership based organisation representing all 12 southern councils. Attended by CEO/General Managers.**
- **Greater Hobart Council Partnership – brings together the Brighton, Clarence, Glenorchy, Hobart, Kingborough and Sorell councils to collaborate, coordinate and align priorities, strengthen advocacy and respond to issues that no single council can resolve alone.**

Whilst not a Joint Authority, TasWater is owned by all 29 Councils (proportional shareholdings) and the State Government. All owners have a shared role in ensuring appropriate governance arrangements are maintained (inclusive of dividend payments as prior owners of the assets), Board composition, as well as being strategic partners / advocates and, customers.

5.5 ADMINISTRATION

The Act sets out the distinct roles of Councils and the CEO. At a basic level, the Council sets policy and the CEO implements it and manages and directs the Council staff. Councillors are not able to instruct staff.

The Council is required to appoint a CEO to deliver the functions and powers described in the Act, including appointing qualified persons as employees to implement the decisions of the Council.

Distinct from the role of Councillors, the CEO's role is to:

- Implement the policies, plans and programs of the Council.
- Implement the decisions of the Council.
- Be responsible for the day-to-day operations and affairs of the Council.
- Provide advice and reports to the Council to enable the exercise and performance of its powers and functions.
- Assist the Council in the preparation of the strategic plan, annual plan, annual report and associated monitoring.

- Coordinate proposals for the development of objectives, policies and programs for the consideration of the Council.
- Liaise with the Mayor on the affairs of the Council and the performance of its functions.
- Manage the resources and assets of the Council.

Sorell Council has approximately **ninety employees (74.1 FTE's)** working to deliver the policies, plans and programs of Council under the direction of the CEO.

The functional relationship between the Mayor and Councillors and the CEO and employees is shown in Figure 3.

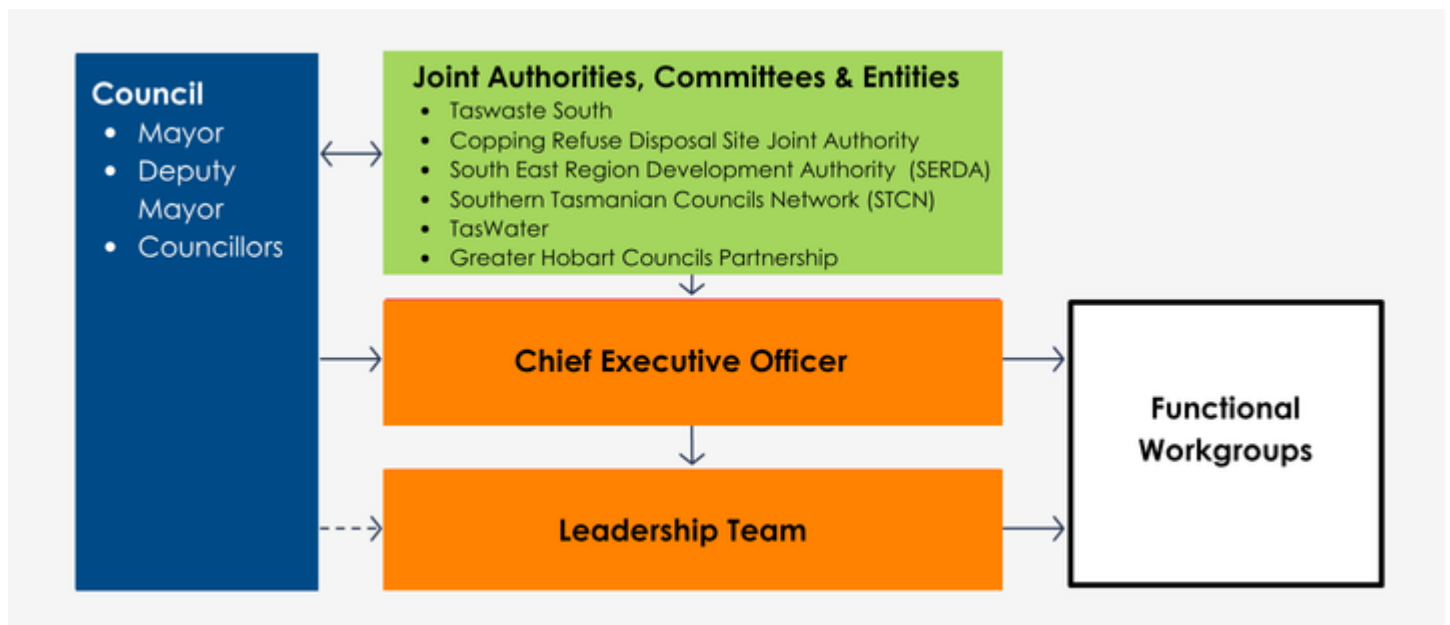


Figure 3: Functional structure of Council

5.6 ORGANISATIONAL VALUES

The organisational values of the Sorell Council, adopted in the 2018 strategic planning process, are:

Integrity

- We work in good faith, are honest and forthcoming and take accountability for our decisions.

Unity

- We work cohesively as one Council, supporting our community and each other to achieve better outcomes.

Respect

- We listen to and consider the opinions and input of each person and acknowledge each other's contribution.

Innovation

- We are committed to finding new solutions, adapting to change and continuously improving in order to deliver the best outcomes for the community.

6. PRINCIPLE 1: ACCOUNTABLE & TRANSPARENT

6.1 LEGISLATIVE BASIS

The *Local Government Act 1993* provides for:

- the way in which a local government is constituted and the nature and extent of its responsibilities and powers; and
- a system of local government in Tasmania that is accountable, effective, efficient, and sustainable.

Section 18 of the Act establishes Sorell Council as a statutory body, elected to be responsible for the governance of the Sorell municipal area. The way Council is constituted, and the nature and extent of its functions and powers, is derived from the Act and other related legislation of the State of Tasmania.

Council is governed by a legislative framework including, but not limited to, the following key pieces of legislation (and their associated regulations):

- *Audit Act 2008*
- *Archives Act 1983*
- *Building Act 2016*
- *Dog Control Act 2000*
- *Environmental Management and Pollution Control Act 1993*
- *Food Act 2003*
- *Land Use Planning and Approvals Act 1993 (acting as a planning authority)*
- *Local Government Act 1993*
- *Local Government (Building and Miscellaneous Provisions) Act 1993*
- *Local Government (Highways) Act 1982*
- *Personal Information Protection Act 2004*
- *Public Health Act 1997*
- *Right to Information Act 2009*
- *Stata Titles Act 1998*
- *Urban Drainage Act 2013*
- *Public Interest Disclosures Act 2002*

Council ensures that it discharges its functions and exercises its powers in accordance with this regulatory framework by adopting local laws, policies and procedures that provide efficient and effective decision-making, performance, and the discharge of responsibilities.

Council has a hierarchy of documents relied on to ensure good governance. This is discussed in Section 8.

6.2 BY-LAWS

Under Section 145 of the Act, Council may make By-laws in respect of any Act, matter, or thing for which the Council has a function or power under any Act provided, in part, that it is not contrary to law or is in conflict with any planning scheme in the municipal area.

The Council's practice is to undertake its role and functions under existing legislation (Acts and Regulations) where this is provided. Where legislation is deficient (i.e., matters not adequately covered) or where there are particular management or governance issues, the Council will consider making By-laws to deal with these matters. Due regard will also be given to the reduction of administrative burden. To that end, any By-law will intend to keep regulation to a necessary minimum.

Sorell Council currently has the following By-laws in place:

- Roads By-law 1 of 2026
- Public Places By-law 1 of 2025
- Environmental Health By-law 1 of 2023

6.3 DECISION-MAKING

A Councillor's most important function, as part of the governing body of Council, is to attend and participate in the decision-making processes of Council.

The decisions made by Councillors at formal Council meetings provide the direction and authority for the ongoing operation of the Council. The decisions of the Council give direction to the CEO to act.

The Council can only make decisions by resolution following a motion put to a properly convened meeting and passed by the required majority.

The Council acknowledges the importance of collective decision-making by the Councillors sitting together at a properly constituted meeting of the Council. Council meetings are formal meetings required to be held by the Council under Section 18 of the Act.

The Mayor, Deputy Mayor and Councillors must represent the policies and decisions of the Council accurately in performing their functions.

6.4 QUALIFIED ADVICE

Section 65 of the Act places a responsibility and obligation upon the CEO to ensure qualified advice is provided to Council to enable decision-making. In addition, the Act requires that Council must consider such advice and not decide on a matter (if it is required) unless such advice is provided.

6.5 ROLE AS PLANNING AUTHORITY

When determining matters under the *Land Use Planning and Approvals Act 1993*, the Council is required to do so acting as a Planning Authority and to clearly identify when it is undertaking this role.

As a member of the Sorell Planning Authority (SPA), a Councillor's role is different from that of a community representative and must follow and enforce the planning scheme.

When acting as a member of the Sorell Planning Authority, Councillors will act with procedural fairness and should not make public declarations of their views on particular developments until all the information has been provided and the issues properly assessed and communicated.

Given the volume of applications made on a day-to-day basis, in order to function in an efficient manner and meet the required statutory timeframes, the Council has delegated many of these functions and powers to the CEO and specific staff.

In general, only key strategic matters or those specific applications that generate sufficient public interest through a public notification process or those involving Council property, staff or Councillors, will be referred to a meeting of the Sorell Planning Authority for consideration and determination.

7. PRINCIPLE 2: LAW-ABIDING & ETHICAL

7.1 COUNCIL MEETINGS

In accordance with Regulation 18 of the Local Government (Meeting Procedures) Regulations 2025 (the Regulations) a Councillor may move motions or provide motions on notice for Council meetings.

For efficient meeting operation and to assist the Chairperson of the Meeting, motions should be dealt with taking into account the following principles.

Motions

Where a Councillor intends to move a motion but notice has not been given, the Councillor will provide a written copy of the motion to the Chairperson prior to the motion being considered. An exception is when the motion is deemed by the Chairperson to be uncomplicated and has been clearly recorded by the CEO. The motion must relate to a matter listed on the agenda for that meeting.

Amendments

Where a Councillor intends to move an amendment to a motion the Councillor will provide a written copy of the amendment prior to the amendment being considered. An exception is when the amendment is deemed by the Chairperson to be uncomplicated and has been clearly

recorded by the CEO.

Only a Councillor who did not move or second the motion is able to move a motion to amend.

The seconder of a motion can also second an amendment to that same motion.

Motions on notice

Before submitting a motion on notice a Councillor should consider the following matters:

- Cost and available budget allocation;
- Alignment to Annual Plan and strategic priorities of the Council;
- Resource and staff availability and impact upon workload;
- Alternative methods of progressing the subject matter of the motion; and
- Whether advice from a qualified person is required under Section 65 of the Act.

Council acknowledges that it should not make a decision upon a motion on notice unless it has considered and received advice of a qualified person relevant to the above matters and the subject matter of the motion (section 65 of the Act).

A motion on notice is to be submitted in writing at least 7 days before a Council meeting.

Reasons for decisions

Where a motion is moved in the form of, or substantially the same as, the recommendation provided in the Agenda, the report is received and noted as the advice providing the basis for the decision.

Where a motion is moved that is contrary to the recommendation and advice provided in the Agenda, the Council must consider the reasons for making a decision in favour of that motion. A Councillor presenting a motion in these circumstances will consider and include any reasons within the motion.

Where it is necessary for the CEO to record the reasons for a decision (see Regulation 29 re: planning authority decisions), a Councillor who moves a motion contrary to the recommendation must include reasons to support that motion within the motion. The Chairperson will require the Councillor responsible for moving the motion to include the reasons in writing with the motion prior to the motion being considered.

Council meeting schedule

The Council has adopted a monthly meeting schedule with Council meetings generally held on the third Tuesday of each month. The exception is the December meeting which is usually scheduled in the second week of the month to accommodate the Annual General Meeting. The full schedule is available on Council's website.

Special (unscheduled) meetings can be convened at the request of a majority of Councillors **or if the Council so determines as per Section 5(7)** of the Regulations.

Meeting Procedures

Council meetings are conducted in accordance with the Regulations, are **open to the public and livestreamed**. However, a meeting will be closed when considering matters as set out in Regulation 17.

Any discussions, decisions, reports, or documents relating to a closed meeting **must be** kept confidential. After considering privacy and confidentiality issues, the Council will consider authorising information from a closed meeting to be released to the public through the Mayor, CEO or other authorised person.

Councillors remain seated during formal meetings and do not need to stand to speak.

Voting is by a show of hands, including the Chairperson, with a secret ballot available in certain limited circumstances ie. voting to fill a Deputy Mayor vacancy.

Agendas

Regulation 10 requires the CEO to provide the Councillors with an agenda, including all relevant reports and attachments, a minimum of four days before an ordinary Council Meeting (Thursday for Sorell) or two days for a Special meeting.

Well-structured agendas lead to efficient and effective Council meeting and, in turn, result in good decision-making.

The agenda contains qualified advice prepared by the CEO and staff that aims to provide the Council with sufficient and relevant information to make a decision. This advice includes Strategic Plan alignment and budget implications **as appropriate**.

Minutes

Regulation 41 requires the circulation of minutes to be made available as soon as practicable.

The minutes of a Council Meeting comprise all items considered at the meeting and include attendance, all motions, their movers, seconders, and the results of the motions.

The minutes are confirmed at the first Council Meeting immediately thereafter and then made available to the public within seven days.

7.2 WORKSHOPS

Council Workshops provide an opportunity for informal discussion between Councillors and the CEO and staff. These workshops are not decision-making forums and are therefore not governed by the Act nor the Meeting Procedures.

Council Workshops may involve projects or matters that are in the early planning stages and not yet ready to be presented to Council for a formal decision. In these workshops, the input of Councillors, through an open

and free-flowing exchange of ideas, provides direction to the CEO for the research, planning and development of matters, procedures and policy.

Council Workshops are not open to the public. However, in special circumstances in consultation with the Mayor, consultants or representatives of community organisations or community members may be invited to attend to provide input into a matter being discussed.

Acknowledging the public interest in the activities of the Council, at the next practicable and available ordinary meeting, the Council will summarise the matters discussed at a Workshop.

7.3 ETHICAL BEHAVIOUR

Councillor Interactions with Council Officers

Primarily, the Act establishes that all communication between individual Councillors and the administration of the Council are through the CEO as **they are the** only person directly appointed by Council.

It is the responsibility of the CEO to engage and manage employees of the Council under the Act. Councillors must not direct or attempt to direct an employee of the Council in relation to the discharge of the employee's duties.

All interactions between Councillors and the CEO, **Leadership Team** and employees of the Council will be in accordance with guidelines established by the CEO from time to time.

All interactions between Councillors, the CEO and employees at Council or Committee meetings or workshops will be in accordance with the Act, Meeting Procedures Regulations, the Code relating to the Conduct of Councillors, and related Committee Terms of Reference.

Councillors may need to liaise directly with an employee in carrying out their duties as a Council representative or a chair of a committee of Council. Such liaison will be in accordance with guidelines as established by the CEO from time to time.

Conflicts of Interests

Part 5 of the Act requires Councillors to declare **(pecuniary)** conflicts of interest at Council and Committee meetings to ensure transparency, accountability and integrity. Any declaration, whether actual or perceived, will be noted in the **meeting minutes** and affected Councillors will leave the room and refrain from participating in the debate for that item. It is a standard item of every Council and Committee agenda.

Councillors are reminded at every meeting of their obligations to declare any conflicts of interest.

The External Activities and Conflict of Interest Policy requires all Council employees, contractors and Councillors to declare any conflicts of interest – pecuniary and non-pecuniary. Council also provides mandatory training on the Code of Conduct for employees.

The procurement process requires tender evaluation panel members to also declare that they do not have a conflict of interest.

Councillor Code of Conduct

The Council has adopted a [Code of Conduct](#) for Councillors in accordance with Section 28E of the Act and which includes further guidance on how to consider and manage interests. The Code will be reviewed as required.

Councillors **must** comply with the Code of Conduct for Councillors as adopted.

Code of Conduct – Employees

The Code of Conduct for Council Employees covers and applies to all workers, including employees, contractors, subcontractors, labour-hire workers, apprentices, trainees, work experience students and volunteers, with guidelines for an acceptable minimum standard of professional conduct and behaviour in carrying out their functions and responsibility.

The Code addresses, in a concise manner, the broader issue of ethical responsibility and encourages greater transparency and accountability in the Council. It promotes a commitment to ethical and professional behaviour and outlines principles based on individual and collective responsibilities.

Children and Vulnerable People

Council has specific policies that Councillors, employees, contractors and volunteers must follow when interacting with children, young people or other vulnerable people. Councillors are encouraged to hold a Registration to Work with Vulnerable People card as a way of demonstrating accountability and alignment with the policies (noting that this is not a mandatory requirement).

Social Media Interaction

Sorell Council's social media channels, including Facebook, Instagram and LinkedIn, are intended to keep residents, stakeholders and the public informed of events and activities of Council, and the decisions of the Council that affect our community.

We value the input of our community on these pages through commenting on posts.

These pages are not intended to provide a political forum. Councillors or intending Councillor candidates should not use the Council's social media channels for any form of political campaigning or personal promotion. This includes comments that identify the author as an intending candidate, or which are made from or link to

an election campaign page or website.

Comments on the Council's social media pages that directly promote or criticise any individual Councillor or intending election candidate also are not permitted and will be deleted.

To ensure the reputation of the Council is protected, Councillors or intending Councillor candidates should refrain from criticising operations, Council decisions or Council policy on our social media pages.

To ensure relevant, consistent and timely information to residents, businesses and key stakeholders, Council Officers will moderate or remove any comments deemed to be in breach of these guidelines, or otherwise inappropriate for the Council's social media pages.

7.4 RELATED PARTIES DISCLOSURES

As an extension to managing conflicts of interests, Council has a Related Parties Disclosure Policy to govern relevant financial or business dealings a Councillor (or their close family) have with Council. The purpose is to maintain transparency in financial decision making with public monies to the wider community.

The Policy aligns with Council's compliance obligations under Australian Accounting Standard AASB 124 Related Party disclosures.

Councillors are obliged to report related party transactions under the Policy **annually**. These will be publicly disclosed in Council's Annual Report.

7.5 GIFTS AND BENEFITS

Sorell Councillors, the CEO, and employees must not seek or accept (either directly or indirectly) any immediate or future gift (including any financial benefit, reward, donation, or hospitality) for themselves, or for any other person or body, as a result of their role with the Council.

However, there may be instances when receiving a gift is unavoidable or when refusal of a gift may be impossible or impractical. These circumstances will depend on the cultural context of the giving of a gift, the nature of the gift (perishable food or beverages or of no monetary value) and the relationship with the person giving the gift. In such a circumstance the gift may be accepted on behalf of the Council but must be disclosed in accordance with Council's Gifts and Benefits Policy.

In line with Section 56A and Section 56B of the Act, the Councillor must notify the CEO of any gifts and benefits received over \$150. A Gifts and Benefits Register is maintained and is publicly available on Council's website.

7.6 ELECTIONS

It is an established democratic principle that elected bodies should not unnecessarily bind an incoming government during an election period. Council therefore will make every endeavour to ensure that:

- Major policy decisions are not made by Council in the leadup to an election ('caretaker period') that

would prove binding for an incoming Council.

- Council resources are not used for the advantage of or to deliberately disadvantage a candidate in a local government general election.
- The requirement to act impartially in relation to all candidates standing for election is clearly understood.

Detailed guidance is contained in the Election Caretaker Period & Conventions Policy.

7.7 EXTERNAL AUDIT

Council's financial statements are subject to audit by the Tasmanian Audit Office (TAO) each year in compliance with Section 64 of the Act and the *Audit Act 2008*.

The TAO provides an audit opinion on the accuracy and reliability of Council's financial statements. It can also provide Council with commentary on its financial performance, risk, and internal controls as well as the efficiency, effectiveness, and economy of the delivery of Council's services.

An internal audit program reviews and reports on operational internal controls, business process improvements and corporate risk registers, in conjunction with the Audit Panel.

7.8 FRAUD AND CORRUPTION

The Council expects all Councillors, committee members, candidates, employees, and contractors of the Council to act in accordance with the applicable Code of Conduct and behave ethically and honestly at all times when performing their functions at Council.

The Council has zero-tolerance for corrupt conduct or fraudulent activities. The Council is committed to preventing, deterring, detecting, and investigating fraudulent and corrupt behaviour in the delivery of Council services. Councillors and the Administration must not engage in practices that may constitute fraud or corruption.

7.9 INFORMATION MANAGEMENT

Councillor Records

All records created, received, or sent by a Councillor acting in their official capacity as a Councillor are part of the Council's records and must be kept in accordance with the requirements of the Act, the *Archives Act 1983*, and the *Right to Information Act 2009*. Any record created, received or sent in an official capacity as a Councillor is a State Record. These may be 'discoverable' in certain circumstances under the Acts listed above.

Examples may include:

- Complaints or requests for assistance from ratepayers and the broader community.

- Speech notes made for an address given at a Council event.
- Declarations concerning a Councillor's pecuniary interests.
- A Councillor's social media pages.
- Email.

This does not apply to the personal business or personal social media accounts of the Councillor.

As required by Council's Records Management Policy (aligned to the *Tasmanian Archive and Heritage Office, Information Management Advice 49 Recordkeeping for Local Government Councillors*), Councillors must create and capture complete and accurate records of any business undertaken in the course of their official duties for Council.

All records must be recorded in the Council's information management system using the procedure in place for Councillor records. All records will be treated with the legal level of confidentiality and privacy.

Each Councillor will be provided with a corporate Sorell Council email address. All correspondence to or from a Councillor in electronic form is to be through this address.

Private email addresses are not to be used by a Councillor acting in an official capacity.

Councillor Requests for Information

Councillors may request the CEO to provide any information or documents that may be required to perform any of the Councillor's functions, including documents relating to Council and Committee meeting agendas.

A Councillor cannot access all Council information as a right of office or access information on behalf of a third party.

Any Councillor seeking information is to contact the CEO or otherwise as in accordance with the Councillor Requests [guidelines](#) established by the CEO from time to time.

In making a request for information, a Councillor should consider:

- Maintaining a relationship of trust between the CEO and Councillors,
- The purpose and reason for the request and how it fulfils the Councillor's functions,
- Not over-burdening the CEO with requests,
- Only requesting formal access to information as a last resort,
- Only requesting formal access to information in line with sections 28A and 28B of the Act, and
- Only requesting access to documents relating to a meeting of the Council or a Council Committee in accordance with section 28D of the Act.

The CEO will provide the information at the earliest opportunity considering employee workloads and current priorities of the Council. Any delays in providing

the information will be advised to the Councillor making the request.

Information provided or made available to one Councillor will generally be made available to all Councillors to ensure the equitable distribution of information between Councillors. In assessing if the circulation of information to all Councillors is not appropriate, the CEO will consult with the requesting Councillor.

Confidential Information

The CEO ensures that appropriate procedures are in place to safeguard the confidentiality and security of documents and information provided to Councillors.

If the CEO considers information or documents confidential, they may require Councillors to undertake to maintain that confidentiality.

If the Councillor refuses, the CEO may withhold the information or document (Section 28C of the Act).

7.10 RISK MANAGEMENT

Council's risk management system is fundamental to achieving strategic and operational objectives and serves as the methodology underpinning its system of governance. All Councillors, the CEO, Leadership Team, and employees are responsible and accountable for the management of risks and opportunities.

Risks are categorised as either strategic or enterprise in the context of Council operations.

Council has a compliance and risk management framework to guide how to apply consistent and comprehensive risk management and compliance practices across the broad range of Council's operations.

The risk management process is linked to objectives at all levels of Council and takes account of opportunities as well as threats.

Councillor's role in risk management is at the strategic and assurance levels – setting the risk appetite in strategic planning processes and reviewing the way Council operations are applying the risk framework in appropriate ways, considering actual, perceived or potential strategic risks and opportunities.

Council's Strategic risks are categorised as:

- Information management, security and technology
- Financial sustainability
- Safety and wellbeing
- Stakeholder engagement and management\
- Business continuity
- People
- Resilience / change management
- Governance and leadership

periodically and provides advice or guidance to Council as needed.

7.11 INSURANCE

Council maintains appropriate insurance policies for its operations including for:

- community liability
- cyber liability
- councillors and officers liability
- motor vehicle
- crime
- personal accident
- corporate travel
- workers compensation
- JMAPP discretionary trust program

Council's policies provide indemnity for claims against both Councillors and employees for loss or damage suffered when performing their Councillor and employee responsibilities, respectively.

Councillors should be aware that cover under Council's liability insurance for Councillors and Officers relies on the individual Councillor acting with due care and diligence, in good faith in the best interests of Council and without influence of other interests.

Council's Administration manages all of Council's insurance and workers compensation coverage and claims.

8. PRINCIPLE 3: PARTICIPATORY, EQUITABLE, INCLUSIVE & CONSENSUS ORIENTATED

8.1 STRATEGIC FRAMEWORK

Council's Strategic Planning Framework comprises a suite of interlinked strategies and documents (Figure 4). Each document is informed by the others but has a specific focus. This ensures that at every level of planning, Council is working towards achieving the community's long-term vision for Sorell as set out in the Council's Strategic Plan.

The Act regulates the activities of all councils and how they plan and subsequently report on their activities. The Act requires councils to plan for, develop and manage municipal areas in the best interests of their communities.

8.2 THE STRATEGIC PLAN

Section 66 of the Act requires the Council to prepare a 10-year Strategic Plan for the municipality which needs to be reviewed at least every 4 years.

The Strategic Plan drives the Council's planning, budgeting, resource allocation and service delivery over the next decade, to focus efforts and align activities with the community's vision.

The Sorell Council Strategic Plan 2019 to 2029 was developed after community consultation and endorsed in 2019. A review was undertaken in 2023. The next review will be undertaken no later than 2027.

The Sorell Council Strategic Plan 2019–2029 is built upon the following four strategic objectives:

1. To facilitate regional growth
2. Responsible stewardship and a sustainable organisation
3. To ensure a liveable and inclusive community
4. Increased community confidence in Council

The Councillors' role, collectively, is to monitor overall alignment of Council operations and decision making with the Strategic Plan, assisted by oversight from the Audit Panel and by the community at each AGM.

8.3 FINANCIAL MANAGEMENT STRATEGY AND LONG TERM FINANCIAL PLAN

Sections 70 and 70A of the Act require Council to produce a long-term financial management strategy and plan for the municipality.

The strategy and plan outline how Sorell Council intends to govern the financial aspects of its strategy and operations. It is a series of financial models, strategies and performance indicators within which sound financial decisions will be made.

The strategy and plan **are reviewed annually and** aim to achieve financial sustainability in the medium to long term whilst achieving Council's strategic outcomes and meeting community expectations.

8.4 ASSET MANAGEMENT STRATEGY AND PLANS

To ensure the long-term financial sustainability of Council, it is essential to balance the community's expectations for services with its ability to pay for the infrastructure assets used to provide those services. Maintaining service levels for infrastructure requires appropriate investment over the whole of the asset life cycle.

To assist in achieving this balance, Council has developed and maintains asset management governance, skills, processes, systems, and data that aim to provide the level of service the community need at present and into the future, in the most cost-effective and fit for purpose manner.

8.5 COMMUNICATION AND ENGAGEMENT STRATEGY

Engagement is an important dimension that informs and enhances Council's decision-making process.

Section 20(2) of the Act provides that the Council, in performing its roles and functions, is to consult, involve and be accountable to the community.

Community engagement provides the opportunity for Council to make well-informed, acceptable, and sustainable decisions, supporting the final decision-making power of the Council.

Council recognises that community engagement is a two-way interactive process that provides opportunities for the Council and community to clarify information, raise issues and discuss ideas and options.

The Council has adopted a Communication and Engagement Strategy to ensure community voice and priority is captured appropriately to inform the decision-making process.

8.6 CUSTOMER SERVICE CHARTER

Section 339F of the Act requires a Council to adopt a Customer Service Charter. The Act specifies the principles relating to service provided by the Council and a procedure for dealing with complaints about the performance of Council's functions.

The Customer Service Charter is a policy document of Council and provides guidance for its interaction with its community, customers, and stakeholders. It also provides the community with details of how to engage with Council on Council-wide services, the target timeline for resolution and process for making a complaint.

Council is committed to delivering quality customer service and communicating effectively with our community. Despite our best efforts, people may not be happy with an administrative action of Council and may make an administrative action complaint.

Council views complaints about the service provisions of Council as feedback from the community and endeavours to respond to all complaints in a fair, efficient and transparent manner and use them to improve our services, systems, procedures, and policies.

8.7 TASMANIAN PLANNING SCHEME - SORELL

Council is established as a Planning Authority under the *Land Use Planning and Approvals Act 1993* (LUPAA).

Under LUPAA, Council is required to prepare and implement a Planning Scheme for its municipal area and assess proposed use and development in accordance with the Planning Scheme.

A Planning Scheme is a key strategic document for the Council. It aims to ensure use and development of land in the municipal area has regard to the Council's Strategic Plan. It also assists to further the objectives of the resource management system, consistently apply State policies, and make provisions relating to the use, development, protection, or conservation of any land in the area.

Council currently administers the Tasmanian Planning Scheme – Sorell.

Council is bound by LUPAA. LUPAA provides the requirements for statutory consultation for varying types of applications which must be followed.

8.8 ADVOCACY & MEDIA

Advocacy

The Council has a role advocating on behalf of community to other levels of government, statutory authorities and other agencies. In a highly-competitive funding environment, disciplined advocacy around key projects and programs is required.

This is a key function of the Mayor and CEO and is linked to the Strategic Plan, Annual Plan and associated advocacy document. The latter is reviewed on an as needs basis by the CEO with Councillors.

Media

The Mayor, Deputy Mayor and Councillors play an important role in representing the organization and community. Councillors who are approached by the media for comment should refer the enquiry to the Manager Community Relations **or CEO** as soon as possible. This will ensure Councillors are provided with the right information and represent Council's endorsed position accurately.

The Mayor is the spokesperson for Council as outlined in the Act and will comment on all matters with this function deferring to the Deputy Mayor when unavailable.

A Councillor acting as an authorized spokesperson as delegated by the Mayor has a responsibility to represent the Council position. If that Councillor wishes to express a personal view prior to a formal position being endorsed by Council, that Councillor is obliged to declare publicly that the opinion or view is their own.

Attendance at Events

The Mayor and Councillors are invited to attend and/or speak at events and are to acknowledge other Councillors by surname in introductions and discussion at Council meetings, at other official and public events or noted in the Mayor's monthly report to Council.

There are occasions where the Mayor is invited to events where it is appropriate that only the Mayor as the principal representative of the Council attend the event.

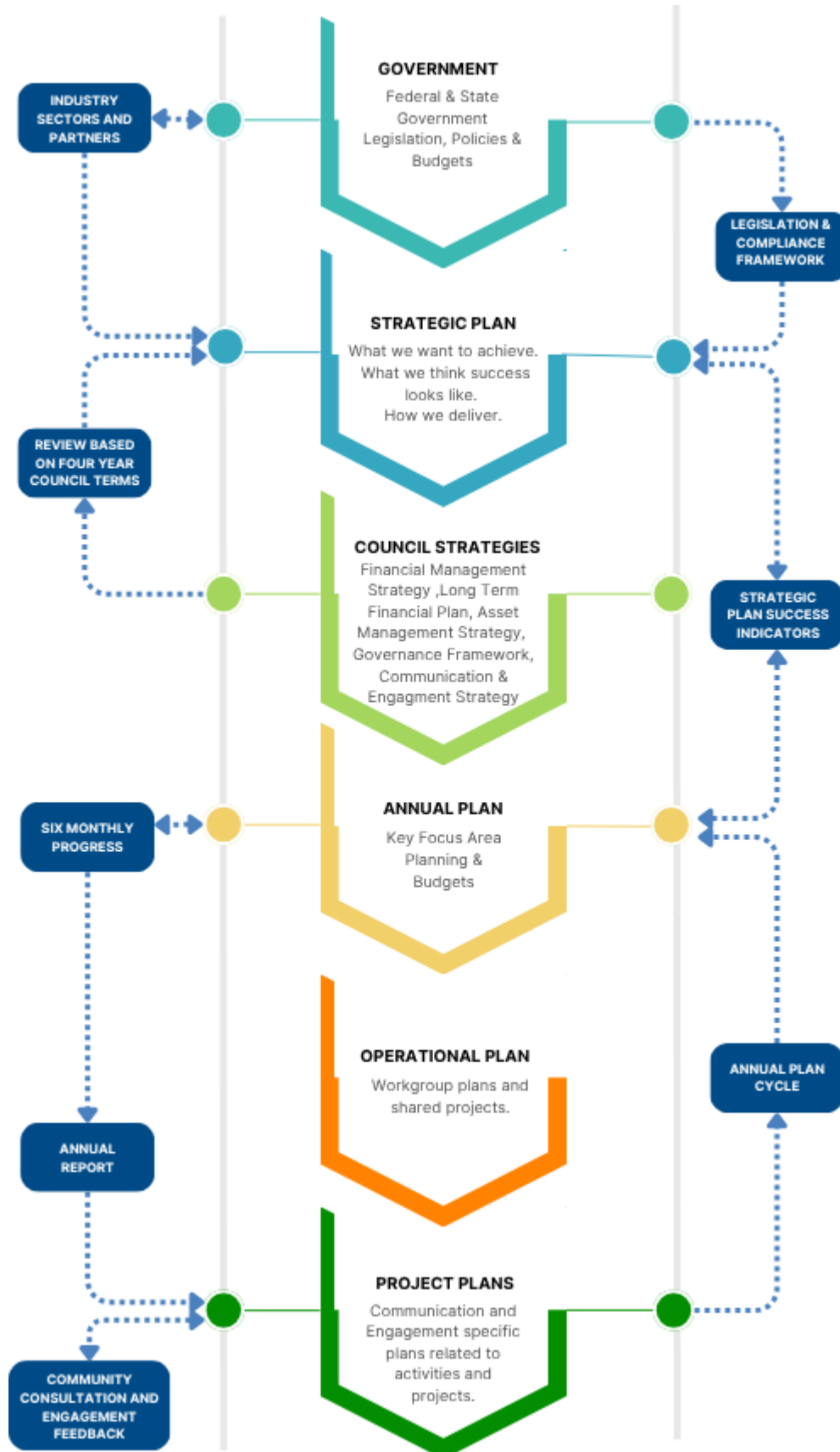
On the occasions where the Mayor is unable to accept the invitation, the Deputy Mayor will substitute for the Mayor in the first instance.

Where the Deputy Mayor or Councillor accepts an invitation to represent the Mayor, they have made a commitment to represent the organisation and act in the capacity of the Mayor accordingly.

8.9 OTHER STRATEGIES

Council has adopted a range of other strategies and plans that can be located under the Council: Council Publications tab on the Sorell Council website www.sorell.tas.gov.au/council/council-publications/

Figure 4: Strategic Framework



9 PRINCIPLE 4: RESPONSIVE, EFFECTIVE & EFFICIENT

9.1 POLICIES & PROCEDURES

The need for policies may arise from the requirements of legislation, through Council initiatives or in order to provide guidance to decision-making, operation and delegation of operational matters of Council.

Importantly, a policy cannot override the provisions of legislation, nor predetermine an outcome when Council is required to make a decision based upon specific details, such as an approval of a development application as a planning authority.

In general, a policy or procedure should:

- Be confined to a single subject area and clear as to its intended purpose and usage.
- Not simply replicate existing legislative responsibilities.
- Be written in plain English, be unambiguous and use terminology that relates to underlying legislation.
- Be presented in a standard format and with Council branding.
- Be compatible with existing legislation and other policies.

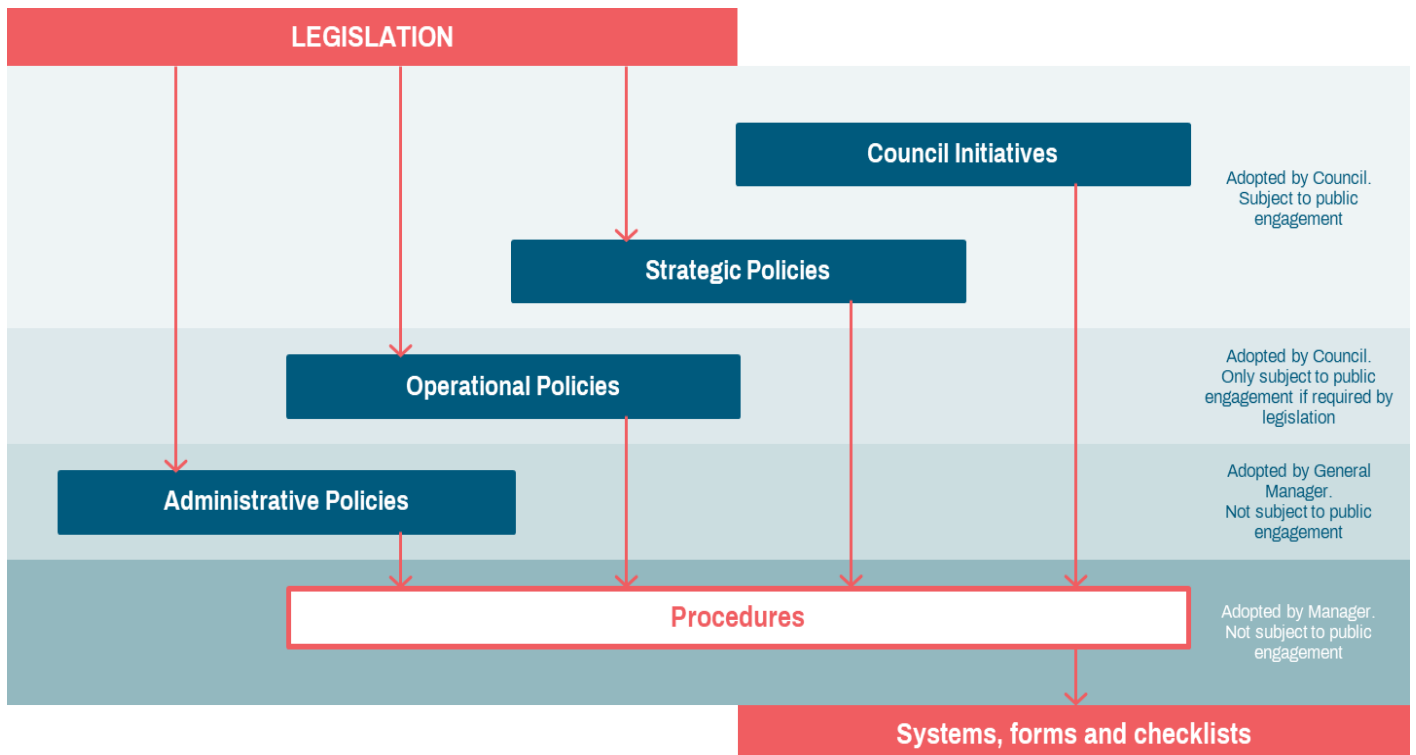
Sorell Council recognises that some policies should be subject to public engagement and values input from the community. On the other hand, some functional or administrative policies, or procedures to implement policies, which are necessary for the functioning of Council, do not warrant public comment. Figure 5 sets out these distinctions in a policy administration framework.

Policies and procedures will be prepared through the functional Workgroups to be considered by Council or the CEO, as appropriate.

The CEO, and Workgroup Manager, are responsible for ensuring that the policy or procedure is implemented, and that appropriate and timely reviews take place.

[Council policies](#)

Figure 5: Policy administration framework



9.2 DELEGATIONS & APPOINTED ROLES

As identified previously, Council is prescribed a variety of functions and powers from the Act and other associated legislation. While these functions and powers are vested in Council, it is neither practical nor efficient for the Council as a whole to act as decision-maker in respect of all functions and powers.

Therefore, provision is made in the Act and other legislation for the Council to delegate various functions and powers to the CEO, Committees, or specified Officers (when acting as a planning authority). In turn, the CEO may delegate certain powers and functions to specified roles within Council.

In addition, the CEO is required to appoint specific employees or persons to an authorised role under several pieces of legislation, to which specific functions or powers are also associated.

Therefore, the use and operation of delegations and appointed roles is a legitimate part of Council's decision-making approach.

When possible, delegations are made in the context of Council policy, or qualifications, that guide decision-making. The rationale behind delegated authority is focused on:

- Improving responsiveness to customer needs and customer service,
- Streamlining the administrative activities of Council,
- Improving the efficiency and productivity of Council,
- Ensuring legislative compliance,
- Allowing Council at a Council meeting to more fully concentrate specifically on policy and strategic matters while minimising the need to attend to operational and administrative matters.

A register of these delegations is required to be maintained. To maintain currency, delegations are reviewed regularly, or in response to any changes to legislation that the Council is responsible for administering.

9.3 ANNUAL PLAN AND BUDGET

The Council's Annual Plan and Budget must be adopted by Council each year and, under Section 71 of the Act, must:

- be consistent with the strategic plan,
- set out how Council will meet the goals and objectives of the strategic plan,
- estimate the Budget for the coming financial year, and
- identify the major strategies for Council's public health goals and objectives.

The Budget outlines:

- operating expenditure: the money required to operate and maintain works and services, such as wages, maintenance, and consumables; and
- capital expenditure: the money required to renew, replace, upgrade or construct new assets such as roads, buildings, stormwater, land improvements, plant and equipment.

The Annual Plan and Budget are delivered through the Operational Plan, developed by the CEO and Leadership Team. Monthly financial reporting occurs via the Council meeting agenda with a more comprehensive Mid-Year Budget Review process.

The Annual Plan and Budget process and associated timelines are provided to Councillors in advance.

9.4 ANNUAL REPORT

In accordance with Section 72 of the Act, Council prepares an Annual Report each financial year. The Annual Report is the Council's key reporting document. It summarises the Council's activities throughout each year, and outlines progress made towards strategic objectives set out in the Council's guiding strategic documents.

The Annual Report provides information about the Council's financial activities, income, and expenditure. It also contains content prescribed under various legislation, regulations, standards and codes.

The Council's Annual Financial Statements are audited by the Tasmanian Audit Office and are to be considered by the Audit Panel before being submitted to Council for adoption.

The Annual Report is presented to Council's Annual General Meeting and is accessible to the community via Council's website.

9.5 GENERAL MANAGER'S / CEO'S PERFORMANCE

Sections 27 and 28 of the Act require Council to review the performance of the CEO at least once each year.

Conducting this review **utilising an independent expert** is an important function because the CEO is the Council's only direct employee. It is through this review process that Council can also review the performance of the organisation.

9.6 COUNCILLOR'S PROFESSIONAL DEVELOPMENT

An annual budget provision is made for Councillor LGAT professional development and conference / event attendance, and which are to be requested through the 'Councillor Requests' and distributed equitably.

The DPAC [website](#) contains a range of professional development and councillor resources including the local government learning and development framework that is considered mandatory. Similarly, the LGAT [website](#) contains a Learn to Lead Framework with resources and learning opportunities for Councillors.

REFERENCES

DPAC Local Governance Division - Good Governance Guide
City of Hobart Governance Framework
Derwent Valley Council Governance Framework
Huon Valley Council Governance Framework
Noosa Council Governance Framework
Clarence City Council Workshop Guidelines
Kingborough Council Councillor Workshop Policy
Brighton Council Operational Guidelines for Councillor and Council Staff Interaction



Attachment to item number 15.6 -
South East Sports Complex Master Plan



South East Sports Complex Landscape Master Plan Report

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and respect the palawa/pakana peoples of lutruwita (Tasmania) and the Aboriginal and Torres Strait Islander Peoples across Australia as the traditional custodians of our shared lands, waters and seas.

We recognise their unique ability to care for Country and their deep spiritual connection with the land, waters and seas – the same land, waters and seas which are a central focus of our profession.

We honour Elders past and present whose knowledge and wisdom will ensure the continuation of Aboriginal and Torres Strait Islander cultures.



The South East Sports Complex Landscape Master Plan outlines a comprehensive, long-term strategy to meet the future needs and demands of the precinct. Informed by community consultation, stakeholder input and landscape design principles, the plan offers an integrated approach for implementation over time.

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South East Sports Complex Landscape Master
Plan Report

Final Report 29.06.26

This report was prepared for Sorell Council by
Inspiring Place Pty Ltd



SITE PHOTOS



1 South East Stadium and car parking



2 Soccer fields



3 Netball courts



4 BMX track



5 Changing rooms, storage and little athletics in foreground, PCYC building in background



6 Change rooms



7 AFL field



8 Clubhouse with change rooms, toilets and kiosk



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SITE ANALYSIS

KEY

- Site boundary
 - Lot boundaries
 - Pedestrian entry/exit
 - Pedestrian pathways
 - Park run
 - Vehicle entry/exit
 - Vehicle circulation
 - Prevailing westerly winds
 - Open drain
 - 1m contours
 - Buildings
 - Turf
 - Irrigated turf
 - Vegetation
- South East Stadium with indoor sports courts, gym, change rooms, toilets and meeting/function/bar/canteen rooms
 - Amenities Building with toilets, storage and sauna
 - Clubhouse with toilets, kiosk
 - Change rooms and toilets
 - PCYC building
 - Underground fenced water retention area
 - Parking
 - Overflow parking
 - Overflow RV parking



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OPPORTUNITIES AND CONSTRAINTS

The South East Sports Complex is a large regionally scaled site for a multitude of sporting games, events and recreation for the community. There are significant opportunities for the current and future uses of the site, defined into three zones being:

- Zone 1: Soccer, basketball, netball and dog park
- Zone 2: Cricket, AFL and little athletics
- Zone 3: BMX, skate park, tennis courts, RV park and equestrian

Each zone provides the opportunity for a centralised accessible amenities and facilities for the uses and requirements for each sporting group as well as the general public (referring to facilities and amenities provided for the local community and visitors who do not attend the precinct for competition and sporting games). This will include gender neutral change rooms, public toilets and storage.

Each zone will also provide ample facilities and services including all weather shelter, seating, picnic tables, bubblers and barbeques supporting the sporting clubs as well as spectators and the local community. The overall site amenity will be improved with native planting and shade cover for protection against the elements.

All sporting facilities and grounds will be inclusive with improved accessibility for pedestrians and vehicles, with service (refers to vehicular access such as ambulance/garbage trucks) and 3-phase power provisions. The whole complex will be serviced by a PA system for each key sporting area.

There is also the opportunity to improve legibility and wayfinding throughout the South East Sports Complex to aid navigation to different sporting locations and venues.



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OPPORTUNITIES AND CONSTRAINTS

ZONE 1: SOCCER, BASKETBALL, NETBALL AND DOG PARK

OPPORTUNITIES

- 1 Retain existing stadium courts
- 2 Increase the scale of the stadium with additional building to accommodate additional 2x indoor multipurpose courts with linemarking for basketball, netball and additional opportunity for badminton and pickleball. Opportunity to increase stadium seating as well as additional storage space
- 3 Upgrade soccer facilities to accommodate specific infrastructure for National Premier League, including 1x additional synthetic turf field, lighting and fencing. This would alleviate turf overuse and balance game/training events
- 4 Upgrade netball courts with facilities including protected seating and storage
- 5 Opportunity to provide future accessible gym and recovery services for sporting groups, particularly soccer with a private operator
- 6 Provide playspace for public use, particularly during game days for families
- 7 Additional multipurpose sporting field
- 8 Upgrade existing amenities building as a shared space to accommodate accessible gender neutral change-rooms, public toilets, office and increased storage spaces
- 9 Relocate extent of equestrian facilities to accommodate additional sporting fields with the opportunity to provide purpose built facilities for equestrian users to enable pathways to competition
- 10 Reconsider fencing to water retention zone to open up space for public use but limit any heavy use

CONSTRAINTS

- 11 Limited size of existing stadium is a constraint for additional sporting linework however testing of the improved programming could be undertaken
- 12 Soccer grounds at maximum capacity and over-used limiting future growth
- 13 Lack of mid-sized multi-use courts for casual incidental play for the community
- 14 Limited food van use and location due to lack of 3-phase power provision
- 15 Existing carpark creating safety issues during major events due to volume of cars with a single entry/exit
- 16 Existing location of equestrian facilities limiting the extension of additional sporting fields for soccer and basketball/netball
- 17 Lack of facilities for equestrian users
- 18 Exposed to strong westerlies and lack of shelter



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OPPORTUNITIES AND CONSTRAINTS

ZONE 2: CRICKET, AFL AND LITTLE ATHLETICS

OPPORTUNITIES

- 1 Nominate a premier and secondary cricket field. Premier field to be upgraded to accommodate a turf wicket and lighting allowing for pathways to premier cricket
- 2 Provide clubhouse for AFL fields to support sporting groups
- 3 Limited spectator shelter and seating for cricket and AFL
- 4 Future proof little athletics facilities with upgraded fit for purpose surfacing and provide new shelter
- 5 Additional synthetic turf cricket nets and lighting for increased training
- 6 Rectify existing PCYC building
- 7 Overflow parking is disorganised and unsafe during large events
- 8 Improved landscaping to the park run and new shelter at the start of the route
- 9 Provide small local play opportunity for public use, particularly local residents to the north

CONSTRAINTS

- 10 Adjacent trees to cricket nets and limited lighting causing shading issues
- 11 Prevailing westerly winds impact sporting games
- 12 Existing building layout and car park creating risks for pedestrians with undefined roads and pathways



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OPPORTUNITIES AND CONSTRAINTS

ZONE 3: BMX, SKATE, TENNIS COURTS, RV PARK AND EQUESTRIAN

OPPORTUNITIES

- 1 Opportunity to consider tennis courts in the long term
- 2 BMX participant and spectator supporting infrastructure upgrades to support venues long term use and national event capability
- 3 Improve amenities for skate park and localised elements for youth involvement, such as ping pong tables
- 4 Provide skills park for BMX riders as a recreational learning space
- 5 Opportunity to relocate dog park
- 6 Opportunity to consider medium/long term RV park relocation

CONSTRAINTS

- 7 Moderate use of dog park
- 8 Undefined RV park extent
- 9 Prevailing westerly winds will impact tennis courts location



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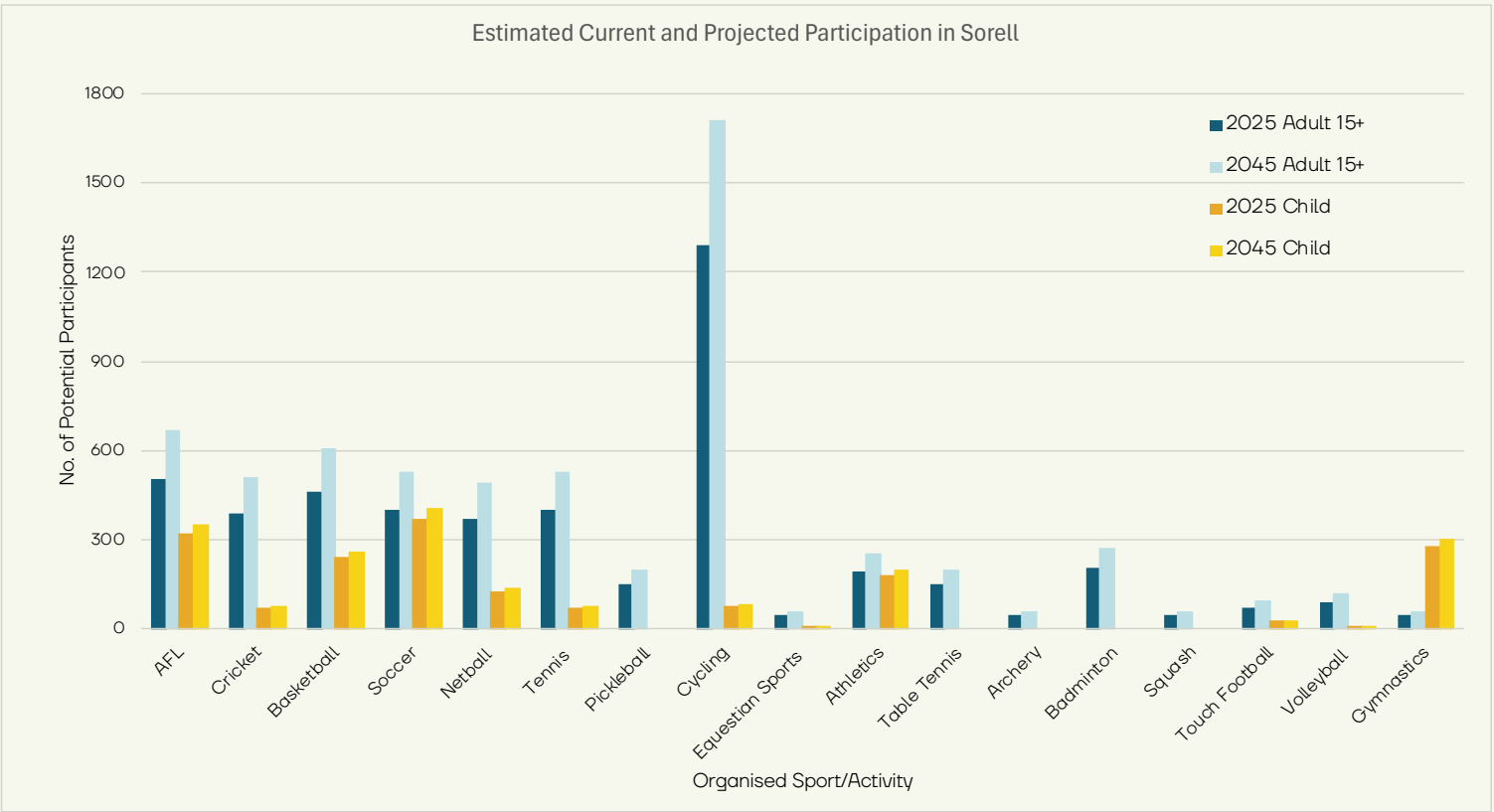


SUMMARY STATISTICS

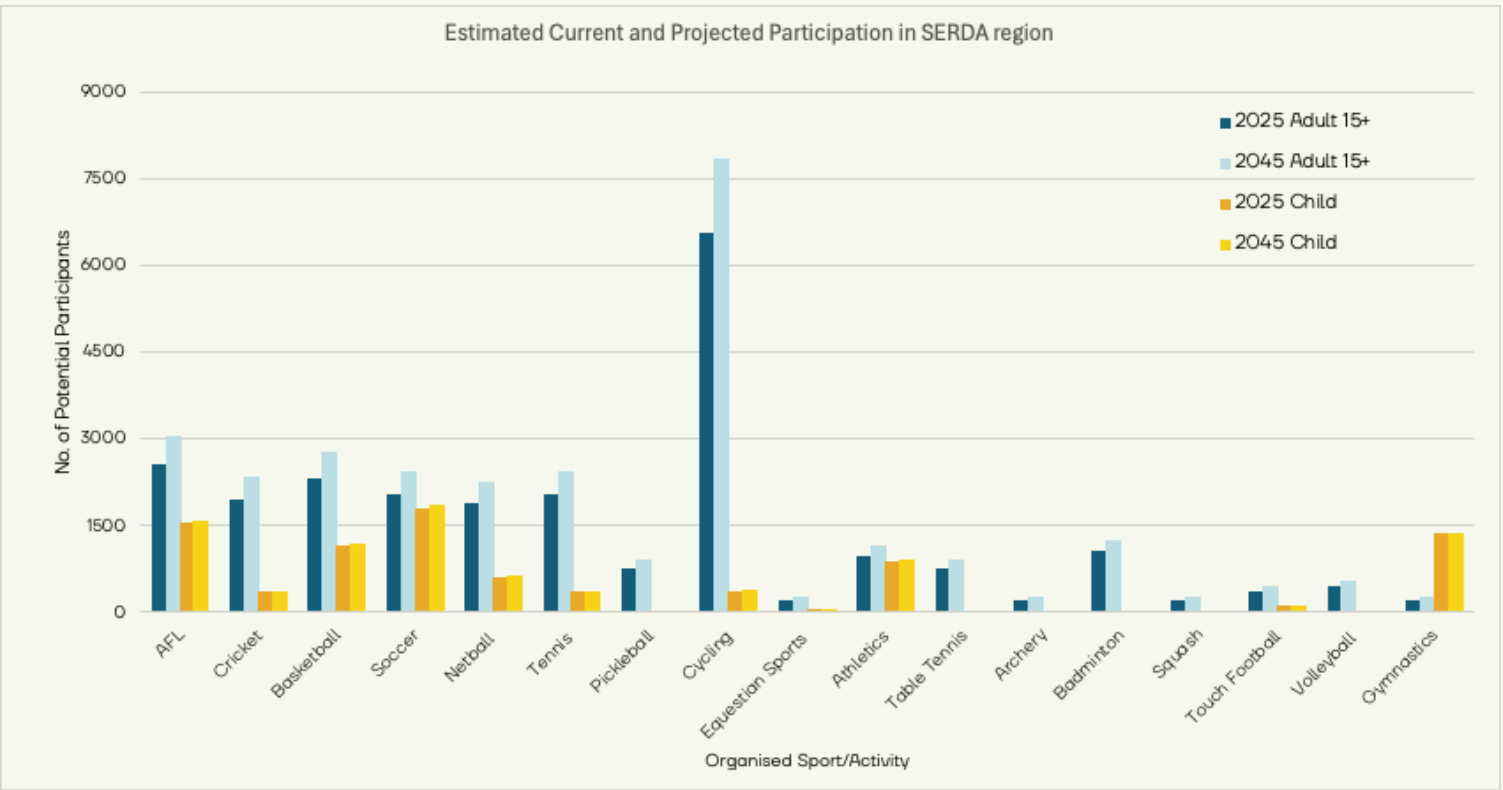
Ausplay provides trends in sports participation, providing an indication of the most popular sporting and recreation activities undertaken in Tasmania. The adjacent graphs provide an indication of the number of participants for each identified sport in Sorell and the SERDA region based on population forecasts to 2045 .

The graphs are a highly conservative indication of participation estimates and should be considered as subsidiary to information obtained through consultation with local stakeholders and state sports governing bodies.

For further information refer to Appendix 1: Issues and Opportunities Paper.



Estimated current participation estimates for Sorell based on state participation (Source: AusPlay), and projected participation in Sorell based on population forecasts for 2045 (Source: DSG, Tasmania)



Estimated current participation estimates for SERDA based on state participation (Source: AusPlay), and projected participation in SERDA in 2045 based on population forecasts for 2045 (Source: DSG, Tasmania)

GUIDING LANDSCAPE PRINCIPLES



01

RESPONSIVE

- Contribute and enhance the existing uses and conditions of the site
- Listen and respond to the needs and requirements of the stakeholders and community
- Future proofing the site for staged implementation over time



02

ENGAGING

- Provide a destination location for a range of user groups, beyond sporting groups to visit and stay
- Support social engagement and communities for improved social outcomes



03

DIVERSE

- Offer a range of sporting needs and requirements for premier training, games and competition
- Provide a range of amenities and facilities to support sporting needs as well as key stakeholders and the community
- Support the diverse needs for an inclusive and accessible sports complex

PRECEDENT IMAGERY

ZONE 1: FOOTBALL, BASKETBALL, NETBALL AND DOG PARK



PRECEDENT IMAGERY

ZONE 2: CRICKET, AFL AND LITTLE ATHLETICS



PRECEDENT IMAGERY

ZONE 3: BMX, SKATE PARK, TENNIS COURTS, RV PARK AND EQUESTRIAN





South East Complex Landscape Master Plan

7 Tasman Highway, Sorell, Tasmania
PREPARED FOR SORELL COUNCIL



Date 29.06.2026
Scale 1:1500 @ A1
1:3000 @ A3
16

ZONE 1: FOOTBALL, BASKETBALL, NETBALL AND DOG PARK

KEY

- 1 Pedestrian pathways with shared service access
- 2 Vehicular roads
- 3 Small amenities building
- 4 Fitness equipment
- 5 Indoor stadium courts for basketball and netball
- 6 New extension to stadium to accommodate multi-purpose courts including basketball, netball, badminton, futsal and pickleball as well as indoor and outdoor change rooms. Opportunity to increase stadium seating as well as additional storage space
- 7 Relocated purpose built accessible gym and recovery services for sporting groups, particularly soccer with a private operator
- 8 Primary premier soccer field upgraded to accommodate specific infrastructure for National Premier League, including lighting and fencing
- 9 Secondary soccer field (synthetic TBD)
- 10 Multi-purpose field for sports such as soccer, touch football
- 11 Relocated dog park for small and large dogs
- 12 Upgrade netball courts with facilities including protected seating with potential for 2x additional courts
- 13 Upgrade existing amenities building suitable for adjacent sporting user groups and public users to accommodate accessible gender neutral change-rooms, public toilets, office and increased storage spaces
- 14 Accessible public amenities within spill out zone including shelters, barbecues, seating, picnic tables, bike rack and bubblers
- 15 Provision of service vehicle access and 3-phase power
- 16 Centralised playspace for inclusive all ages play. Junior play located near the netball precinct for close supervision
- 17 Centralised 'green heart' hub providing space and amenity for groups and the community such as a pavilion and barbecues
- 18 Remove temporary fencing to water retention zone to open up space for public use and limiting any heavy access and use
- 19 Formal car parking
- 20 Zone for additional use
- 21 Retain and extend tree planting for shelter, protection and biodiversity
- 22 Formalised tree avenues to assist with wayfinding and legibility throughout the site



South East Complex Landscape Master Plan - Zone 1

7 Tasman Highway, Sorell, Tasmania
PREPARED FOR SORELL COUNCIL

ZONE 2: CRICKET, AFL AND LITTLE ATHLETICS

KEY

- 1 Pedestrian pathways with shared service access
- 2 Pedestrian threshold
- 3 Vehicular roads with turning circle
- 4 Existing cricket field.
- 5 Senior AFL field
- 6 Clubroom upgrades with extension to accommodate AFL clubhouse
- 7 Provide spectator shelter and seating for cricket and AFL games
- 8 Accessible public amenities within hardscape spill out zone for multi-use shared space including shelters, barbecues, seating, picnic tables, bike racks and bubblers
- 9 Provision of service vehicle access and 3-phase power
- 10 Turf practice wicket net shed with removable nets. Provide limited vehicle access to parking area
- 11 Emergency vehicle exit
- 12 Improve landscaping along park run with improved canopy cover and mass planting
- 13 New park shelter with multipurpose picnic table with the Little Athletics/ park run
- 14 Future proof little athletics facilities with upgraded fit for purpose surfacing
- 15 Rectify existing PCYC building
- 16 Formal car parking including option of Arthur Street road reserve
- 17 Upgraded double access from Arthur Street
- 18 Retain and extend tree planting for shelter, protection and biodiversity
- 19 Formalised tree avenues to assist with wayfinding and legibility throughout the site



South East Complex Landscape Master Plan - Zone 2

7 Tasman Highway, Sorell, Tasmania
 PREPARED FOR SORELL COUNCIL

ZONE 3: BMX, SKATE PARK,
 MULTI-PURPOSE COURTS, RV
 PARK AND EQUESTRIAN

KEY

- 1

Pedestrian pathways with shared service access
- 2

Pedestrian threshold
- 3

Vehicular roads
- 4

BMX participant and spectator supporting infrastructure upgrades. Provide skills park for BMX riders as a recreational learning space
- 5

Long term implementation of new tennis courts after relocation of dog park
- 6

Relocated equestrian precinct
- 7

Improve amenities for skate park with shelter and seating
- 8

Amenities building providing a sports clubhouse, gender neutral changing rooms and public toilets
- 9

Accessible public amenities within hardscape spill out zone including shelters, barbeques, seating, picnic tables, bike racks and bubblers
- 10

Provision of service vehicle access and 3-phase power
- 11

Youth play opportunities to complement existing BMX and skate park facilities, such as half basketball court, ping pong tables and parkour
- 12

Short term implementation for BMX parking
- 13

Formal car parking
- 14

Retain existing crossover for vehicles
- 15

Retain and extend tree planting for shelter, protection and biodiversity
- 16

Formalised tree avenues to assist with wayfinding and legibility throughout the site
- 17

Passive parkland
- 18

Relocated RV park
- 19

Explore potential for pedestrian foreshore connections
- 20

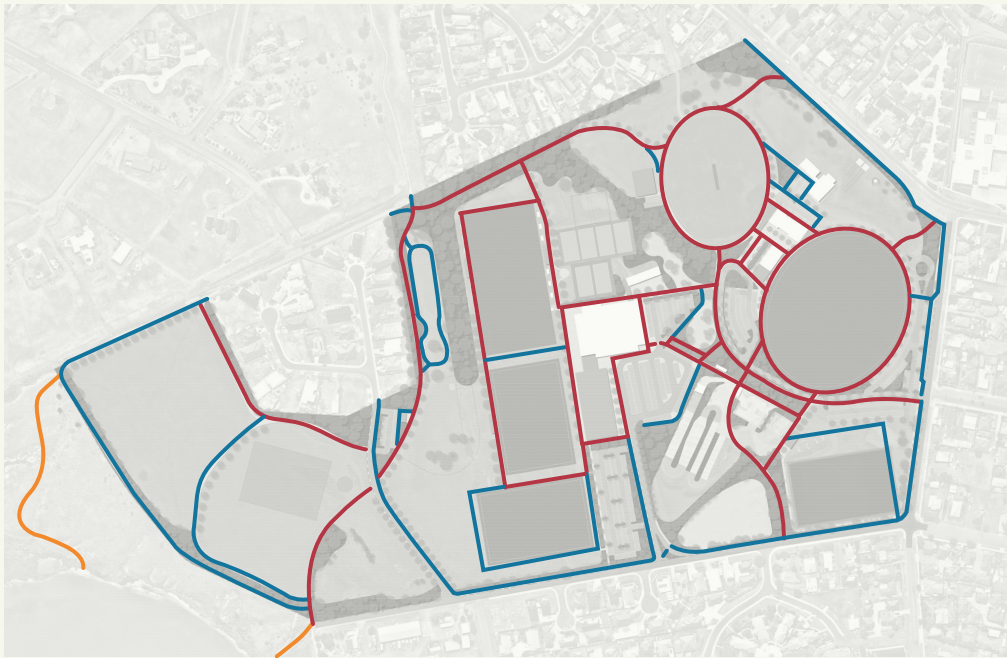
Bike facilities including bike maintenance station, scooter and bike charging



South East Complex Landscape Master Plan - Zone 3

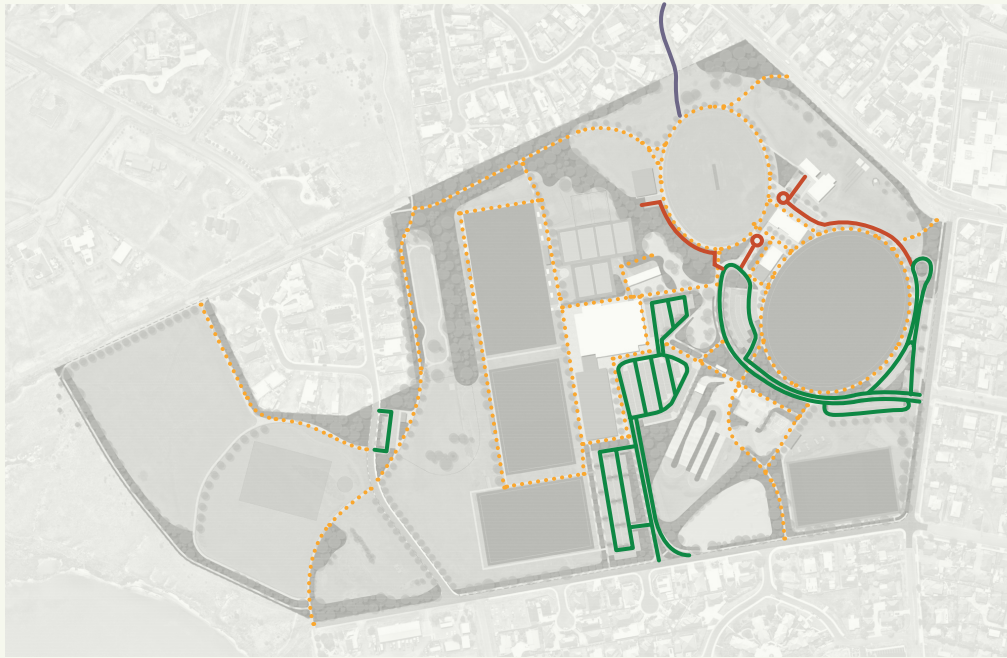
7 Tasman Highway, Sorell, Tasmania
 PREPARED FOR SORELL COUNCIL

LANDSCAPE DIAGRAMS



- Key
- 2m wide primary path
 - 1.5m wide secondary path
 - Informal path

Pedestrian access and circulation



- Key
- Vehicle access
 - Priority vehicle access
 - Service vehicle access
 - Emergency access

Vehicular access and circulation



- Key
- Amenities buildings

Amenities Buildings



- Key
- Permanent car parking

Car parking

STAGING AND ACTION PLAN

Short term priority actions (years 1-5)

These actions are considered critical to achieving short term outcomes. It is recommended that these activities be undertaken or commenced as soon as practicable, or within the first 5 years following the adoption of the master plan.

Medium-term priority activities (years 5-10)

These actions are necessary to achieve the desired outcomes, but are not considered as urgent or high priority as the short-term priority actions. They may be activities that need to be sequenced after other work is completed or funding sources identified. These activities are recommended to be undertaken in 5-10 years depending on available funding.

Longer-term priority activities (years 10-20+)

These actions will contribute to the desired overall outcomes, but are less critical than other actions. These activities are recommended to be undertaken from 10-20 years onwards or may wait until resources become available.

Criteria

- Guiding landscape principles
- Funding opportunities, budget constraints and services infrastructure investment



NTS @ A3



APPENDICES

1. ISSUES AND OPPORTUNITIES PAPER



LANDSCAPE MASTER PLAN REPORT

South East Sports Complex

Issues and Opportunities Paper



inspiring
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JUNE 2025

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Date	Version	Authorised Signature
08.04.25	Internal Draft	
27.05.25	Response to PT Comments	
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Inspiring Place Project No. 25-02 (24-CCCC)

Cover photo: Dan Colthorpe, Inspiring Place

This issues and opportunities report was developed through desktop research and review and community and stakeholder consultation to support the revision and update of the South East Sports Complex Master Plan.

Inspiring Place thanks all Sorell Council staff, including Ben Buckland, Natalie Cameron, Penny Goodland, Robert Higgins, and Jess Hinchin and all other staff members who provided input and support, as well as all sports governing bodies, committee members of local sports and recreation clubs and the Sorell community for their time and input.

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1 INTRODUCTION

This paper summarises the main issues and opportunities gleaned from community and stakeholder consultation on the South East Sports Complex. Findings are drawn from meetings with relevant sports governing bodies, local sports and recreation club/group surveys (five responses) and community surveys (57 responses), and meetings with local sport and recreation club/groups.

The South East Sports Complex plays a significant role in the provision of sports and recreation opportunities in the south east region of Tasmania. The Complex has experienced significant growth in usage. Given Sorell's rapid population growth, the South East Sports Complex Master Plan requires update and revision to ensure that it can continue to support and accommodate current and future needs.

The purpose of the project is to develop a modern and evidence driven updated Master Plan for the South East Sports Complex to guide future upgrades to infrastructure, sustainable practices, and inclusive community engagement. The Master Plan is to support the asset's long-term sustainability, futureproof growth, and enhance opportunities for sports and recreation in the region over a minimum 10-year period. The updated plan must align with community needs and demographic trends while also considering a hierarchical approach to local, regional and state-level community/recreation infrastructure.

Council has made excellent progress already on the development of the South East Sports Complex. Existing facilities at the Complex include two sports ovals, soccer pitch, outdoor netball courts, athletics ground, horse-riding arena, BMX facility and skate park, dog park, RV parking, and a state-of-the-art indoor sports stadium. The value of these facilities is recognised at a regional and state-level, as expressed by relevant sport governing bodies and by local sports clubs and are a testament to Council's ability to deliver high quality outcomes with limited resources and support for an active community. Inspiring Place are grateful for the excellent input and insights from sports governing bodies, local stakeholders, the community and Council staff during consultations and site visits.

The Master Plan process will be delivered in four stages. The present paper provides a summary of the findings from research and consultation that were conducted in Stage Two (March 2025).

So far, the following tasks have been undertaken:

initial briefing and site visits with Sorell Council staff;

background research and review of relevant background reports and sports and active recreation policies and strategies;

consultation with governing bodies in Tasmania for sports both represented and currently unrepresented at the South East Sports Complex; and

consultation with local sports and recreation clubs, including a survey and on-site meeting to discuss issues and opportunities further.

2 STRATEGIC CONTEXT

2.1 POLICY FRAMEWORK

Future development of the South East Sports Complex will need to fit within the national, state and local policy framework. Key documents relevant to the future planning of the South East Master Plan were reviewed, and are summarised in Table 1.

Table 1 strategic plans and policy documents considered in this review

Strategic documents considered	Summary
<i>At the national level</i>	
Sport 2030 – National Sport Plan	The national sport plan outlines the vision and direction for sport in Australia to 2030. The plan aims to maximise the potential of Australian sport, enhance participation, improve performance and contribute to the well-being of individuals and communities. The key target outcomes of the plan include: - improving the physical and mental health of Australians through the recognised role of sport and physical activity in promoting health and wellbeing, reducing chronic diseases and contributing to positive mental health; - growth in personal development to encourage individuals of all ages and backgrounds to be their best self; - strengthening communities by harnessing the recognised social benefits of sport through improved cohesion and reduced isolation; and - building on the already significant economic contribution of sport to the Australian economy.

<i>At the state level</i>	
Active 2030 Strategy	This strategy is being developed by the Tasmanian Government to ensure that sports and recreation initiatives and investments are guided by a long-term vision. Once completed, it will provide strategic directions to guide the focus of Tasmanian Government support and investments in sport and active recreation. A discussion paper was developed as a tool to assist in the development of this strategy in 2021 with the vision for 'Tasmania to be the Place to Play'. The main objective to achieve this vision is to 'increase participation in sport and active recreation' including by: • enabling increased participation for all; • providing access to infrastructure, facilities and spaces; and • supporting pathways to high performance.
Tasmanian Community Sport Facilities Portal	The Tasmanian Government is in the process of developing a central database that shows the location, level and condition of community sport facilities across the state. The portal will enable informed decision-making and provide insights for planning and future strategic investment decisions.
Healthy, Active Tasmania: 20-year preventative health strategy 2026-2046	The strategy aims to support and enable Tasmanians to achieve good health and wellbeing. Focus Area 3 of the discussion paper emphasises on the importance of: • safe and accessible walking and cycling infrastructure to help increase opportunity for physical activity and to connect people to public open space and active recreational opportunities; and • developing and continuously improving physical environments so they are accessible for people of all ages and abilities.
<i>At the regional level</i>	
Greater Hobart Sports and Recreations Infrastructure Strategy	This strategy is at the very early stages of development. It aims to improve collaboration between municipal areas across greater Hobart, including Sorell, for the provision and management of sporting facilities. The purpose of this project is to improve collaboration between municipal areas across Greater Hobart for the provision and management of sporting facilities and to address common challenges, including: • a general need for modern, fit-for-purpose sporting facilities; • inadequate facilities to support growing participation including the growth of women and girls sport; • seasonal congestion across sporting codes; • inefficient duplication of facilities; and • disjointed priorities and advocacy due to the lack of an overarching infrastructure strategy.
SERDA Economic Infrastructure Strategy 2024	Guides priorities for infrastructure in the South East Region Development Association region which comprises the Tasman, Sorell, Clarence and Glamorgan Spring Bay LGA's. The strategy notes high growth rate in Sorell and Clarence compared to other council areas in the South East. Population projections indicated that Clarence City, Glamorgan Spring Bay and Tasman council areas are projected to slow beyond 2028 but is estimated to increase by 0.37%, 0.35% and 0.19% annually, respectively. Comparatively, population growth in the Sorell region is also expected to slow down but will remain in a growth state of 0.73% by 2052. Recreational infrastructure including the South East Sports Complex is identified as high priority enabling infrastructure in the SERDA region. Focus areas in relation to recreational infrastructure enablers include:

	- continued developed of related public infrastructure such as improving streetscapes, tree plantings, footpaths to improve visitor appeal, ongoing investment in public amenities, toilets to improve visitor appeal; and - coordinating objectives and plans of Sorell and Clarence in relation to proposals for regional sporting facilities at Pembroke Park, Geilston Bay, Bayview and Seven Mile Beach.
Southern Tasmania Regional Land Use Strategy (STRLUS) 2010-2035	Guides land use, development and infrastructure investment decisions in southern Tasmania by state and local governments and other providers of infrastructure. The strategy identifies Sorell as a major regional centre and a major satellite of Greater Hobart. The strategy identifies regions for potential growth in southern Tasmania – areas include Sorell LGA and Sorell Township East as a Greenfield Development Precinct for residential growth.
<i>At the local level</i>	
Sorell Strategic Plan 2019 – 2029	Provides strategic planning guidance for the Sorell LGA over a ten-year period. The plan is reviewed every four years, the most recent review was in 2023. It is based on four objectives: - to facilitate regional growth - responsible stewardship and a sustainable organisation - to ensure a liveable and inclusive community - increased community confidence in Council A key deliverable under Objective 3 is securing funding to develop the South East Sports Complex as a regional recreational facility.
Sorell Social Strategy 2024	This strategy is one of the deliverables under objective 3 of the <i>Sorell Strategic Plan 2019-2029</i> which specifically refers to the development and implementation of a social infrastructure and inclusiveness strategy. Four key priority areas were identified including: - promoting safe, healthy and active communities; and - a focus on children and young people Key objectives under these priority areas to guide Council's planning, design, management and delivery of social infrastructure and facilities programs over the next 10 years include: - provide and upgrade amenities and spaces that better cater to the diverse needs of the community; - seek funding and resourcing for improvements to open space and recreation to support community satisfaction and increased participation in recreation; and - improve safety for users of facilities and the community through design.
Sorell Active Transport Strategy 2024	The strategy sets out the plan for the next 10 years to develop the existing walkways and wheeling network, as well as the commencement of a bike network development to improve access to essential goods and services. One of the identified priority projects is the provision of a shared path on both sides of Arthur Street and Montagu Street. The path would connect with the existing shared path at the South East Sports Complex's locations in Pembroke Park at South East Stadium.
Sorell Open Space Strategy 2020	Guides the delivery, maintenance and acquisition of open space and recreation areas in the Sorell Municipality. A list of priority projects and recommendations are identified to strengthen the open space network and to ensure it is sufficient to support the current and changing needs of the Sorell community.

	The strategy highlights Sorell's rapidly growing and transitioning community noting the complex characteristics of different sections of the community and very diverse values and needs. Continuing to develop the South East Sports Complex as a regional facility is a key recommendation to support greater participation at a local level, and also to provide a facility suitable for the hosting of regional competitions.
Sorell Township Urban Master Plan 2015	Guides the strategic development of the township and the wider municipality and provides a framework for design, infrastructure, urban planning, development, investment and funding in the Sorell township over the next 20 years. The Master Plan notes the town's capacity of up to 5-7000 new residents within the coming decade or an increase of up to 50% with a large proportion of these moving into Sorell Township. Identified strategic directions for the South East Sports Complex in 2015 is to: • continue to develop and consolidate recreational uses within the South East Sports Complex and Miena Park areas, • consider potential to relocate Pioneer Park tennis courts and Bowling Green to the Complex; and • prepare a Master Plan that includes tree planting, parking, services and facilities towards a providing a high quality environment.
Land Improvement Asset Management Plan 2019/20	The plan guides Sorell Council's long-term strategic management of its land improvement assets (10 year planning period) to ensure continuous improvement of assets and that the community's required levels of service are met. Sorell's high population forecast is noted as being 3.6 times the state average. As a result, there is high demand for Council services along with requests for new facilities, infrastructure and recreational facilities.
Pembroke Park Master Plan 2017 and 2021 Update Business Case and Feasibility Assessment of the Pembroke Park Master Plan 2016	The Master Plan guides the future growth and development of the South East Sports Complex. The initial concept was developed in 2015 (<i>Pembroke Park Master Plan – Report</i>, and <i>Pembroke Park Master Plan – Concept</i> developed by Inspiring Place). A business case and feasibility assessment was prepared by @leisure Planners (2016). The 2015 Master Plan was updated in 2017 and again in 2021. These reports note rapid growth and changing community characteristics in the region and the associated implications for sports and recreation infrastructure and services provision. These changes are likely to continue as noted in Section 2.3 of this report. The benefits of developing the South East Sports Complex identified in 2015 Master Plan and in 2016 business case assessment still remain including: • meeting the needs of a wide range of ages, abilities and interests; • encouraging visitation to the region; • delivering environmental benefits through ground improvements and tree planting to provide shelter and landscape amenity; • providing non-sporting physical and social activity such as walking and social/family recreation; and • access to a suite of indoor sporting and recreation opportunities including gym and fitness spaces.

South East Youth Engagement Project Consultation Report 2024	The Youth Network of Tasmania (YNOT) were engaged to consult with young people ages 12 to 19 years living in the south east region of Tasmania. The findings would inform future youth programs, and services and activities to increase youth engagement and enhance youth participation in the local community. The consultation found that youth in the area wanted: • social and recreational opportunities just for young people – it was noted that there was little to engage young people outside of school, work and sports; • greater focus on addressing barriers to participation, particularly costs, poor weather conditions and inadequate active transport; and • safe spaces in their community for them after school and on weekends – there are concerns regarding antisocial behaviour which young people attributed largely to unmet needs in their peers including boredom and isolation, and mental health. The South East Sports Complex was highly regarded by young people who used it who noted that the Complex had become a hub for the sporting community across the region and other surrounding areas. To reduce barriers to access, young people suggested: • upgrading local skate parks to be more exciting and engaging (adding graffiti walls, new bowls, jumps, etc.) and incorporating adequate weather shelter and lighting. • repairing local sporting facilities and equipment that are accessed outside of competition such as local cricket nets and basketball and netball courts.
---	--

In general, the policy and planning framework for sports and recreation in Tasmania focus on:

increasing and enabling participation in sporting and recreation activities;

equipping development pathways for high performance;

enhancing personal development and positive health outcomes; and

improving accessibility for all.

There are several strategies emphasise the need and benefits for consolidation and collaboration across governing areas, and there are two projects underway (the Tasmanian Community Sport Facilities Portal and the Greater Hobart Sport and Recreations Infrastructure Strategy) to support this outcome.

Importantly, Sorell is recognised as a regional centre with considerable forecasted population growth. Local strategies recognise the changing population profile and diversifying needs of the community. Gaps in provision of social and recreation

opportunities for young people in the community is emphasised in the Active Transport and Social Strategy (2024) and in youth engagement projects recently conducted.

2.2 EXISTING AND PROPOSED REGIONAL FACILITIES IN THE SOUTH EAST REGION

CURRENT USES AND AVAILABLE OPPORTUNITIES AT THE SOUTH EAST SPORTS COMPLEX

The South East Sports Complex is the primary sports and recreation venue for the Sorell Municipal area. The precinct is owned and operated by Sorell Council and is located on a land title of 21.7ha on the Western edge of Sorell. The complex currently serves several key uses including:

- as the primary training and competition grounds for the Dodges Ferry Horse Riding Club, Sorell Cricket Club, Sorell Football Club, South East Basketball Association, South East Districts Little Athletics Centre, South East Netball Association, South East Pickleball, South East United Football Club, and the Southern City BMX Club;

- for community and social events, including award-winning fundraising events for clubs and groups such as the Truck Show hosted by the South East Suns, and the Taste of the South East hosted by the South East Netball Association;

- by Showtime Soccer for junior training and competition events, including weekly futsal competitions in the stadium;

- by Discovery Sports Performance (gym and sauna);

- by Sorell School and the Indie School for large school events, and by Indie School for unstructured recreational activities;

- occasional use of the Stadium and grounds by the Jack Jumpers, Netfit and Hobart Chargers;

- as part of the Pembroke ParkRun route; and

for informal recreational activities use including recreational walking/running, dog exercising/walking, skating; and other social play such as use of the open spaces and use of cricket nets and outdoor netball courts that are open for public and casual use.

The complex also houses a RV caravan park that is currently managed by Sorell Council with fee collection undertaken by the Sorell Lions Club, as well as a designated dog park.

Sorell Council owns and manages the facilities at the Complex, venues are hired out to external providers (clubs, operators, etc.) to run programs and use is encouraged by Council through a broad range of organisations and people. In addition to the above mentioned uses, the Complex offers a multitude of activities from traditional, competitive sports to community and public programs such as chair yoga.

The Stadium is available for use from 6am to 10pm. The function rooms, meeting rooms and other spaces including sporting venues are available for hire through the Council. Venues can be booked via an online booking system (Skedda). A fee schedule is available through Council that identifies casual hire costs for various group sizes. Events, programs and services are advertised and promoted via a dedicated Facebook Page for the South East Sports Complex, through noticeboards inside and at the entrance of the Stadium, and through Council's social media channels.

Many of the local clubs and groups, attract members from outside the Sorell municipal area including from as far out as Triabunna, Orford, the Tasman Peninsula, and Richmond. Competitions and events held by these clubs and others including the Southern City BMX club and the Dodges Ferry Horse Riding Club also attracts people from outside the region. This regional accessibility is one of the key points of difference of the South East Sports Complex and brings significant value to the south eastern and southern regions of Tasmania.

Another major opportunity and point of difference for the complex is its significant size and allocation of flat land which allows for the development of multiple pitches and related facilities to support current and future growth in sporting activities (e.g. football, soccer, cricket).

OTHER SPORTS AND RECREATION OPPORTUNITIES IN SORELL AND THE SURROUNDING MUNICIPALITIES

Assessment of population and demographic trends, and sports and recreation participation trends indicate that growth in population and in active and passive

recreation is likely to continue. Given Council's financial constraints, a strategic assessment of current and proposed sports and recreation facilities in the region is necessary to ensure that future development of the complex is sustainable, maximises efficiencies and is an effective and responsible use of funds. Tables 2 and 3 list the current and proposed sports and recreation facilities in the region.

Table 2: List of current sports and recreation facilities (excluding those within the South East Sports Complex)

Facility Name	Location	Facilities / existing uses	Comments
<i>Available local sports and recreation facilities in Sorell</i>			
Sorell Bowls Club	11 Parsonage Pl, Sorell	Bowls	
Kellevie Mountain Bike Park	Access via 509 Kellevie Rd, Kellevie	Mountain Biking	Privately owned with limited access
Murraville Golf Course	25 Florence St, Dunalley	Golf	Privately owned
Pittwater Golf Club	Penna Rd, Midway Point	Golf	
Blue Hills Shooters Club	Blue Hills Rd, Copping	Shooting	
Dodges Ferry Skateboard Park	510 Old Forcett Rd, Dodges Ferry	Skating/scootering	
Dunalley Skatepark	Church St E, Dunalley	Skating/scootering	
Dunalley Tennis Courts	25 Florence St, Dunalley	Tennis courts	
Midway Point Courts	31 Hoffman Street, Midway Point	Tennis and basketball courts	
Midway Point Hall	32 Hoffman Street, Midway Point	Dancing	
Pioneer Park Tennis Courts	14 Parsonage Place, Sorell	Tennis courts	Managed and maintained by Sorell Tennis Club
Dodges Ferry Recreation Ground	538 Old Forcett Rd, Dodges Ferry	Football and cricket (incl. cricket nets)	
Dodges Ferry Recreation Centre	538 Old Forcett Rd, Dodges Ferry	Indoor basketball, volleyball and indoor bowls.	
Flippers Swim Centre	99 Lewisham Scenic Dr, Lewisham	Swimming	
Primrose Sands Community Hall	570 Primrose Sands Rd, Primrose Sands TAS 7173	Indoor basketball court, skating, bike/pump track, 1/3 court basketball hoop	
Copping Hall	69 Allanby St, Copping TAS 7174	Football and cricket	Oval is not maintained by Council
Sorell Memorial Hall	44 Cole Street, Sorell	Dancing, karate	
<i>Available local sports and recreation facilities within 30 minutes of Sorell</i>			
Cambridge Memorial Oval	1000 Cambridge Rd, Cambridge	Soccer field, football oval, cricket ground and cricket nets	There are proposed upgrades to this venue, see below.

Geilston Bay Ovals	18 Debonmords Ln, Geilston Bay	2 AFL ovals and cricket grounds	There are proposed upgrades to this venue, see below.
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Table 3: List of proposed new sports and recreation facilities (excluding those within the South East Sports Complex)

Facility Name	Location	Facilities	Comments
<i>Proposed regional sports and recreation facilities outside the immediate Sorell region</i>			
Bayview Secondary College Sports Precinct	Clarence	Proposed facilities in concept plan: 4 outdoor netball/tennis courts, 4 indoor multi-sport courts (including basketball), two AFL and cricket grounds (acknowledged urgent need of turf wicket for cricket), and a junior soccer pitch	High participation multi-sport facility, in progress. The plan was targeted for adoption in 2024. The SERDA infrastructure strategy notes the need to “coordinate objectives and plans of Sorell and Clarence in relation to this and South East Sports Complex proposals.
Cambridge Memorial Oval	Cambridge	Additional facilities proposed include: new soccer/football field, off lead dog park and walking trail/circuit.	Proposed upgrades to Cambridge Memorial Oval. The project is currently awaiting further input from DECYP.
Geilston Bay Sport Precinct Master Plan	Geilston Bay		Regional sports facility upgrade is planned for the Geilston Bay Recreation Area. The Master Plan is currently on hold but targeted to commence in 2025. The SERDA infrastructure strategy notes the need to “coordinate objectives and plans of Sorell and Clarence in relation to this and South East Sports Complex proposals.
Wentworth Park Master Plan	Howrah	Potential redevelopment of Wentworth Park for soccer.	This plan commenced in 2023 and is currently on hold.
<i>Proposed investment State infrastructure relevant to the South and SERDA region</i>			
Brighton Gymnastics Facility	Brighton	Designated gymnastics centre	
Glenorchy Four Court Multi-Sports Centre	Glenorchy	basketball, netball, volleyball, and futsal	
Seven Mile Beach Cricket Tasmania Home	Seven Mile Beach	Cricket – 3 ovals one of which will be a turf wicket and open to community use.	Cricket Tasmania has plans to develop a home for Cricket at Seven Mile Beach. These plans are not yet funded.

2.3 BROADER SPORT AND RECREATION TRENDS

The ways by which leisure, sport and recreation opportunities have been provided has changed quite substantially over recent years. These trends are important to consider given the significant investment in community sport and recreation infrastructure (both indoor and outdoor). Emerging trends include the following, many of which have remained since development of the 2015 Pembroke Park Master Plan:

megatrends that are likely to impact sport, recreation and leisure in coming years;

participation levels;

building and site designs;

the siting of facilities;

the development of a strong relationship between indoor and outdoor areas; and

programming.

These trends also reflect the changing aspirations of the community with regard to its engagement in sporting and recreation activities. A brief summary of these trends is presented in the following sub-sections.

M E G A T R E N D S

The CSIRO published a key report in 2013¹, which sought to assess a set of critical “megatrends” which could be expected to impact on sport and recreation in Australia over coming years. The following main conclusions were reached:

The commitment to regular, organised sport will fall in comparative terms as more people pursue single-person and small group fitness activities. This will mean that funding for facilities for these activities will need to increase, perhaps at the expense of traditional sports;

¹ CSIRO Futures, 2013: The Future of Australian Sport. Megatrends shaping the sports sector over coming decades, Australian Government, Australian Sports Commission

greater efforts will need to be put into both understanding and responding to the link between sport and recreation and mental and physical health, crime prevention, social development, and international cooperation. This may mean that some activities will be found to warrant greater funding while others are given less funding than in the past;

sport and recreation providers will need to respond to the changing age and cultural make-up of the community if they are to attract continuing support; and

corporate funding and salary differentials between sports will disadvantage “loosely organised sports associations” and activities, which do not need or have structured organisations. It is thus likely that local and state governments will need to strengthen their support for these activities if the growing diversity and quality of opportunities sought by the community is to be achieved.

PARTICIPATION LEVELS

Ausplay^{2,3} data showing trends in sports participation from 2015 to 2023 provides an indication of the most popular sporting and recreation activities undertaken in Tasmania. It found that,

the most popular sports activities amongst adults (in order) were walking (recreational) (44.4%), fitness/gym (35.8%), running/athletics (17.0%), swimming (16.2%), cycling (12.6%), bushwalking (7.5%), yoga (5.8%), football/soccer (5.6%), golf (5.2%), and tennis (4.9%); and

amongst children, the most popular activities (in order) were swimming (29.5%), football/soccer (17.4%), gymnastics (11.4%), running/athletics (9.9%), basketball (8.6%), dancing (recreational) (8.5%), Australian football (7.8%), Netball (5.1%), Cricket (5.0%), and Hockey (4.0%).

Further insights from AusPlay data are discussed in more detail in the following subsection.

² Clearinghouse for Sport 2025, AusPlay Participation Trends 2015–2023, <https://www.clearinghouseforsport.gov.au/research/ausplay/results-2015-2023>, accessed 03 Jun 2025

³ A new baseline has been established for Ausplay data collection from 2023 onwards. This information cannot be directly compared with data from 2015 to 2023. For this reason, only data was 2015 to 2023 have been used here.

Ausplay data and findings from the Exercise, Recreation and Sport Survey 2010 provides an indication of trends over the past two decades in Australia. This data shows participation in non-sport related physical activities has increased significantly in the last 20 years, this trend has continued in recent years. The shift towards unstructured, or un-organised physical activities is likely, due in part, to the time and financial pressures that the community face.

Many people now pursue sport and recreational activities specifically because they are aware of the significant personal (psychological/mental health) and community (social) health benefits that involvement provides rather than for the enjoyment of the selected activities *per se*. This is occurring across a wide range of age groups with people taking up or recommencing activities that offer body strengthening, enhanced aerobic capacity, weight loss and a general improvement in their health. Much of the activity is non-competitive engagement but some sports are also gaining participation numbers as a consequence. It has also meant that some activities that previously had low participation rates may find growing interest.

Significantly, the pursuit of health outcomes has generated another linked trend, that being participation in active recreation pursuits across nearly all age groups with some of the greatest growth occurring in the 50s, 60s and 70s age groups as older, healthier people remain active.

AusPlay participation trends and estimates

Data collected by Ausplay between 2015 and 2023 in Tasmania provides an estimation of the level of use of sports and recreation facilities and venues, or the frequency of participation:

80% of the adult (15+ years) population and 47% of children (<15 years) participates in sports and recreation activities at least once per week;

55% of adults participate through an organisation or venue; and

22% of adults and 64% of children participate through a sports club or association; national trends indicate that there has been a 1% increase in the number of adults participating through sports club/association.

AusPlay undertakes annual surveys in sports and recreation participation. The sample size for these surveys for Tasmania and state LGA's have been generally small and with high relative margin of error.

The available and most up to date estimates of participation numbers for each sport in Tasmania is currently too irregular across available years (2016 to 2024) to generate reliable estimates of future participation projections based on annual growth rates.

Below graphs provide an indication of the number of participants for each identified sport in Sorell and the SERDA region based on population forecasts to 2045⁴. Calculations are based on the assumption that annual growth in participation remains constant over the projected period. As such, the graphs are an indication of growth in participation based on growth in population and the latest available state participation rates⁵ alone and does not take into account growth trends in a given sporting activity.

The graphs are a highly conservative indication of participation estimates and should be considered as subsidiary to information obtained through consultation with local stakeholders and state sports governing bodies.

These findings indicate that given should participation rates remain the same over the next two decades, population forecasts for the region (medium growth projection estimate), there would still be an increase in the number of expected participation. These numbers are expected to be higher, however, given external growth factors such as proposed subdivisions in the Sorell area and the SERDA region.

⁴ Department of State Growth (2025), Tasmanian Population Projections, <https://www.population.tas.gov.au/projections>, accessed 09.06.2025.

⁵ Ausplay (2025), 'Participation by Activity – Calendar year 2024', https://www.clearinghouseforsport.gov.au/research/ausplay/results#data_portal, accessed 05.06.2025

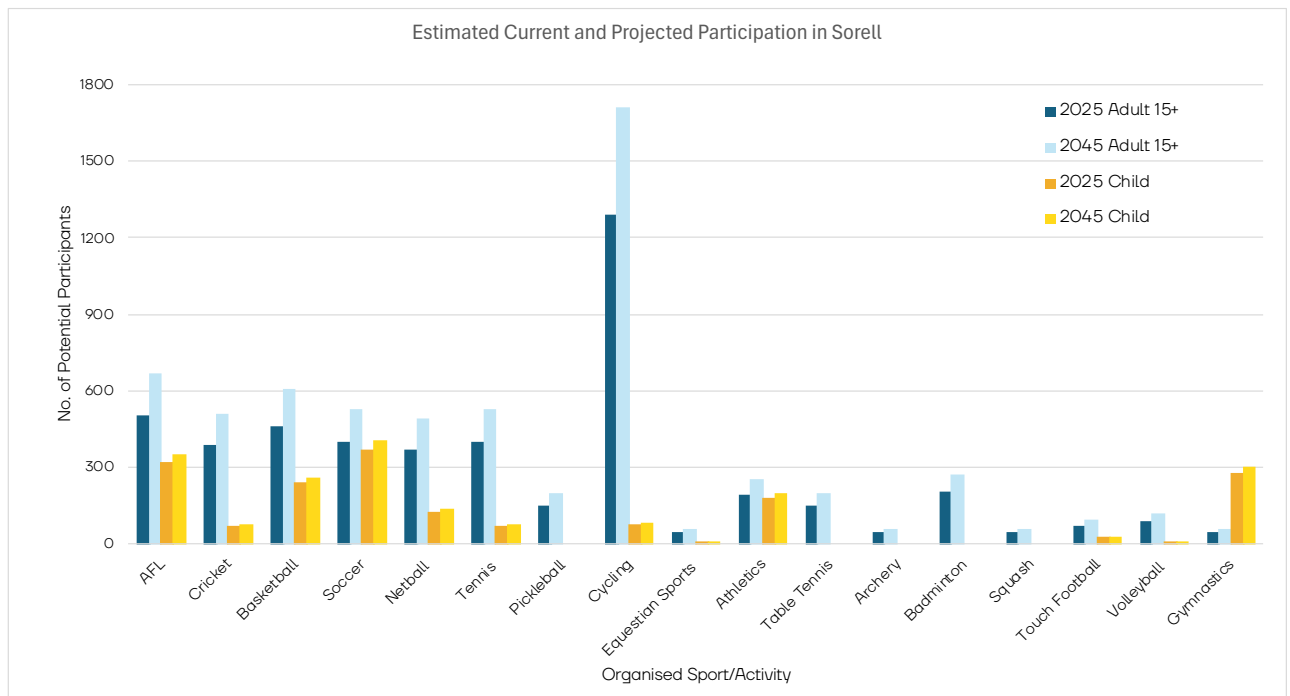


Figure 1 Estimated current participation estimates for Sorell based on state participation (Source: AusPlay), and projected participation in Sorell based on population forecasts for 2045 (Source: DSG, Tasmania).

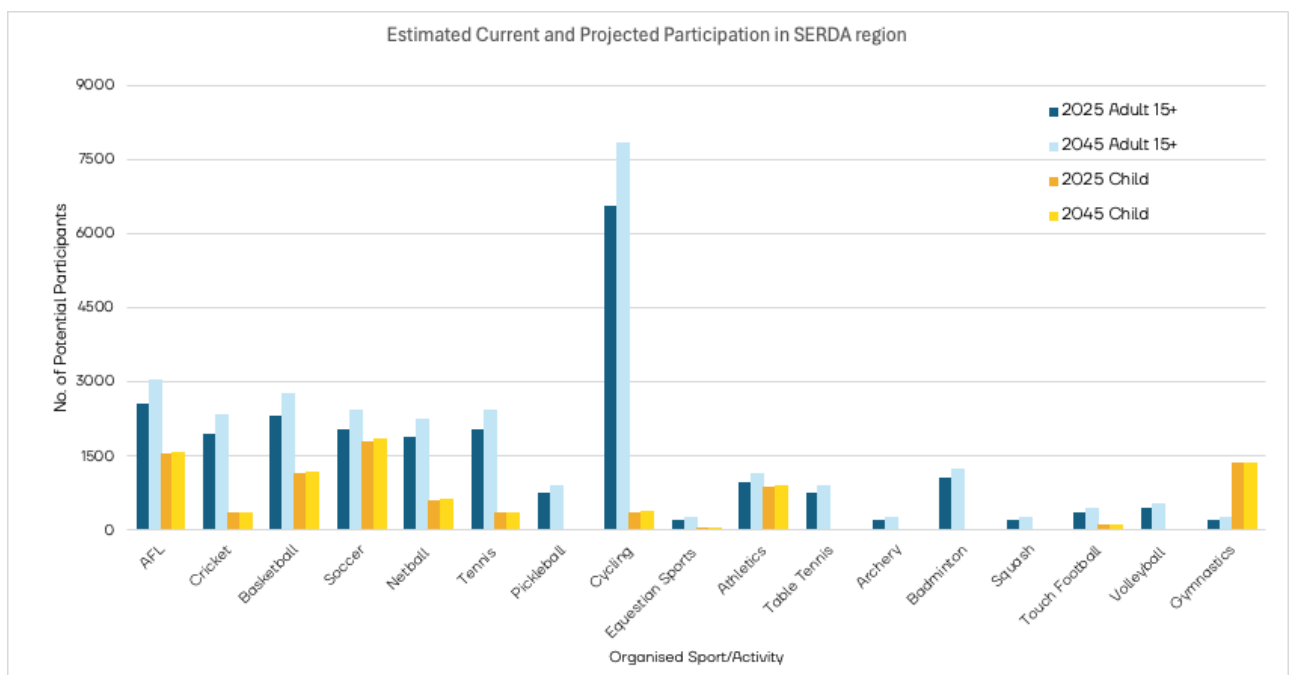


Figure 2 Estimated current participation estimates for SERDA based on state participation (Source: AusPlay), and projected participation in SERDA in 2045 based on population forecasts for 2045 (Source: DSG, Tasmania)

BUILDING DESIGN AND SITING TRENDS

Sound structure and design

Building design and presentation of sporting venues have greatly improved over recent years. Building quality is rising dramatically through good design. This is in response to building and health regulations, workplace safety standards, competition, wider user experiences, and expectations regarding the standards of local provision. Building design trends are also responding to the need to cater to the mix of different genders in sport and separation of facilities for umpires/referees.

The initial investment is designed to reduce costs and litigation while enhancing the user experience and attracting higher use levels. The cost of retrofitting facilities can be more expensive than new, which needs to be considered in how to change facilities to cater to female athletes.

A changing climate

Climate change is driving resilience thinking in terms of building design and development. Australia's climate has warmed by ~1°C in the last century with effects that include, increasing risk from bushfire, increasing frequency of storm, rainfall and extreme heat events, as well as changes to the physical environment such as changes to shoreline position due to sea level rise and increased coastal erosion. To address these events, current and future planning for the built environment need consider the capacity of infrastructure to adapt to changing conditions. This includes:

- Minimising new developments to help protect natural values, assessing the suitability of a location for any future infrastructure, achieving low maintenance outcomes and having the capacity to protect, or repair damage; and

- Recognising the potential for a coordinated, long-term response to climate-related hazards and risks, including options for adaptation and managing retreat pathways. Hazards and risks include but are not limited to, coastal inundation and sea level rise, wider and potentially more extreme temperature changes, and risks from higher rainfall and storm levels.

Consolidation and shared use

Clubrooms and other sports venues are no longer treated as stand-alone buildings, but increasingly sited with schools, public transport, outdoor recreation venues, shopping centres and libraries. Consolidation of sport and recreation opportunities entails the development of a few multi-user venues rather than many stand-alone facilities.

Many sporting facilities have evolved over a long period of time in response to the individual needs of individual groups. It often takes time and significant resources to transition towards using fewer, better resourced infrastructure. The challenge being faced all around Australia is managing facilities designed in the past to meet the needs of the present and future.

The consolidation of provision and sharing of use allows the freeing up of land for other purposes; savings through the sharing of enhanced infrastructure; clubs to focus on their activities and programs rather than on buildings; reduced maintenance costs by having fewer venues; the possibility of professional management; and infrastructure that better supports regional events and programs. Further, it facilitates building strategic networks linking infrastructure, key sites and outdoor spaces, streets to increase efficiency and enhance economic growth and community development through improved connection and socioeconomic cohesion.

Policy and planning approaches

Current and continuing trend in policy and planning across Australian states has been towards integrated and multi-use facilities. This is driven by the need to provide for a wide range of community needs and interest while achieving long-term sustainability, financial viability. As a result, Councils generally seek to:

- co-locating community infrastructure and integrating and sharing provision across government, community and the private sectors;

- upgrading facilities to accommodate evolving needs, ensure flexibility for various uses, and allow for future adaptability;

- providing multi-use, linked open space networks; and

- designing sports facilities and building capacity to meet current and future needs, and be flexible/adaptable to unexpected change.

PROGRAMMING AND USE TRENDS

There is increasingly tight management control over programming and program timetabling in order to optimise venue use and to offer a diverse array of activities to a wider cross-section of the community.

Professional programmers have replaced volunteers at many larger venues in response to user expectations, risk and insurance issues, and competition. In many Council across Australia, professional managers and programmers are now employed to run libraries, indoor leisure and sports centres, pools, museums and galleries. Good managers and programmers know how to engage people, how to identify and meet community and member needs and how to evaluate and improve on what they have offered previously.

One of the strengths of programming is that it does not have to be regular. Rather, programs might be run on anything from a one-off, daily, weekly, monthly, half yearly, annual, holidays/seasonal or even less frequent basis. Many Councils, which do not have the financial capacity or space to build new facilities, have put a growing emphasis on targeted programming and have won national awards for their efforts.

Venues are staying open in urban areas for increasingly longer hours to accommodate demand levels, to ensure accessibility for shift workers, part time workers and families of mixed make-up and to counter commercial 24/7 operators.

Program diversification entails providing new and different activities that encourage participation. It includes:

- provision of new opportunities to target residents who are not actively involved in existing groups and clubs e.g. youth at risk, people with disabilities, new residents, aged and lone household members of the community, members of cultural minorities;

- provision of programs that deliver benefits that cannot be achieved through existing pursuits; and

- existing clubs working together to offer a mixed program of activities over say one or two weekends annually.

2.4 COMMUNITY PROFILE

Sorell is projected to experience the second fastest growth rate in Tasmania. The local government area had an estimated population of 16, 743 persons in 2021⁶. This population is forecast (on a medium growth projection) to increase to 22, 951 by 2045 from natural change and net total migration (people arriving and leaving the local government area)⁷. This represents an average yearly increase in population of approximately 1.58%.

Planned subdivisions in the municipal area, including a subdivision of over 2900 lots (1000 current approved residential lots) that was recently announced suggests rapid increase in population in the short-term. Notably, Sorell township and the Sorell region is identified in the Southern Tasmania Regional Land Use Strategy as a Greenfield Development Precinct for residential growth over a 20 to 25 year forecast period.

The current median age is 42 years, this is projected to increase to approximately 49 years in 2045. At present, approximately 20.8% of the population comprises of those below the age of 18. 20.1% comprise of 18 to 34 year olds, 39.3% are between 35 to 65 years, and 20% are over the age of 65.

The age classes of 35 to 49 years (18.2%) and 50 to 64 years (21.1%) make up the largest age cohorts. This is expected to change in the next few years with a considerable increase in young families in the region as a result of interstate and intrastate migration.

52.7% of the population work full-time, 35.1% work part-time. 53.3% reported no long-term health conditions, of those who did report health conditions, the most common conditions were arthritis (13.1%), mental health conditions (e.g. depression, anxiety) (12.1%), and asthma (9.3%).

The growing population and shifting demographic trends indicate that participation in physical and social activities is expected to keep rising, especially among younger age groups. Furthermore, as the current population ages, it's important to consider the range of sports and open space activities available for older adults.

⁶ ABS 2021, Sorell 2021 Census All persons QuickStats, <https://abs.gov.au/census/find-census-data/quickstats/2021/LGA64810>, Accessed 06.03.2025

⁷ Tasmanian Government 2025, Tasmania's Population Data Dashboard, <https://www.population.tas.gov.au/dashboard>, Accessed 17.03.2025

Diversity in community character is likely to grow as the region's population increases and transitions. To promote inclusivity and accessibility, consideration should also be given to potential non-sporting users or community groups who enjoy engaging in sports casually/socially, and to the different barriers to participation for potential user groups including time and financial constraints.

3 STAKEHOLDER AND COMMUNITY CONSULTATIONS

3.1 KEY FINDINGS FROM STAKEHOLDER ENGAGEMENT

ACTIVE TASMANIA

Active Tasmania is a leading agency in the development and management of sports and recreation infrastructure in Tasmania. Active Tasmania was engaged via email correspondence and through online meetings between March and May 2025 to gain a statewide perspective and inform an understanding of ongoing and future projects.

The Tasmanian Government is developing a strategy, *Active 2030 Strategy*, for sport and active recreation. Once developed the strategy will provide strategic direction to guide the focus of Tasmanian Government investments in sport and active recreation in the state. One key objective outlined in the *Tasmanian Sport and Active Recreation Strategy Discussion Paper 2021*⁸ is to increase participation in sport and active recreation. This objective would be supported by a number of focus areas including,

- enabling increased participation for all;
- supporting pathways to high performance;
- providing access to infrastructure, facilities and spaces; and,
- building stronger organisations.

Active Tasmania also noted the Tasmanian Government's 20-year *Preventative Health Strategy (2026-2046)*. The strategy aims to transform Tasmania's health outcomes by supporting healthy and active living across the state. On sports and active recreation, Focus Area 3 of the discussion paper⁹ outlines the importance of

8 Department of Communities Tasmania 2021, *Tasmanian Sport and Active Recreation Strategy: Discussion Paper*

9 Department of Health Tasmania 2024, *Health, Active Tasmania, 20-year preventative health strategy 2026 – 2046*, https://www.health.tas.gov.au/sites/default/files/2024-11/discussion_paper_-_20-year_preventive_health_strategy_O.pdf, accessed 19 March 2025

accessible and inclusive physical infrastructure, public spaces, footpaths, cycle ways, activity centres, open green spaces, playgrounds and sporting facilities to improving mental and physical health.

In regard to strategic planning to effectively meet current and future needs, Active Tasmania emphasised their support for networking and sharing of ideas between Council through Local Government Networking Meetings. These are currently ongoing in the Northern region of Tasmania, and being developed in the South and North West regions. On improving collaboration between municipal areas, the Greater Hobart Sport and Recreation Infrastructure Strategy, which is in the early stages of development, was noted. The Strategy is a partnership between six Greater Hobart councils (Hobart, Clarence, Glenorchy, Kingborough, Sorell and Brighton) and the Tasmanian Government (represented through Active Tasmania) and intends to 'Deliver a holistic strategy that transcends council boundaries to identify, prioritise and guide the development of sport and recreation facilities across the Greater Hobart region'.

The strategy will provide specific future infrastructure recommendations in order of best opportunities and/or highest priorities to guide Council work through to 2045.

The scope and purpose of this strategy identifies the following common challenges:

- a general need for modern, fit-for-purpose sporting facilities;
- inadequate facilities to support growing participation including the growth of women and girls sport;
- seasonal congestion across sporting codes;
- inefficient duplication of facilities; and
- disjointed priorities and advocacy due to lack of an overarching infrastructure strategy.

Active Tasmania is also developing a Tasmanian Community Sport Facilities Portal as a public planning tool. The information portal will include an audit of all community sports facilities in Tasmania towards a central database that shows the location, level and condition of facilities. This information will be overlaid with population forecasts (median range, and at 5-year increments) to assist with planning and to ensure that investment decisions are meeting current and future needs.

The Portal is close to delivery and in its current version consolidates information on, primarily, Council-owned sports and recreation facilities across the state. Active Tasmania intends to expand the Portal to include

- school/education infrastructure
- standardised sport participation data; and
- information on planned future developments.

There may be opportunity to review the Master Plan in the near-term once this information is made available.

Additionally of note are two state funded facilities that are in progress and of relevance to the south and south eastern region, these are the Brighton Gymnastics Facility and the Glenorchy Four Courts Multi-Sports Centre.

ENGAGEMENT WITH SPORTS GOVERNING BODIES

Online meetings and over-the-phone conversations were held with sporting bodies¹⁰ in March and April 2025. Further follow-up consultations were undertaken in May 2025 with Major sporting bodies to clarify if any changes to strategic directions have taken place since the Australia Federal Elections 2025.

Engagement focused on current participation trends in Sorell and regionally, the role of the South East Sports Complex in current and future plans and strategies, gaps in infrastructure and facilities requirements, and future priorities for growth.

Conversations were held both with governing bodies of sports currently represented at the SE Complex, and with several other sports bodies suggested by Sorell Council as potential future at the Complex. Sporting bodies of the major represented sports (Soccer, Netball, Basketball, Cricket, AFL, Auscycling, Athletics and Pickleball) and Tennis Tasmania were closely engaged with their respective Clubs and had previously been in touch with the Clubs about the Master Plan update. The governing bodies spoke highly of their respective clubs and emphasised their support for club goals and their future priorities. The future plans and associated needs / demands noted by governing bodies are based on their close relationship with the clubs and the wider strategic focus and policies / requirements of the respective governing bodies.

Key points from conversations with each governing body are summarised in Table 4. Some identified needs that were discussed during consultations in March and April

¹⁰ Sporting bodies contacted but not met with: Archery Society of Tasmania,

2025 have been addressed since the initial drafting of this document. These are indicated where relevant in the table.

The main findings for sports that are currently a part of the South East Sports Complex, were that:

there is a general increase in participation and membership, particularly amongst mainstream sports and active recreation in the south and south east regions;

the Complex is critical to connecting rural regions such as nearby Richmond, and as far out as Triabunna, Swansea, and the Tasman Peninsula; and

all representative governing bodies spoke highly of the current facilities, noting that Council had done an exceptional job in providing high quality facilities. While the current facilities are satisfactory, upgrades are necessary to meet future demand and to support pathways to higher level competition. Particularly given the present and growing success of Clubs. Upgrades include meeting facilities requirements for competing/training at a higher level and improving provision of amenities.

Table 4 summary of conversations with governing bodies for supports for Tasmania. Note that information on trends is generalised based on the discussions had with governing bodies; all figures and statistics noted in the table are based on the information sent by governing bodies or sourced from latest strategic documents and policy reports.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
<i>Sports currently represented at the Complex</i>						
AFL Tasmania	- Increasing trend in growth 708 participants in Sorell region in 2024 (45% increase since 2019) - Huge growth Auskick (149% since 2019) - Growing female participation	Continued growth expected	- AFL Tasmania strategy is a regional model. In the Southern region, biggest challenge is improving quality of in-field and off-field infrastructure which is important to support the flexibility and carrying capacity of venues - Junior development – particularly Auskick; - Improving accessibility/inclusivity - Improving community facility provision (new guidelines published) - Pembroke Park is a regional venue where community level football is played ('second division'). There are no plans at	- Central Hobart is in a facilities pinch, participation is set to distribute to surrounding areas - Sorell is a central hub and Complex very well placed to meet demand - Two ovals support growth of the sport in the region and beyond	- Current facilities (particularly supporting infrastructure and amenities) are not adequate to support current and forecast growth. priority is increasing capacity of existing venue through both core and supporting amenity provision. - Ground surface concerns – past issues with drainage - Improved lighting to ovals (lighting to Senior oval has been upgraded by Council in April 2025) - Upgraded/expanded pavilion/seating with shelter – there is a major lack of seating	- Sporting competitions and events bring large crowds, interest and engagement. - Better accommodated facilities (including lighting and ground condition) could help run more programs, particularly junior programs

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
			present to promote to a higher level but there may be future interest. Financial support is available (Facilities Fund) for facilities upgrades that are geared at increasing participation outcomes. Such as, lighting upgrades, providing gender neutral changerooms, ground surface improvement		and accessibility for spectators. Games have consistently (anecdotally) brought in 1000+ spectators in the past year. - Access to external public toilets - Netting (Currently underway by Council following 2024 State Election) - Upgrades to clubhouse – requires expansion to support the membership footprint	
Cricket Tasmania	Increasing trend in growth	Major increase expected	- Increasing participation and membership particular focus on expanding junior participation - Pathways program – ‘developing winning elite teams’ by enhancing playing opportunities for high potential players and supporting development and wellbeing of players - Improving facilities and infrastructure across the State	- Complex plays a key role in creating opportunity for the entire south east region. - In particular, having two grounds is a major asset. - The Complex is very well-placed to play a more central role in developing pathways for premier cricket in Tasmania - Is an important venue for regional competition and events	- There is major need for more turf wicket in Tasmania and the South East Complex is ideally placed and equipped. - Cricket Tasmania included an Under 10 team from Sorell in the Premier League, if this arrangement is to continue in the longer-term, Sorell will need a turf ground - The second oval could be expanded and	- The Sorell Cricket Club has been very successful and is continuing to grow. The club has major community support as demonstrated by large crowds during events. - Turf wicket would greatly increase pathways to premier cricket in Southern Tasmania.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
				and has the capacity for larger statewide events.	converted to a turf wicket. • Additional turf nets for training. • Dodges Ferry ground could be upgraded (including female changing rooms/toilets, and synthetic nets for training) to replace existing use of the second oval.	
Basketball Tasmania	• Increasing - participation rates in the south (including Sorell) • Lower comparative rates in the South to gaps in court provision • The Greater Hobart region (including Sorell Council area) had 3,685 registered club players in 2024.	Continued growth expected - SEBA has had great success, while no senior team is currently established, one will form soon and the Club will require a venue and facilities that can accommodate both a junior and senior team.	• State facilities strategy: roadmap to address issues related to lack of dedicated and accessible infrastructure for basketball. This is imperative to sustain ongoing major growth in participation. • The Greater-Hobart region (which includes Sorell Council area) has the greatest provision gap – current supply only meets 42% of demand. Facilities deficit is expected to worsen in the next decade with continuing growth in participation.	• South East Stadium is the best facility in the southern Tasmanian region. • Has a very wide catchment, bringing in players from as far as Oatlands and Triabunna. • Is an important venue for major state-wide programs and events including the Grand Finals. • Would be a key venue for state-wide and higher level competitions if four courts are available.	• A further two courts to facilitate state-wide competition and address major shortfall in courts provision in the South. • Four court facility is required at Sorell to play home and away games. Currently these are played every weekend at Kingsborough, but, being the only venue available with required capacity which means that bookings are not guaranteed and games are spread out or cannot be played. A four court facility in	• South East Basketball Association has had major success and has greatly increased sport participation and membership. • Programs such as SheHoops brings in interest and engagement from across the state.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
			Southern Tas region is 16 courts short. Basketball Tasmania is seeking 2 additional courts from Sorell to fill this gap. Remaining gap to be filled from other areas, including 4 courts from Clarence.		Sorell would secure games Improvements to amenities provision including increased stadium seating where possible to facilitate larger crowds, designated or more accessible clubroom/kiosk (current clubroom/kiosk) has not had sufficient availability).	
Football Federation Tasmania	Increasing participation in the Southern region as informed by clubs and programs in the region.	Continued growth – particularly in junior development	- Increasing local competitions and pathways to junior and youth competition - Grow participation and engagement, including options to retain players and developing resources for clubs to transition players from junior to youth programs. - At present, there is a severe facilities gap which has been exacerbated – particularly in the focus area of female	- SE Sports Complex is a popular football venue has strategic importance at a regional level. - South of the State is severely lacking in infrastructure, SE Complex is of strategic importance due to this. - There is major capacity for the South East United Football Club to develop pathways through to seniors and the opportunity to play at the National Premier League. Which makes	- National Premier League license requires specific infrastructure upgrades including a dedicated training area. - Football Federation Tasmania has included a request amounting to \$1.7m for a second pitch, perimeter fencing (this has recently being completed by Council) and lighting upgrades at the SE Sports Complex. - Main (grass) pitch is at capacity and struggles to facilitate all current	- Popular venue with ongoing and anticipated growth and long-standing history. - Opportunity for club to play at the highest level of competition. - South East United has won the Statewide Cup semi final (May 2025) despite playing in a division below their NPL's Tasmania opponent and will progress to the Statewide Cup final in June 2025.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
			participation. Improving the quality and provision of facilities including developing plans to secure state, federal and local government funding. - Facilities strategy underpinned by local facilities renewal and ongoing upgrades when opportunities and funding is available. Particular focus is given to space utilisation and smart investment to maximise utilisation – such as providing gender appropriate amenities, lighting upgrades and hybrid and synthetic pitch surface technology - Key success measures include increasing investment into football facilities in collaboration with clubs and Government, and increasing football participation by 4% per annum to 47,000.	facilities upgrades critical to their success A future Home of Football in the South is intended for Clarence. This will cater for all levels of football. In Sorell, a second pitch which is synthetic is an investment in infrastructure given the growing community. This pitch will provide space for youth programs (run multiple times a week) and act as a training pitch for senior teams, so that the grass pitch is suitable for match day, this is a criteria for joining the NPL>	teams – infrastructure needs to accommodate current growth. A quarter of current club membership is female – appropriate amenities to support a female team and sustain, grow participation needs to be considered.	

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
Pickleball Tasmania	• Rapid increase in participation across the state including south and south east regions. • Membership with governing body has grown from 66 members in 2021 to 534 in 2024.	Major growth expected	• Growth in participation and membership of sport and encouraging competition by supporting development of clubs and facilities/equipment for play. • Particular focus in growing junior/youth participation through school programs and providing training for PE teachers.	• Indoor stadium is very well placed to cater to the south eastern region, with great facilities. • Since the local South East Pickleball Club's inception in July 2024, participation has grown from 20 players to averaging approximately 100 to 150 players a month. • Pickleball lacks an accessible venue in Tasmania to run major tournaments which bring in competitors from within and outside Australia.	• Permanent lines for play is important – a considerable portion of the club's costs go towards lining and relining.	• Pickleball is the fastest growing sport in Australia. The most recent tournament brought in more than 300 international, interstate and local players. • Social sport that is open to all abilities and ages to play together. • In the past year has made a contribution of \$158k to communities and \$420k estimated health outcomes.
Auscycling	• Biking/cycling consistently growing as an organised sport and recreational activity. • Mountain Biking has seen exponential growth (130%) in Tasmania • In 2022, more than 750 (adults	Continued growth	• Improving inclusivity and diversity in participation and membership • Developing higher competition level performance pathways	• BMX facility at the Complex is a major asset at a regional and state level. • State series are held at South East Complex. • Inclusion of facility has contributed to increased participation and growth in the Southern region. • Ideally placed to support further growth.	• Structural upgrades required to support higher level competition and participation. This includes bitumen surfacing of track to meet national level hosting requirements. • Other requirements are: bitumen pathways from carparks and complex entrance;	• Sports complex is centrally placed and ideal to host national level competitions with international interest. • Cycling is a major sport in Australia that has been on a major growth trajectory including as an Olympic sport.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
	15+ years) active participants reported in the Sorell region.				upgrades to storage and scoring; elevated grandstands to improve viewing; waterpoint and irrigation system to maintain grounds; finish ground upgrade with signage. • Access to a kiosk in proximity to track was noted as being beneficial • Opportunity to include a 'skills park' close to BMX facility as a recreational learning space.	
Equestrian Tasmania	• Slow growth, has remained consistent even through COVID • Approximately 850 members across Tasmania. Numbers are evenly split between the north and south.	Expected growth	• Strong focus on membership growth and further development of sport • Aims to achieve the above through education and development pathways including training for coaches and officials; and, facilitating provision of facilities. • Focus on promoting competition opportunities including through interschool	• The horse-riding arena at the South East complex has importance as an introduction to higher level competition. • The facilities provide opportunity for participation across the Sorell and south east region.	• Upgrades to facilities are required to sustain growth seen in the past few years including a watering/irrigation system for grounds, screens and fencing to protect from other activities in the vicinity of the arena, support with mowing and maintenance, support with amenities. • Support with providing quality coaching more consistently to provide	• An important sport with specific health and recreational benefits, and has traditionally been a significant Olympic sport. • Being one of the few accessible facilities across Tasmania, with additional support from government, the horse-riding arena provides opportunity for many across the state to engage in the equine sports.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
			programs across the state.		pathways to competition.	
Athletics Tasmania	Increasing	Expected growth	- Working towards and statewide facilities plan to upgrade available facilities (particularly Domain Centre) and improve membership retention - Participation relatively strong but issues with retention – the Body aims to address this through an organisational restructure and facilities plan.	- South East Complex is a crucial and critical for athletics in the south east region - Services athletes as far as Swansea and Triabunna	- Future proofing of facilities ensuring that surface is fit-for-purpose and upgrading to meet facilities requirements for risk mitigation where possible. - Many schools in the region can host Athletics Carnivals, ensuring that the space is fit-for-purpose as above and in terms of amenities will mitigate risks. - Future planning should consider upgrading to synthetic / rubberised surfaces to minimize maintenance costs and avoid risk to participants.	Supports athletics participation by schools across the south east region
Netball Tasmania	Increasing participation, particular growth seen in NetSetGo and in school programs.	Expected growth	Focus on growing participation and membership in the sport through increasing programs (NetSetGo and school programs), and strategic statewide	- Since its opening, the South East Stadium has been a very important part of Netball, especially in the South - Complex facilities are very high quality and	2 indoor courts are not adequate to host competitions – 4 courts are the ideal, particularly given the size of the Sorell community. Additional courts will allow for	- Home court of the South East Suns who play in the Netball League. - Sorell has strong participation and the Netball team has

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
			facilities development and utilisation. Netball Tasmania views the South East Sports Complex as having a great footprint for expansion where new courts might be more feasible compared to proposed upgrades in New Town and Clarence (bayview).	fit-for-purpose. This is the primary consideration for venue selection – Netball will move to where the best facilities are. Addition of 2 more courts would move competitions from Hobart to Sorell. - Netball Tasmania has been and will continue to push more state development programs to the stadium. - Clarence municipality do not have appropriate courts and the New Town facility is out of date and do not meet requirements to host state-level competitions. Increasingly, Sorell is becoming the key facility provider in the eastern shore. It is ideally located and provides high quality and appropriate facilities for player.	more programs to be undertaken and for Sorell to be the primary venue for Tasmanian events. Gym space in the same venue is an important consideration. Increase in available floor space where possible would be greatly beneficial.	grown and is growing with the community. Even outside of state league, the club has done an excellent job in growing the sport. Netball Tasmania is highly supportive of futureproofing this success.
Futsal Tasmania	Increasing participation across state.	Sorell recognised as	Growing sport by providing additional development pathways	Futsal is played at South East Stadium run by Showtime Soccer.	The infrastructure at South East Stadium are very high quality and to	Inclusive and widely played sport. Currently considered one of the

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
		a growing area	and programs and improving access to more facilities/infrastructure for futsal where possible. Futsal Tasmania is currently liaising with developers of Glenorchy Sports Centre (development application recently lodged) on the inclusion of futsal infrastructure for full-time rental by Futsal Tasmania.	Games are not organised in affiliation with Futsal Tasmania. - Futsal games at South East Stadium opens the sport to the Sorell region and beyond - Including standard requirements for programs and pathways run by Futsal Tasmania would help the sport to grow in Sorell and surrounds where there is a dearth of facilities.	a great standard. However, Futsal Tasmania requires removable netting to be installed to avoid balls from hitting glass walls of stadium court. This is a major safety risk.	largest school-based tournaments in Tasmania with approx. 260 teams playing. - Inclusion of sport at a competitive level would expand sport and rec opportunities in the SERDA region. - Great social outcomes noted from previous school programmes run at Sorell High School.
<i>Sports currently unrepresented at the Complex</i>						
Tennis Tasmania	Growing participation across state. In Sorell region, there has been stable growth and is considered a prominent growth area – club requires larger facilities to accommodate growth.	Continuing growth expected	- Growing membership and participation base both in social tennis and organised sport - Facility and venue development – one of the key priorities this coming financial year is to develop/update facilities and infrastructure guide which would help identify where opportunities for additional courts,	- Sorell Tennis Club is one of the best performing clubs in Tasmania - Tennis Tasmania is highly supportive of its further development and expansion which could be accommodated by relocating to the Complex - The Sorell region is of strategic priority to Tennis Tasmania.	- The Complex is a key location for future growth - The 4 courts at the existing club are at high occupancy – to accommodate growth a minimum of 6 full sized courts needed (8 ideally) - Blended lines on some courts to support multi-use including Hot Shots (children's progression	- Sorell Tennis Club has a very vibrant social scene with the courts regularly being used for social/casual play and coaching services as well as organised competition. - Dedicated multi-use courts, with guidance from Tennis Tasmania will promote flexible play, community participation and long-term sustainability.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
			facilities and venues. Sorell could very much be one of these locations considering growth, however this will be determined after a strategy is developed. • Strengthening women and girls participation as well as inclusion and diversity in the sport		program), pickleball, and pop tennis.	
Table Tennis Tasmania	• Decreased slightly since last year but on growth trajectory overall • 442 full members recorded in Tasmania and 159 social members in 2024. • 2024 participation by Table Tennis Tasmania affiliates include 862 participants in ongoing	Expected to increase – particularly female participation	• Expanding membership and participation by improving facilities provision • Improving women's participation, children's participation, and all abilities play through more opportunities and programs for play	• Many members travel from south east region to play at Hobart • Including facilities in Sorell would be critical to reaching people in the south east regional area	• Relatively little space requirements (12 tables could be fit into one basketball court to accommodate) • Smaller, casual games could be played in function room	• Social sport and active recreation activity that encourages casual community engagement • Very easy set up for play with limited space requirements.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
	weekly competitions.					
Badminton Tasmania	- Strong increase in participation across Tasmania and the South – there is a shortfall of facilities to accommodate growth. - Around 7500 participating in Tasmania – at least 900 participated in Tennis in the Sorell area in 2021.	Expected to continue growing	- Increasing participation and membership - Improving access to facilities - Increasing gender diversity - Large number of programs (currently, 305) being run including school programs and gala days (approximately 2000 students, 22 schools at the last event).	- South Hobart Stadium is the key venue in the south but these courts are entirely at capacity and there is major need for an additional venue to service this region. - Sorell would be ideal due to central location – many players in the region are already playing in Hobart.	- Interested in opportunities for hosting tournaments and school-based training as well as afterschool training - Indoor stadium has plenty of opportunity for an 8 court set-up that can lend to regional, state and national competition - Courts can also be used for pickleball - Facilities/amenities including canteen can be shared with other clubs - Would require storage – space requirements for net bases are similar to that of netball - Badminton Tasmania is happy to drive participation if facilities provided	- Social and formal sport accessible to a wide range of abilities and ages – in particular it offers a non-threatening and less confrontational play opportunity - Badminton has been growing in popularity across Australia and has notable international popularity - Noted that South Hobart Badminton Centre earns 400k a year from court hire. - Culturally popular – Badminton Tas also run a linguistic program.
Squash Tasmania	Seeing slow growth - particular growth in participation at	Expected to increase	Squash Australia Participation and Facilities Strategy: supporting growth of	No facilities to service the Sorell region, many players are currently using courts in the South (Bellerive,	Courts can be incorporated with basketball, badminton and pickleball courts – required floor	Extremely social sport that is quick to grow when accessible facilities are made available.

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
	East Side Squash on account of improved facilities. Membership has grown from 60-70 to 200+ in the past 5 years as east side • 52% of registered players are in the South of Tasmania • 500 registered players in Tasmania		sport through provision of high-quality facilities • Identifying new facilities and improving existing centres and developing supporting tools and resources to assist in planning and funding.	Kingsborough, etc.) which are reaching capacity • Can provide opportunity to reach more people in this region.	dimensions: 6-7m wide, 9-10m long; high durability walls • Games are typically 'after hours', important that players have access to facilities at all hours.	• Multigenerational and all abilities sport. • Squash Australia have provided a letter of support to Squash Tasmania to support any investigation and inclusion of facilities at the South East Sports Complex.
Touch Football Tasmania	• Player numbers peaked in 2019, reduced due to COVID-19, slight reduction in numbers since. • School competition series has seen considerable growth. 64 schools participated in 2024, this is expected to	Expected growth in area over the next 2-5 years	• Grow school-based competition across the state, particularly in the south (short-term priority) • Gala days being hosted to attract new players. • Focusing on providing greater support to the southern region to foster pathways for senior competition growth.	• Potential for Southern Touch Competition to be held at South East Sports Complex • If access to Wentworth Park is lost, Southern Touch Competition will need to be relocated • Gives opportunity to access south-east region	• Permanently marked playing/training fields (x2) • Permanent clubrooms and change facilities • Office and storage space	• Year-round play/use of grounds • Offers both competitive and social participation

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
	increase to 100 next year.					
Volleyball Tasmania	- Increasing participation in the southern region - Volleyball in Tasmania is currently in a growth phase, particularly in Junior Development. - Likely to be major growth in interest and participation following up to major volleyball event planned for 2032 Olympics. - Full members in Tasmania have grown from 757 to 884 since 2021.	Expected growth –	- Junior development programs - Increasing participation and membership across the state through engagement with schools and clubs.	- Major shortfall in facilities across the state. Current facilities are almost at capacity and cannot accommodate ongoing growth. - Southern league which is the premier competition in the southern region (including Sorell) is at capacity. - Inclusion of facilities would address needs and open up considerable opportunity to support engagement and interest in the sport across the region both socially and for competition.	Volleyball courts could be set up in the indoor stadium but this would require holes on the floor for nets.	Traditionally inclusive and gender-balanced sport. Offers both social and competitive participation.
Gymnastics Tasmania	Increasing participation across Tasmania – particularly in Under 5's	Continued growth expected including significant growth	- Growth in facilities and infrastructure provision - Improve workforce participation. - Regional strategies to grow gender diversity.	Major need and demand for appropriate, dedicated facilities – including facilities in Sorell would	Some gymnastic sports could be run successfully using a pack-up/set-up model including trampolining, tumbling and mums	Gymnastics has an incredibly diverse age and abilities range – training begins <6 months and continues to 60+

Governing Body	State Participation Trend	Projected growth	Strategic focus	Value of South East Sports Complex	Facilities requirements and near-term priorities / Opportunities	Benefit to SERDA region and Sorell
	More than 6700 club-based participants in 2023 – 18% growth since 2022.	leading up to Brisbane Olympics	Focus on supporting clubs to grow membership and participation.	benefit the entire south east region.	and bubs programs. Dedicated facilities are required to run other programs at a competition level.	There is notable growth in interest in Tasmania, particularly amongst Under 5's as foundational movement skills in younger kids.

3.2 KEY FINDINGS FROM ENGAGEMENT WITH LOCAL SPORTS AND RECREATION ORGANISATIONS

All identified local sports and recreation clubs/groups and other organisations were contacted for input. Consultation activities included a targeted survey and face-to-face or over-the-phone conversations. A total of 6 clubs returned surveys. Face-to-face meetings and over-the-phone conversations¹¹ were had with 13 organisations (including with the clubs who returned surveys). Consultation took place in March and April 2025.

All consulted clubs and groups stated noted their appreciation of the current Complex and the incredible progress that Council has made in developing the venue. Improvements are needed to the operation and management of the Complex that could help improve the useability of the venue and its sharing capacity in a way that benefits all user clubs and the community.

Common issues and challenges raised by these organisations were

- all sports clubs have indicated a growth in membership numbers and expect membership to grow further in the next five years;

- many of the major sports clubs are at capacity with regard to available facilities, this is limiting further growth and in providing pathways for greater competition to members;

- all clubs noted issues with scheduling/booking venues including conflicts with other user groups, sometimes cumbersome booking system, and lack of dedicated staff and support services;

- most clubs noted need for more storage;

- all large user clubs noted the need for improved spectator areas including more accessible public toilets, sheltered seating areas, social (sheltered) areas for BBQs etc; and

¹¹ Note: some clubs responded a list of concerns/needs via email in response. List of local stakeholders were provided by Council. All stakeholders were contacted with a three-contact approach.

having access to a kiosk was noted as critical to club funding, particularly given very high cost of booking grounds. A clubroom/kiosk is available for booking to all users. Many of the major clubs described that it has not been available to them when needed. Cricket and Football have their own clubroom/kiosk which is managed by the Sorell Football Club and shared seasonally with Cricket.

All major clubs also expressed interest and desire in increasing capacity to bring in the wider Sorell community to the Complex. This included suggestions of increasing seating and shelter, increasing capacity to bring in food vans, have BBQs, play areas for children, etc.

A summary of consultations with local sports and recreation clubs and groups are given in Table 5. As mentioned above, identified needs that have been addressed since consultation have been noted in the table.

Table 5 summary of conversations with local sports and recreation clubs and groups. N/A indicates areas where no information was provided

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
Dodges Ferry Horse Riding Club	• 72 total active members • Increasing membership – seeing growth recently • Activities include a range of financially accessible training programs including learning programs for kids and western horsemanship (not taught by the Tasmanian Equestrian Centre) • Club reported 100 members during consultation for 2015 Pembroke Park Master Plan	• Fortnightly use of arena for club scheduled activities • Grounds available all week for member use and training • Not used at night due to lack of lighting • Used for rallies which bring 80 – 100 competitors – brings in visitors and competitors from across the region and beyond. • The arena is the only flatland of required size venue available to rural horse-owners in the region	• Increasing programs for education and disability inclusion • Increasing multiple use including dog obedience club and car shows	• Ground maintenance and infrastructure upgrades • Management of risk from other user groups (particularly soccer) and from vandalism and misconduct by youth – noted incidents of fires, harassing horses of horses and the need for (fencing, barriers) • Support to help maintain and promote club activities including with grant applications	• The Club noted that they have invested a great amount of time and funds to developing the arena. If the Club is to be relocated they will require support to rebuild the facility to appropriate standards

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
Lions Club of Sorell	• Low and ageing membership • 30 total members, 12 active	• Provides cost effective meals for shows, community and sporting events • Receives an allowance from council to check on the RV site which is self-contained (without showers and changerooms) making them easier to maintain – RV site is important visitor accommodation, gap in supply of local accommodation • Restocks community library		• Club is satisfied with current location but notes that if the club is to be moved to the complex the new location will need to allow for storage of large equipment including BBQs, marquees, two large food trailers; shared office, kitchen and amenity faculties; meeting room and table; and, space to display items and memorabilia, etc. • Additionally, cost of hiring new location is a concern. Current arrangement has no rates, rent, utilities etc.	• Club is happy to share space with other groups/organisations, however, need space to display items, memorabilia and for book sales (monthly).
Pembroke Park Run	• On average around 159 finishing participants each week since first parkrun in mid-Jan.	• New park run track developed some of which runs along and around the Complex. • Public toilets at the complex are noted as being		• Landscaping and beautifying of the Complex will add value to the Park Run • Weeding and maintenance around track is needed for risk management.	

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
		available to participants			
Sorell Cricket Club	• 140 active members • Larger junior program, which is expected to continue growing • Expecting addition of an additional men's/women's team. • Upgrades are required to existing infrastructure and facilities to sustain rapid growth.	• Training nets used by multiple teams and ability levels 5 days a week from September to March • Ovals are used for junior and senior games and training 6 days a week from October to March, including all day games on the weekend • Occasional school holiday clinics	• Continuing growth in junior development programs including access to turf training for Under 18s • Expanding opportunities for more clinics at grounds/nets	• Expanding the second oval and converting it to Turf wicket. This is a requirement for Premier Cricket. • Upgrades to lighting at cricket nets • Expanding cricket nets • Weatherproof frogbox and multisport electronic scoreboard • Upgrades to clubrooms • Additional storage • Upgrades to seating, shelters and other spectator infrastructure to accommodate large crowds • Upgrades to public amenities and useability of these – it is difficult for the public to access toilets key system does not work well.	• Dedicated management and staff for the complex • Improving information and regulation around accessing facilities and services to avoid scheduling conflicts with clubs and with community members • Improving safety and linkages between dead spaces around grounds and nets and between grounds to streamline movement and improve visitor experience • Access to a centrally located kiosk
Sorell Football Club	• 150 active/playing members • Rapidly increasing membership both on and off field this is likely to continue	• Training, games and competitions on senior and junior ovals 5 days a week from	• Increasing player and spectator base by upgrading amenities and facilities including clubhouse, spectator areas, changerooms	• Expanding and upgrading clubhouse and changerooms • Updating current infrastructure to regulation standard	• Provision of sheltered or indoor infrastructure would facilitate play in winter and all-

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
	• Growing female participation (currently 50 female participants) • Club is fast outgrowing existing facilities, upgrades are required to accommodate and help sustain growth • Club reported 95 senior players and 170-200 registered juniors during consultation for 2015 Pembroke Park Master Plan	November to September • Approximately 500 to 1000 spectators attend games and approximately 100 attend training and dinners	• A third oval will be needed to accommodate current and expected growth	• Local club gym and training centre for players • Playing lights to facilitate night games (lighting to Senior oval has been upgraded by Council in April 2025) • Improving spectator facilities including increasing wet area, providing seating around park, increasing accessibility of amenities, more accessible public toilets. • Electronic scoreboard (shared with cricket)	weather opportunities • Improving operation procedures to address scheduling conflicts with other users of grounds • Highlighted critical need for accessible gym and recovery services with enough capacity for 150 players to train together and affordable to clubs.
Sorell Tennis Club	• 170 active members • 50% increase in the last decade and continuing to grow • Club reported 100 members during consultation for 2015 Pembroke Park Master Plan	• Club has made significant investment towards developing the courts and facilities at their current location	• Progressing with strategic planning to improve facilities including: replacing two older courts with newer courts which will be serviceable over a 20 year period, lighting, fencing, and new carparking, disability showers, wheelchair accessible courts/paths	• If club is to be relocated, it is important that they are given adequate notice to allow enough time (at least 5 years) to secure necessary funds. • Relocation should consider current strategic directions of the club and support and acknowledge the level of investment already made at the present location.	• The club will require wind protection if courts are relocated – they are willing to start planting vegetation screening now so growth will be an adequate height if move is to be made.

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
South East Basketball Association	- Major growth in participation and expected continued growth - Growth is limited by availability of courts. - No home court for basketball on the eastern shore which impacts play and opportunities	- South East Stadium is the Association's home. The South East Association combines players from 17 localities including Cambridge, Midway Points, Richmond, Orford, Eaglehawk Neck, and Nubeena. - Indoor courts used for competition and training and for regional and statewide events	Continuing to expand on programs, including junior development	- Further two dedicated basketball courts to accommodate current growth. - More storage is required and access to clubroom/kiosk (the Club noted that the existing kiosk/clubroom has not been available when needed). - Afterhours and improved time availability of indoor courts to address scheduling conflicts with Netball and other users	- Noted need for another show court (could also function as a theater when not in use) - Consider potential to repurpose one or two of the outdoor netball courts to sheltered multi-purpose courts. - Using some of the current dead space near netball courts as recreational/casual shooting bases. - Adding mid-sized courts would increase opportunities and appeal of Complex – no available facilities in Tasmania. These can also be used for badminton and as community spaces when not in use.
South East Netball Association	- More than 550 active members - Growth is expected to continue given	Indoor courts from Jan to Dec for training and	Continuing growth of membership base in particular by offering more inclusive and	2 additional indoor courts to allow wider/parallel competitions - More office space	Adding in a play area in the vicinity of outdoor courts and soccer fields

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
	present success and population growth in the Sorell region • Having access to high standard indoor and outdoor facilities, all necessary equipment/facilities in one location, storage, and office spaces significantly contribute to the successful operation of club activities • During consultation for 2015 Pembroke Park Master Plan the club reported about 200 registered kids in afterschool programs and approximately 100-140 women playing social netball.	competition 6 days a week • Outdoor courts Mar to Dec 3 days a week • Meeting rooms / function rooms for workshops, meetings, etc.	financially accessible programs • Paid role to manage club activities – currently reaching a stage where it can no longer be conducted by volunteers alone	• Improved outdoor lighting (both for courts and linkages) • Increased seating indoors and outdoors for spectators • Increased secure storage • Sheltered outdoor courts and spectating areas	• Consider ways to balance costs and availability of indoor courts with more cost-effective outdoor courts. Outdoor courts are lower cost but play is highly impacted by weather • Consider improving facilities and amenities to enhance spectator/community experience, including potential for a future 100+ capacity function space for large events, shelter around existing kiosks, BBQ facilities within shelters to prolong social use of the area.
South East Pickleball	• Rapid growth in membership and	• Social games approximately 2/3	• There is great capacity to hold state/national	• Permanent lines have still not been added to the	• Support with disseminating

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
	participation. Currently 40 active total members Casual participation has grown rapidly since club began in July 2024 to approximately 150 weekly participants	times a week at the stadium courts (morning hours)	championships at the South East Stadium Increasing opportunities for play afterhours (current time slots only suit retirees and shift workers)	Stadium – relining is the largest cost to club and impacts on funding further opportunities. Line markings can be added to the four corners of the stadium without interfering with the show court Increased storage space	information about pickleball and other sports to the wider community would help promote the complex and opportunities therein - Badminton can easily be played on the same courts as pickleball - many pickleball players have also noted interest in playing table tennis.
South East United Football Club	200 total active/playing members including 110 junior and 90 senior members; 30 female and 170 male. - Significant growth particularly in Junior development - Growing female participation – the club requires supporting facilities to sustain and	- Junior and senior training, games and regional and statewide competitions - General game days bring up to 200 people on a weekend and between 50 to 60 on weekday – larger competitions bring in more spectators - Soccer pitch is used year round and on all seven	- Progressing towards providing pathways to National Premier League. - Looking to provide sustainable levels of play for women; this will require specific amenities/infrastructure not available at present. Club noted that governing body invests more in female participation in sport.	- Fencing – high priority to meet National Premier League requirements (perimeter fencing recently completed by Council) - Female player changerooms and referee changerooms close to the pitch - An artificial ground and second grass pitch to accommodate current and expected growth (would cater for 15-20 years of growth).	- Consider offering more cost effective ground hire – difficult to subsidise club costs without consistent access to the kiosk as well. - Improving spectator amenities and infrastructure including more sheltered seating, water fountains and access to toilets. - Better, shorter access to carpark to

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
	enable participation • Current grounds and facilities are at capacity, upgrades are required to sustain growth and provide further opportunities to players. • Players from across the region, play days are being adjusted to better accommodate out of region players and avoid late games • Club was about to commence during 2014 Master Plan consultations. At the time, they expected to grow by 100 players by 2019/2020.	days: Clinics on Mondays and Wednesdays, training (PM) on Tuesdays and Thursdays, matches (PM) on Fridays and matches all day over the weekend.			make it more accessible • Booking program and operation and management of the Complex needs to be more accessible to clubs.
Southern City BMX Club	• Increasing (as noted by governing body) • Increasing female participation	• BMX training and various types and levels of competition	• Upgrades to facilities to support higher level competition and further programs.	• Bitumen from the finish line to the start hill • Bitumen pathways from the carpark and complex entrances	

Organisation Name	Participation and membership	Current use of SE Complex	Future plans for growth	Near-term priorities	Suggested Ideas / Opportunities for improving facilities and services
				• Upgraded storage – current storage container does not have adequate space and leaks • Waterpoint and irrigation system for ground maintenance • Upgrades to finish line with signage	

3.3 KEY FINDINGS FROM ENGAGEMENT WITH OTHER LOCAL STAKEHOLDERS

Over the phone / online consultations were held with Indie School Sorell, Sorell School, and with Dodges Ferry Primary School in March 2025.

Dodges Ferry Primary School do not use the Complex due to distance from school and bus hire. They hire the local community hall gym for school needs. The Gym is also used by other community clubs and groups including an afterschool netball programme by SENA Suns and by the local Bowls club. Sorell School noted that their facilities are used by the Basketball Association as a supplementary space and also by the local cheerleading group.

Indie School and Sorell School highlighted the importance of the Complex as a sporting, recreational and event space. Both Indie School and Sorell School use the premises for school special events:

Sorell and Indie Schools use the Stadium to hold reward days, end of year events etc;

The outdoor facilities are used by Sorell School to host the annual athletics carnival and visiting external providers (e.g. AFL 9s). Indie School frequently uses the outdoor space for recreational activities including use of surrounding walking tracks.

Sorell and Indie Schools noted the following major constraints on use:

lack of appropriate shelter, greenery, seating, and water fountains;

lack of access to public toilets; and

high cost of hiring venue - Indie School highlighted that they are often priced out of venues as a not-for-profit organisation and noted that it is often difficult to book venues, communicate with Council staff, and there is lack for support when hosting events.

Both these schools also noted the following gaps in the Sorell region and the Complex:

Recreational spaces for youth are underdone in the region; and

The complex could include diverse, high quality areas that are engaging and inclusive for youth and young adults including green, creatively designed areas and physical activities and problem-solving areas to support early youth/ youth. Some examples used were table tennis, rock climbing, big chess boards, half tennis courts, etc.

Meetings were also had with Showtime Soccer and Discovery Sports Performance in March and April 2025.

Showtime Soccer offers a number of junior football programs and regularly hires facilities at the South East Sports Complex:

the soccer pitch is used for training (5 days a week) and for local and regional competitions including the Tasmania Cup and Christmas Cup which brings between 5-600 players and 1500+ spectators.

the stadium is used for futsal competitions every Wednesday (approx. 160 players)

The program has had very rapid growth across the region, and this is expected to continue. Showtime soccer plans to host more games and expand the program to bring in more players.

The South East Sports Complex is the primary venue with great capacity for large-scale programs and events. The facilities are very well-used and well-loved, however the following were identified as constraints on use:

the soccer pitch is at capacity and at risk of being over-used. A second pitch that is synthetic has long-term sustainability and will reduce pressure on the grass pitch;

there has been a lot of difficulty in using the kiosk, a consistent operator would be beneficial and an improved booking system. The kiosk is critical in generating revenue;

cost of hiring grounds; and

issues with the venue booking system, it would be beneficial to potentially allow term bookings – currently if one middle of the term booking is placed, the system does not allow bookings for the entire term – and to establish booking regulations.

Showtime soccer also identified the following opportunities to support play and bring in the community:

- a playground situated close to the pitch;

- increased seating and shelter at pitches.

Discovery Sports Performance is the existing gym operator. The organisation leases gym space and sauna space from Council. The gym has contracts with the Football, Soccer and Netball clubs and is also open to the public.

Discover Sports noted that the organisation has had successful relationships with the clubs and with Council, however, with the current status of infrastructure and facilities they are limited in their capacity to grow to offer necessary recovery and health services to clubs.

Some of the key issues identified are:

- there is currently no appropriate ventilation and temperature control;

- very limited floor space to run proper training programmes and to accommodate full team training and recovery;

- issues with noise control, doors need to be closed further impacting ventilation issues;

- lack of external lighting outside to the sauna space is a safety concern; and

- limited external accessibility to the gym.

3.4 KEY FINDINGS FROM COMMUNITY ENGAGEMENT

The wider community were engaged through a survey published via the Council website and two 'walk and talk' sessions. 66 survey responses were received; but no community members attended the 'walk and talk' sessions held during a weekend.

3.4.1. SURVEY PARTICIPANT PROFILE

A brief profile of those individuals who participated in the survey:

- 71% identified as female;

Majority of participants were above the age of 30: 29% were between the ages of 40 to 49 years, 25% were 30 and 39 years, 23% were 50 to 59, and 15% were 60 to 69 years;

60% of participants were members of sports/recreation clubs and 18% were casual users (22% answered 'neither'); and

44% of participants reported they used the Complex 2-6 times a week, 15% use it once a week, and 11% said once a month.

Highest indicated regular use of the Complex by participating community members were for: walking/running, use of function room, netball, pickleball, community events and use of the horseriding arena. Notably,

Walking/running was equally done in other locations within the municipality; and

Walking/cycling, meeting with friends and family, dog walking and children's play areas are popular activities regularly undertaken in other locations within the municipality.

The survey asked community members to indicate how important the provision of certain facilities/programs were to them. The most important facilities/programs (more than 40% of participants voted as 'very important') were:

Sports activities/programs for children (56%), young people (66%), adults (61%), and older adults (64%);

Outdoor sports facilities (e.g. soccer, cricket, AFL) (59%);

Indoor stadium courts (for netball, basketball, volleyball, badminton, futsal, pickleball) (59% said 'very important');

Walking/running circuits (49%); and

Netball courts (42%).

Inclusion of specialised indoor sports (such as table tennis, gymnastics, dance, martial arts, squash), tennis, athletics facilities and the BMX facility was voted as somewhat important (greater than 30% of participants voted as 'somewhat important').

Community members were also asked to what extent a list of given options might prevent them from participating in sports and recreation activities at the Complex.

While most community members voted 'not at all' for most of the listed items, the following points were identified:

lack of amenities was voted (33%) by most participating members as impacting participation 'to a great extent' (notably, this aspect was the only option where the majority selected 'to a great extent');

no existing facilities in their preferred sport/recreation activity was also selected as impacting participation to a great extent by 30% of community members; and

existing facilities are too crowded and/or booked out, and don't know what sports and recreation facilities are available was selected as having an impact 'to some extent' by 47% of participants.

The survey also asked participants to rate their current level of satisfaction with facilities/services offered, aspects of the complex that may prevent them from participating in sporting, recreational or community activities, their priorities for improvements and upgrades to the Complex, their opinions on parking and on navigating the Complex.

Notably, majority of community members (between 43% to 75%) answered 'neither satisfied nor dissatisfied' to the question on their level of satisfaction with the existing facilities at the complex. The exception was the indoor stadium which received a rating of 'satisfied' by most (44%) of participants.

The key themes and issues identified from responses to the above-mentioned questions are outlined in Table 6. It should be noted that, in general, these themes relate to improving the useability of the sports complex, and opportunities to increase communication and awareness of opportunities available to the community. The key themes are divided to three larger categories:

accessibility and inclusivity – there is opportunity to improve accessibility to different user groups and the inclusivity of available facilities, programs and services. Balancing the needs of the wider community vs the specific requirements of major sports clubs is a key consideration for futureproofing the Complex for sports and recreation as well as for broader community use;

amenity and comfort – current level of amenity and comfort for users of the facility emerged as a barrier to further participation and engagement; and

safety and risk management – upgrades and improvements to grounds and facilities are required to improve safe use and to mitigate risk to users.

In addition to the considerations noted in Table 6, several members suggested need for a pool and associated programs (including learn to swim) as a major gap in provision. Some acknowledged the upcoming development in Dodges Ferry would soon be at capacity.

Table 6 summary of key themes and issues identified from responses to community survey

ACCESSIBILITY AND INCLUSIVITY FOR COMMUNITY VS. SPORTS CLUBS	Key Themes/Issues	Potential need to improve opportunities for / awareness of casual use and after hours use of facilities
	Findings	Community members felt that the Stadium and outdoor facilities were not available for casual/social use and for after-hours use. Specifically, it was the perception of some that: • many people are at work on weekdays and need access (particularly to the stadium) in the evenings or afterhours; • some felt that it was difficult to access facilities/venues unless you were a part of clubs; • there are no opportunities to use/hire courts for social/casual (including for families) play such as 'shooting hoops'; • cost of hiring courts and venues are not affordable, there is a need for more inclusive pricing schemes; and • the BMX track is not very open to public use (some felt the club is not encouraging of use. It is noted that there is restricted access to the track during club events, but the track is otherwise open for public use).
	Key Themes/Issues	Potential need to improve opportunities for / awareness of multi-generational and non mainstream activities available at the Complex
	Findings	Members felt there was a lack of opportunity for other sports and recreational activities for all ages and abilities at the complex. Many of the community members who expressed this view felt there was: • a stronger focus and support from Council for mainstream sports such as basketball, netball and soccer compared to other sports such as pickleball, equine sports, rugby, and volleyball; and • there is not enough capacity/opportunity for other community groups (e.g. art) and social clubs to engage with the space.
	Key Themes/Issues	Opportunities to increase communication of available activities / programs /services
	Findings	Many community members expressed that they did not know what was available and suggested: • advertising of programs or events available to youth, adults and older adults; and • providing information on costings and programs at the Stadium entrance and other locations.
	Key Themes/Issues	Opportunities to facilitate additional programs to cater to young adults, adults and older adults
	Findings	Community members felt that there are not enough programmes for adults (younger or older) to participate including, • programmes for youth, adults and older adults; and • physical exercise programmes – some community members have found that the existing gym does not have enough capacity and requested better programming for general, affordable exercise classes.
	Key Themes/Issues	Opportunities to review provision of support services and operational management to assist with use of the Complex
	Findings	Some members felt there was a lack of support around regulations, operations, how to use venues, and what facilities and venues are available to use by the public, • this a barrier to access for the community; • the Stadium and sports complex feels 'abandoned' and 'locked up'; and • no information on who can be contacted to ask about services or to report any issues.

AMENITY AND COMFORT	Key Themes/Issues	Capacity to increase provision of essential amenities outdoors for public use
	Findings	Community members felt that there is a lack of publicly accessible toilets for use particular to service community and sporting events, and when walking or when using the BMX/skate park, they stated that this: • impacts on their ability to attend events and to visit the Complex for recreational activities; • limits their opportunity to bring kids and older teenagers to the Complex to use outdoor spaces including skate park and walking tracks; and • some community members also noted the need for water fountains/bubblers to be placed outside.
	Key Themes/Issues	Capacity to increase provision of social amenities: BBQs, children's play area
	Findings	Community members felt there needs to be more opportunities for the community to gather during events including: • BBQ and picnic areas in the vicinity of outdoor sports grounds/courts; • sheltered seating areas to view sporting events; and • play equipment/play areas where younger kids can play while older children are participating in sporting activities.
	Key Themes/Issues	Capacity to increase shelter and seating opportunities
	Findings	Community members felt that existing spectator seating outdoors are • not enough to accommodate large events; • are uncomfortable and not sheltered; and • need for more seating was mentioned particularly in relation to the BMX track, soccer, netball and cricket. Additionally, they suggested that more seating is needed along footpaths, walking trails and Parkrun course.
SAFETY AND RISK MANAGEMENT	Key Themes/Issues	Capacity to increase greenery and aesthetic amenity
	Findings	Community members mentioned need for more trees to improve shade, including • along footpaths, walkways, and to improve the overall amenity of the area • native planting along Parkrun course
	Key Themes/Issues	Opportunity to review and improve health and safety requirements
	Findings	Several community members identified areas for improvement around some of the outdoor venues for safety and risk management, including: • fencing around the Soccer pitch to prevent rogue soccer balls flying into horse riding arena (note that Council has since installed fencing as noted in Table 4 and 5); • line of sight and barriers/clear boundaries between traffic and cycling/walking paths and skating area. In particular near skate park and the football ovals; • directional signage; and • need for better ventilation in the stadium, particularly during summer and when hosting large events.
	Key Themes/Issues	Opportunities to increase external lighting around outdoor areas
	Findings	Some members felt that there was a lack of lighting along walkways and outdoor spaces, particularly if sportsgrounds and courts are not being used, particularly in relation to: • safety/comfort at night • making the space feel welcome
	Key Themes/Issues	Opportunity to review maintenance needs of ground and walking/cycling paths

Findings	Community members mentioned uneven and cracked grounds, poor condition of some sportsgrounds, and need for improved maintenance around walking/cycling paths: • dog park has large cracks on ground which are a major hazard for users; • horse riding arena grounds are dry and hard which impacts the horse and the rider; • more regular mowing of grass and weeding around walking paths and grassed open spaces; and • poor drainage of the football oval.
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4 POSSIBLE IMPLICATIONS FOR FUTURE PLANNING

Findings from literature review and research on sports and recreation participation and trends, and community and stakeholder consultations identified several important implications for consideration in the future planning of the South East Sports Complex.

It is clear from consultations with various stakeholders and the community that the Complex has been a great success and has been an undeniable, positive contribution to the Sorell community. This has resulted in significant demand being placed on the use of space and the existing infrastructure and facilities. Futureproofing and sustainability considerations

CHALLENGES

infrastructure and facilities are required to facilitate an increasing **diversity of programs and services** as community needs and interests grow and change to improve accessibility to the wider community;

the existing **sports clubs need significant upgrades and additional infrastructure** to support both current demands and future growth. These improvements should be carefully balanced with the need to **maintain the flexibility and multi-use functionality** of the Complex, and quality of access;

furthermore, there is high demand for facilities, including outdoor courts / grounds and the indoor stadium courts to **sustainably cater for more competitions and greater use**, and to host larger sporting, recreational and community events;

there is **major demand on spatial availability** – demand for additional facilities and infrastructure includes more grounds / courts, clubrooms, amenities blocks and storage.

OPPORTUNITIES

there is demand for **pathways to inclusive casual / social participation** in sports and to develop a greater focus on recreational activities that **promote healthy living and community wellbeing across different age groups** (especially older kids, youth, and older adults) in addition to facilitating growth of core sporting teams;

there is opportunity to incorporate creative and engaging spaces for **youth participation**;

there needs to be **pathways for inclusive participation in sporting activities**, including to accommodate increasing female participation in sports club membership;

there is demand to develop on **activities that build social and economic capital** in the community;

improving publicly accessible amenities such as toilet facilities, BBQ facilities, play spaces, seating, shade and shelter to improve the visitor experience, extend stay, and enable a broader range of use;

regular review of maintenance policies/schedules, and review of policy and procedures for booking venues, management and tenure options is needed to secure quality of access by all user groups, improve capacity for shared use, and balance evolving club and community use/demand for facilities. It is acknowledged that considerable adjustments have been implemented since consultations were undertaken including hiring of a dedicated facilities manager;

use of the facility and benefit to the community could be improved by capitalising on the opportunity to **cross promote and gain the benefits of cross pollination of participants**, for instance by improving **advertising of programs and increasing multi-sport programming efficiencies**;

future services, including larger gym spaces and associated services (such as recovery) for sports clubs, and childcare programs to further activate/enable use to **provide holistic benefit to community and users;**

there is a need to **build cooperation and a 'one precinct' sentiment**, consideration needs to be given to how user groups can be encouraged and rewarded for sharing facilities;

there is opportunity to present the South East Sports Complex as the **South East Regional Sports Precinct or South East Community and Sports Precinct** or a similar moniker to improve its **staging to the public as a 'central hub'** open for all; and

there is opportunity to **increase the attractiveness of the Complex** to users by upgrading the arrival and wayfinding experience (tree-lined entryway, directional signage, landscaping, lighting).



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Attachment to item number 15.8 -
Weed Management Strategy 2026-2041



Weed Management Strategy 2026-2041



ACKNOWLEDGEMENTS

Project	Sorell Weed Management Strategy 2026-2041
Location	Sorell Municipality
Client	Sorell Council
Project Manager	Dibas Panta (NRM Facilitator) Dibas.Panta@sorell.tas.gov.au
NBES Job Code	SOR009
NBES Project Manager	Andrew North (Principal Ecologist, Director) anorth@northbarker.com.au
NBES Project Summary	Develop a comprehensive 15-year Weed Management Strategy to provide a structured, long-term strategy for managing invasive plant species across the Sorell municipality.
Reporting	Sandy Leighton (BSc Hons), Kelly Simpson (BSc), Ian Jenkinson (BNEWS Hons), Noelle Nemeth (BBus, MPAGM), Andrew North (BSc Hons)
Mapping	Eric Hong (MID, MAppSc), Rabin Khatri (BSc, MEnvGeospatial)

Version	Date	Author	Position	Comment
Version 0.1	8/5/2025	Kelly Simpson	Land Services Coordinator, Ecologist	Preliminary draft
Version 1.0	14/05/2025	Sandy Leighton	Manager Land Services & Weed Management	Review and preliminary draft submitted to Council
Version 1.1	31/10/2025	Sandy Leighton, Kelly Simpson	as above	Address client comments, incorporate feedback from 5 community workshops
Version 1.2	31/10/2025	Andrew North	Director/ Principal Ecologist	Review
Version 1.3	12/11/2025	Sandy Leighton	Manager Land Services & Weed Management	Consultation draft submitted to Council
Version 1.4	25/11/2025	Sandy Leighton	Manager Land Services & Weed Management	draft for Council review
Version 2.0	1/07/2026	Kelly Smpson	Land Services Coordinator, Ecologist	Finalise and provide to Council

Executive Summary

The Sorell Weed Management Strategy delivers an overarching framework to guide strategic, cost effective, cross-tenure and collaborative weed management within the Sorell municipality over the next 15 years. It builds on the broader Sorell Natural Resource Management Strategy 2025-2035 of safeguarding the natural environment and protecting it from invasive species. It also aligns with other Council plans and policies related to natural resource management, biodiversity conservation and climate change adaptation including Reserve Management plans. The broad aim of this strategy is to ensure that weed species do not outcompete the native flora and fauna, nor adversely impact the agricultural productivity of the Sorell municipality.

Six strategic objectives are identified. Each objective has a set of goals to steer future weed management towards reducing the level of impacts weeds have on the Sorell municipality.

The Sorell community has a history of being pro-active in tackling weed issues across the municipality. More recently this has been achieved through the development of local reserve specific management plans and their implementation by local volunteer community groups and Council staff, enabling a Council supported, coordinated and sustained level of on-ground outcomes.

Sorell Council manages around 2% of the land within the municipality, whilst over 84% is private freehold land. The challenge facing the implementation of an effective weed management strategy is to develop a 'shared responsibility' culture to achieve weed management outcomes across the whole of the municipality. This is one of the aims of the *Tasmanian Biosecurity Act 2019* (BS Act), whilst weeds are declared under the associated *Biosecurity Regulations 2022*.

As with all other regions of Tasmania, the municipality of Sorell is home to a wide range of weeds. Over 370 naturalised introduced plants have been recorded within the Sorell municipality, of which 36 are declared under the *Biosecurity Regulations 2022* and 11 are also listed as Weeds of National Significance (WoNS)¹. Some of these 370 introduced plants are well established and widespread across the municipality, with impacts ranging from minor to serious. Others are fairly recent introductions currently in small populations. Some of these weeds threaten environmental, economic and social values. As such 50 non-declared environmental weeds of local significance are identified for management in the Sorell Local List with one, sea spurge, identified as eradicable.

Weeds are categorised on management priority and are prioritised into four groups for which distinct management responses are defined. A fifth group includes "Alert List" weed species not identified in the Sorell municipality but identified elsewhere in Tasmania and mainland Australia as a potential threat should they become naturalised. These species would become Priority 1 if recorded in the municipality.

The 4 priority groups are:

1. weeds with a restricted distribution requiring rapid eradication (declared, 1 SLL and alert list weeds)
2. weeds with a limited distribution - eradicate where possible or quarantine (declared weeds)
3. widespread infestations - manage to eradicate isolated areas and contain wider areas to prevent spread (declared weeds)
4. widespread weeds - control and contain where threatening important values – asset protection (declared and SLL weeds)

¹ Based on known records as of April 2025



Glossary

Term	Definition
AWS	Australian Weed Strategy
BS Act	Tasmanian <i>Biosecurity Act 2019</i>
GBD	General Biosecurity Duty
LGA	Local Government Area
NRE	Department of Natural Resources and Environment
NRM	Natural Resource Management
SBLC	Southern Beaches Landcare/ Coastcare group
SLL	Sorell Local List
SWMP	Statutory Weed Management Plan
WAF	Weeds Action Fund
WMS	Weed Management Strategy
WoNS	Weeds of National Significance

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1. INTRODUCTION

This Weed Management Strategy 2026-2041 (Strategy) has been developed for Sorell Council (Council) to guide management and actions relating to the strategic control of weeds within the Sorell municipality. The plan outlines the Council's approach to identifying, prioritising, and controlling weeds, as well as measures to prevent their spread.

The key aim of this Strategy is to:

Implement a weed strategy and action plan across the Sorell municipality that works together with all relevant community, industry and government stakeholders to reduce the economic, environmental as well as human health and amenity impact of weeds.

Sorell municipality covers 58,300 hectares of land, which includes 1,700 hectares of Council managed reserves. Council has made progress on tackling weed issues on Council managed land. This has been achieved through the combined efforts of volunteer community groups and Council staff with strategic planning over local reserves and a funded, coordinated and sustained level of on-ground works.

Despite the achievements that have been made to date and the considerable resources that Council, State and Federal governments have devoted to weed management within the municipality, it is not possible or practical to plan to eradicate all weeds. Strategies that have previously been effective over local bushland reserves will not be effective when applied across the whole municipality, even less effective considering the resources Council are able to commit.

This Strategy and action plan aims to create a strategic approach that prioritises weeds and expands upon current Council and other stakeholder activities by enabling collaborative control of weeds that also protects key assets across the municipality. This involves planning for the enhanced co-operation of all landowners to maximise on-ground resources in order to achieve high level, sustainable weed management outcomes. It also seeks to ensure Council leads by example, supports local community volunteer groups and encourages other stakeholders to get involved.

In addition, the Strategy provides a framework to enable Council, local communities and groups, the agricultural sector and other land managers to work in partnership to identify, prioritise and co-invest to improve the management of highly invasive weeds. By improving communication and strengthening partnerships, collaborative, cross tenure, longer-term and more cost-effective weed management outcomes can be achieved across the Sorell municipality.

1.1. BACKGROUND

Council routinely engages in weed management across the municipality with several ongoing projects. These include the parks and reserves it directly manages, and roadside weed management based on assessment by the Council Works Depot staff.

The Council works crew has Land Improvement Officers (7-8 staff), some with Conservation Land Management Certificate qualifications, as well as a Works Supervisor. They are responsible for maintenance of reserves and Public Open Space. As an example, every Tuesday morning 2-3 staff work at Dodges Ferry Flora Park along with the local community group Southern Beaches Landcare/ Coastcare (SBLC). There is scope for this practice to be replicated by Council for other community groups within the municipality.

During the late 1990s to mid-2000s the Works Supervisor was involved in feathertop (*Cenchrus longisetus*) eradication from the municipality with the only known infestations being at Lewisham and Midway Point. This Class A declared weed has a very limited distribution in Tasmania. Currently only one infestation remains at Lewisham. During 2024/ 25 a Weeds Action Fund grant was obtained to enable follow up control at the property where the landholder is now actively managing their feathertop for longer-term eradication.

During 2009-2013, the Southern Tasmanian Councils Authority obtained Australian Government funding for weed control works to protect the Pittwater Orielton Lagoon Ramsar site (PWOL) targeting boneseed and bridal creeper. From 2013-15 the regional NRM organisation, NRM South co-funded an NRM Facilitator with Council and provided on-ground funds to continue to protect PWOL from weeds. The formation of the Friends of PWOL (2013-2015 onwards) in partnership with the Parks & Wildlife Service enabled additional work on weeds at PWOL including African boxthorn and boneseed.

In 2013 the Inala Road/ Dunalley bushfires severely impacted the municipality. In response, NRM South provided funds for weed control works in fire affected areas including Dunalley/ Boomer Bay, Connellys Marsh and Carlton River. These works primarily focused on boneseed and gorse impacting agricultural areas and coastal reserves.

In 2024, Sorell Council received Weeds Action Fund (WAF) funding of \$38,395 for targeted grassy weeds such as African lovegrass, serrated tussock, Chilean needle grass and feathertop. In 2022, Council received a \$20,000 WAF to assist landowners manage priority weeds on their properties. The Council requested expression of interest from landowners within the municipality, with selected landholders receiving a one-time grant of \$5,000. Funding was utilised to manage targeted weeds such as gorse, serrated tussock and Chilean needle grass via a qualified weed contractor. Where these weeds were causing serious impacts, key properties were identified, and property owners were contacted to liaise with the contractor to implement the on-ground control works. WAF has also supported cross tenure collaboration on bridal creeper, including survey and targeted treatment, for Clarence, Sorell and Tasman Councils as well as Paterson's curse for Sorell and Tasman Council.

The municipality has several highly motivated and enthusiastic volunteer community groups. Where possible, Council engages with these groups to support weed management activities in their locality. These community groups run regular working bees that focus on controlling priority weeds, removing litter and taking care of the natural environment. Groups include Southern Beaches Landcare/Coastcare Group, Marion Bay Coastcare Group, Penna Landcare, Penna Wildcare, Sorell Landcare Group, Wildcare Friends of Pittwater Orielton Lagoon and

As part of the development of the consultation draft Strategy, Council sought feedback from the community by both face to face and online methods. Council held five drop-in sessions attended by 59 people as follows – Midway Point 1, Nugent 15, Copping 6, Dodges Ferry 12 and Primrose Sands 25. In addition, 3 people provided email feedback whilst 6 people responded to the questions and answers form. A summary of community feedback is provided in Appendix A.

1.2. SCOPE AND OBJECTIVE

The strategy aims to deliver a strategic, cross tenure, cost effective, collaborative and longer-term approach to weed management that protects and enhances the environmental condition within the Sorell municipality and improves social and economic outcomes for the broader community. It also aligns with existing reserve management plans, the recently drafted Natural Resource Management (NRM) strategy² and Tasmania's Biosecurity Act and Regulations and aims to ensure a coordinated response across the municipality as well as Council procedures.

The Strategy establishes a 15-year framework with five-yearly review cycles to track progress and update priorities based on achievements to date, emerging threats, recent advancements in weed management, and availability of funding. A risk-based prioritisation system will be applied to classify weeds into categories for eradication, containment, or longer-term control, focusing on the stage of weed invasion, and the most invasive and ecologically damaging species.

² Sorell Council (2025) Natural Resource Management Strategy

The Strategy aims to partner with local communities, community groups, industry and land managers to identify and control highly invasive weeds in addition to improving communication and partnership between communities, relevant industries and key stakeholders to the Council.

The Strategy includes the following elements:

- Prioritisation of weeds based on their distribution, impact and spread.
- Identification of Council's current and necessary future resources, such as personnel, equipment, and annual budget for weed management.
- Measures to prevent the spread of weeds, such as hygiene and biosecurity.
- Education and awareness campaigns for the community and stakeholders on the importance of weed management and how they can help.
- Weed and hygiene training workshops to improve Council staff, community group and land manager skills to support effective, longer-term integrated weed management.
- A 15-year prioritised Weed Strategy Action Plan.
- Timeline and budget for the implementation of the Action Plan.
- Roles and responsibilities of Council, land managers, volunteer community groups and other stakeholders in implementing the Action Plan.
- Monitoring and evaluation of the effectiveness of the Action Plan with 5 yearly reviews.
- No spray register for roadside weed management.
- Roadside weed management protocols.
- Inclusion of weeds and hygiene in Council Planning conditions

The successful management of weeds is costly as it requires an ongoing annual budget over many years to successfully achieve eradication or even containment. In addition it is not always possible to eradicate some weeds. All weed management requires continuous and annual monitoring combined with biannual follow up action prior to seed set to ensure the success of any program and the longer-term eradication/ containment of priority weeds. It relies on respectful and supportive collaboration between Council, relevant stakeholders, government agencies and the community in order to achieve cross tenure outcomes over the longer term.

1.3. DEVELOPMENT AND STRUCTURE OF THE STRATEGY

This Strategy describes the policy framework and legislative obligations and responsibilities for weed management across the Sorell municipality. It prioritises weed species into groups reflective of National and State classifications whilst including the importance of weeds at the municipal level.

The Strategy is intended to operate for 15 years with a review every 5 years to update the actions and species categorisations.

2. WEEDS, LEGISLATION AND STRATEGIES

2.1. POLICY AND LEGISLATION

There are local, state and federal weed policies and legislation that guide and govern the responsibilities and requirements for weed management in the Sorell municipality. A summary of the hierarchical process that underpins the development of weed strategies within Australia is depicted in Figure 1. A more detailed discussion on each relevant policy and legislation is presented below.

2.1.1. [Tasmanian Biosecurity Act 2019](#)

The *Tasmanian Biosecurity Act 2019*³ (*BS Act*) aims to protect the state's environment, economy, and human health from the impacts of pests and diseases. The Act provides for the management of biosecurity risks and the regulation of activities that may introduce or spread biosecurity risks.

The Act establishes a biosecurity framework that includes the following key elements:

- The appointment of a Director of Biosecurity to oversee the implementation of the Act.
- The creation of a Biosecurity Tasmania branch within the Department of Primary Industries, Parks, Water and Environment.
- The development of biosecurity strategies and action plans to identify and manage biosecurity risks.
- The declaration of pests and diseases of concern and the imposition of control measures to manage those risks.
- The regulation of activities that may introduce or spread biosecurity risks, such as the movement of goods and animals, and the importation and keeping of certain species.
- The provision of powers to enter and inspect properties, seize and destroy items, and impose penalties for non-compliance.
- The development of a biosecurity levy to fund biosecurity activities.

2.1.2. [Tasmanian Biosecurity Regulations 2022](#)

The *Biosecurity Regulations 2022* is the regulatory framework that implements the *BS Act* with the necessary details on how the Act is applied in practice.

The *BS Act* replaced the *Tasmanian Weed Management Act 1999*. Weeds are declared under the associated *Biosecurity Regulations 2022*. All future compliance and enforcement actions will be conducted under the *BS Act* and the *Biosecurity Regulations 2022*. While the *BS Act* introduces new concepts and terms, the objectives of the Act with regards to declared weeds has not changed. The *BS Act* provides greater flexibility, capacity to recover costs and the potential exists if Councils choose to do so, to broaden their participation in biosecurity related matters such as emergency responses impacting their local government area (LGA). Council has an Authorised Officer under the *BS Act* who is able to enforce the Act where necessary.

2.1.2.1. [General Biosecurity Duty](#)

Under the *BS Act* a General Biosecurity Duty (GBD) operates as a statutory “duty of care”. This means that a person (which includes all levels of government, individuals, and private corporate entities) has to take all reasonable and practical measures to prevent, eliminate, or minimise biosecurity risks including weeds. The GBD supports the principles of shared responsibility. The GBD may involve implementing measures to prevent the spread of weeds beyond property boundaries, ensuring that any equipment or vehicles used on a property are free from weed seeds, and reporting any suspected weed infestations to the relevant authorities.

³ Department of Natural Resources and Environment Tasmania (2024)

2.1.2.2. Weeds of National Significance

Weeds of National Significance (WoNS) are those weed species which have been listed under the *Australian Weed Strategy 2017-2027*. These nationally recognised weeds have significant environmental and economic impact at a national scale⁴. All WoNS are declared weeds in Tasmania regardless as to the presence in the State. Management of WoNS may be supported by nationally funded strategies and programmes. It is expected that State and regional weed management planning will pay particular attention to the management of WoNS. Their presence, however, does not confer any additional requirement on landowners beyond State weed legislation.

2.1.2.3. Declared weeds

The Tasmanian *Biosecurity Regulations 2022* include a list of declared weeds. Statutory weed management plans exist for the majority of listed species. These include a classification of each weed at the municipal level and provide direction as to their management intent and typically includes information such as:

- Identification and description of the weeds present in the area
- Prioritisation of weeds based on their impact and spread
- Methods of control and management, including chemical, mechanical, and biological control
- Measures to prevent the spread of weeds, such as quarantine and biosecurity
- Monitoring and evaluation of the effectiveness of the plan
- Timeline and budget for the implementation of the plan
- Responsibilities and roles of government agencies, land managers, and other stakeholders in implementing the plan

Currently, there are 147 declared weeds in Tasmania; with 32 declared weeds also listed as Weeds of National Significance (WoNS), however, not all declared weeds are present in the State nor in the Sorell municipality.

Class A municipalities for a particular weed are those that are yet to be detected or are limited to isolated and/ or localised infestations that are deemed to be eradicable. Therefore, the objective is the eradication of infestations. There are 21 Class A species recorded in the municipality (as of April 2025).

Class B municipalities are those that host moderate or large and widespread infestations of the declared weed that are not deemed eradicable because the feasibility of effective management is currently low. Therefore, the objective is containment of infestations. This includes preventing spread of the declared weed from the municipality or into properties currently free of the weed or which have developed or are implementing a locally integrated weed management plan for that species. As well there is a requirement to prevent spread of the weeds to properties containing sites for significant flora, fauna and vegetation communities. There are 15 Class B species recorded in the municipality (as of April 2025).

It is acknowledged that there could be a higher number of Class A and Class B species in the Sorell municipality that are not yet discovered as there has not been a comprehensive study to find the number and extent of all declared weed species. It may also be that Class A weeds are now more widespread than when originally declared under the previous *Weed Management Act 1999*. This is especially true for the invasive grasses African lovegrass and Chilean needle grass and potentially for gorse and amsinckia/ hairy fiddleback as well. In addition, the Class B invasive grass serrated tussock has also increased its distribution and abundance across the municipality.

Sorell Council has legal obligation under the *BS Act* to control declared weeds on land it owns and/ or manages. Council's authorised Weed Officer has legal authority to inspect any property and issue a weed notice to the landowner under the *BS Act*.

⁴ Invasive Plants and Animals Committee (2016)

2.1.3. Tasmanian Agricultural and Veterinary Chemicals Act 2015

The use of agricultural and veterinary chemicals in Tasmania is controlled under the *Agricultural and Veterinary Chemicals Act 1995*. It is a legal requirement that contractors and employees who use these chemicals for weed management are suitably qualified in their application (i.e. Chemcert/ Chemical Handling trained) and are registered with Tasmanian Department of Natural Resource and Environment (NRE) and possess both an NRE Certificate of Currency and Commercial Operators Licence.

2.2. WEED STRATEGIES

Tasmania's Weed and Disease Planning and Hygiene Guidelines⁵ are a reference only resource for the state. The Tasmanian Weed Strategy, WeedPlan 1996⁶ is long outdated and no longer active. Similarly, the Southern Tasmania Weed Strategy (2005-2010) revised draft 2011-2016 is now outdated and no longer active. The 2030 NRM Strategy Southern Tasmania mentions weeds as a threat to Land, Water and Biodiversity, however, has no prioritisation nor weed specific detail for prioritising weed management activities across Southern Tasmania. At the municipal level Sorell Council have recently completed their Natural Resource Management Strategy 2025-2035⁷ that highlights the impacts of weeds and the responsibility of Council to enforce weed management. At the local level Council has also recently completed Blue Lagoon Weed Management Plan 2025-2035⁸. In addition, weed management is addressed in Reserve Management Plans (2024) for five reserves (Dodges Ferry Recreational Reserve, Parnella Reserve, Payeena Reserve, Samuel Thorne Reserve and White Gums Reserve) whilst SBLC and Council have a partnership agreement for the management of Casuarina Reserve.

Figure 1 provides a summary of the hierarchical process that underpins the development of weed strategies within Australia. Weed Strategies are generally based on principles adopted from the Australian Weed Strategy 2017-2027 (AWS) developed by the Invasive Plants and Animals Committee. These principles are outlined below in Section 2.2.1. and have been integrated into the Strategic Objectives of this plan.

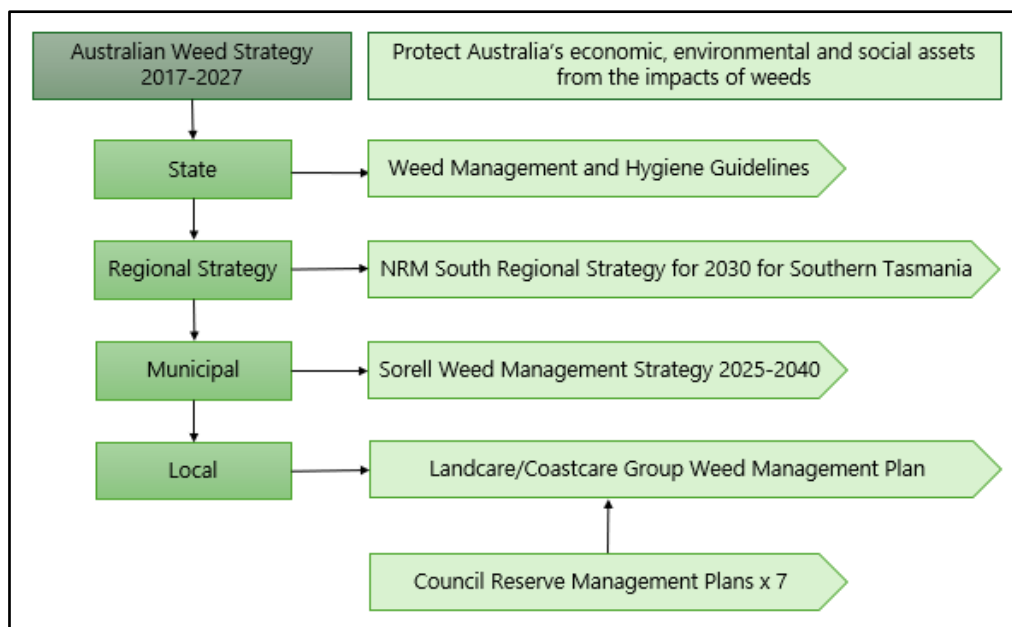


Figure 1: Process that underpins the development of Weed Strategies

⁵ DPIPW (2015)

⁶ Tasmanian Weed Management Committee (2005)

⁷ Sorell Council (2025a)

⁸ Sorell Council (2025b)

2.2.1. Australian Weeds Strategy 2017-2027

The Australian Weeds Strategy (AWS) 2017 - 2027⁹ defines a weed as follows:

“A weed is considered to be a plant that requires some form of action to reduce its negative effects on the economy, the environment and human health or amenity.”¹⁰

The annual impact of weeds on the Australian economy was estimated to be \$4 billion nearly twenty years ago¹¹ and is now expected to be considerably larger. This cost includes direct weed control, agricultural yield reduction and contamination. This underestimates the true impact of weeds as they exclude the cost to values that are not so easily calculated. For example, impacts to nature conservation, tourism, landscape amenity, poisoning of animals, impacts to waterways, habitat for feral species or impacts to human health such as allergic reactions.

The AWS 2017 – 2027 provides seven guiding principles that should underpin weed management in Australia and guide planning, investment and actions -

1. Effective weed management is a responsibility shared between landholders, community, industry and government.
2. Evidence-based decision-making should underpin the approach to weeds.
3. Risk-based prevention and early intervention is generally the most cost-effective approach for managing weeds.
4. Prioritisation of weed management must be informed by a risk-based approach, considering feasibility, likelihood of success, impact and national significance.
5. Coordination amongst landholders, community, industry and government is necessary to manage weeds at a landscape scale.
6. Sustaining capability and capacity across landholders, community, industry and government is fundamental to effective weed management.
7. Individuals, organisations and industry groups that create risks that may result in a weed entering, emerging, establishing or spreading in Australia have a role in minimising the impacts and contributing to the costs of management.

Successful implementation of this Strategy is underpinned by the following additional principles:

- A. Adequate resources are required to coordinate implementation of the Strategy and associated action plans.
- B. Communication and coordination with key stakeholders around longer-term actions is essential.
- C. Agreed best practice integrated weed management principles are used to control weeds.
- D. Developing and implementing appropriate hygiene practices is fundamental.

Sorell Council adopts the roles and responsibilities outlined in the AWS 2017-2027 as below:

- Exercise statutory duties to encourage responsible weed management.
- Manage weed problems on local government land in co-operation with other landowners.
- Assist with the coordination of community weed management programs.
- Represent community interests in weed management.
- Support the activities of local groups undertaking weed management.
- Assist with data collection and information exchange.
- Develop and adopt ‘good neighbour’ policy, where appropriate, to help reduce the spread and impacts of high risk weed species.
- Support and build public awareness about weed issues.

⁹ Invasive Plants and Animals Committee (2017)

¹⁰ Invasive Plants and Animals Committee (2017)

¹¹ Sinden et al. (2004)

Over time, a weed invasion/incursion consists of sequential phases of introduction, establishment and spread until, in the absence of control, the population can fill its entire potential range. Some species spread slowly, whereas other spread rapidly¹².

The full range of weed management options generally fall into four categories: (1) prevention, (2) eradication, (3) containment and (4) asset protection (Figure 2). The type of weed management depends on the distribution, weed species, invasiveness and cost of management. The earlier weed management is started the better the longer-term possibility of eradication and return on investment. Prevention of any weed in an area is the best approach and early detection of species will significantly reduce the management cost. However, early intervention is not always possible therefore we must prioritise species based on their invasiveness, potential to spread and their primary industry, environmental and socioeconomic impacts.

2.2.2. [WeedPlan: Tasmania's Weed Management Strategy 2005](#)

WeedPlan: Tasmania's Weed Management Strategy¹³ once guided weed management in Tasmania, however the strategy is well out of date now. Currently there is no overarching weed strategy for Tasmania. Instead, the Department of Natural Resources and Environment has continued to make available the 2015 Weed and Disease Planning Guidelines¹⁴.

2.2.3. [Southern Tasmania Natural Resource Management Strategy 2030](#)

The purpose of the Southern Tasmania Natural Resource Management Strategy 2030 is to provide a framework to facilitate sustainable management of natural resources in southern Tasmania¹⁵. Many of the priorities and actions involve weed management and dealing with invasive species with key threats identified. However, no current or active Weed Management Strategy now exists to replace the previous Southern Tasmanian Weed Strategy 2011-2016. This Strategy provided a coordinated approach to weed management in Southern Tasmania.

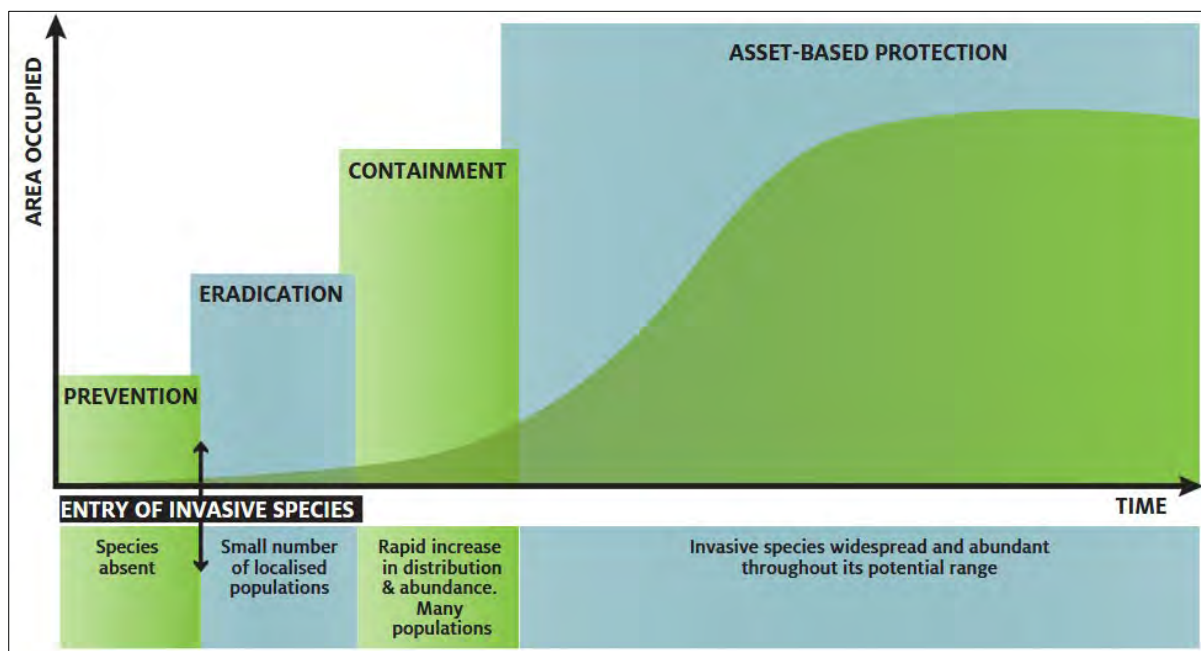


Figure 2: Four stages of weed management (Source: Invasive Plants and Animals Committee 2017)

¹² Invasive Plants and Animals Committee (2017)

¹³ Tasmanian Weed Management Committee (2005)

¹⁴ DPIWE (2015)

¹⁵ NRM South (2023)

2.2.4. Sorell Natural Resource Management Strategy 2025-2035

The Sorell NRM Strategy 2025-2035¹⁶ provides the framework to guide the management of land, water, and biodiversity within the Sorell municipality. One of the strategic themes is invasive species management with this weed strategy envisioned in the NRM Strategy. It aligns with the Sorell Council's Strategic Plan 2019-2029 that envisions 'a proud, thriving, and inclusive Southeast Community' built on the values of integrity, unity, respect, and innovation¹⁷. A central focus of the strategy is biodiversity and the management of invasive species through effective weed management. It also links to this Strategy and Weed Action Plan to deliver more effective use of weed, pest and disease hygiene practices. The vision of the strategy is to see Council and community groups collaborating to manage council land, wetlands and waterways, particularly through activities such as weed and invasive species control.

The strategy also highlights the priority to increase the use of mechanical means for controlling weeds where possible to reduce the application of herbicides and utilising technology to keep aerial imagery and data on the presence of weeds regularly updated.

This Strategy will serve as the guiding framework for these efforts and has been prepared to align with existing reserve management plans and the Sorell NRM Strategy to ensure a coordinated responses across the municipality.

2.2.5. State Roads Weed Management Strategy 2016-26

This State Road Weed Management Strategy¹⁸ was prepared by the Department of State Growth to deliver a strategic and cost-effective approach to weed management within the state road network. To prioritise actions the strategy includes three approaches to managing weeds. A weed led approach prioritises infestations of high risk weed species identified for their potential economic and environmental impact. A site led approach ranks road links (sections approximately 10 km in length) based on abundance of high priority weeds and proximity to priority management areas. A stakeholder led approach aims to provide support to collaborative efforts where stakeholder priorities align with departmental priorities.

2.3. WEED CATEGORIES

2.3.1. Weeds of National Significance

The AWS identifies a list of 32 Weeds of National Significance (WoNS) although with some groupings this includes at least 40 plant species. Nomination as a WoNS recognises a species as a priority current and future weed threat to Australia, requiring coordinated and strategic management. At a national level these weeds are considered to have the greatest economic, environmental and sociological impacts. National Strategies have been developed for all WoNS species.

Nine WONS are currently recorded within the Sorell municipality:

- African boxthorn
- blackberry
- boneseed
- bridal creeper
- Chilean needle grass
- English broom
- gorse
- Montpellier broom
- opuntoid cacti
- serrated tussock
- willows including pussy/seeding willow (*Salix cinerea*)

¹⁶ Sorell Council (2025a)

¹⁷ Sorell Council (2024)

¹⁸ Department of State Growth (2016)

2.3.2. [National Environmental Alert List](#)

The National Environmental Alert List compiled in 2001 compliments the WoNS list, identifying plants that are in the early stages of establishment with the potential to become a significant threat to biodiversity¹⁹ To date there are 28 species on this list, with 10 being declared under the *BS Act* and 11 recorded from Tasmania. The purpose of their listing is to encourage prioritisation in regional weed management strategies. None of these have been recorded in the Sorell municipality.

2.3.3. [Regional High Priority Weeds](#)

Weed priorities for the Southern Region as a whole and for each of the twelve municipalities were identified in 2008²⁰ to assist with planning and on-ground works. The current list of 30 weeds is now out-dated, and some weeds listed as a regional priority are not necessarily a priority within the Sorell municipality. Consideration of this list has been undertaken as part of the Strategy and incorporated into the weed priorities where relevant.

¹⁹ Weeds Australia (2025)

²⁰ As part of the 2008 Southern weed mapping project

3. WEEDS OF THE SORELL MUNICIPALITY

Over 370 introduced plants have been recorded within the Sorell municipality (see Appendix B)²¹. Some weed species are widespread, while others are more recent arrivals with small populations that are of more limited threat to environmental, economic and social values.

Of the declared weeds listed under the *BS Act*, 36 have a presence within the Sorell municipality, and 11 of these are also WoNS.

3.1. WEED PRIORITISATION

Weeds have been prioritised into four groups under this strategy for which management responses are defined (Table 1). A priority rating from 1 (highest) to 4 (lowest) with a fifth group of “Alert List” species not identified in the Sorell municipality but identified elsewhere in Tasmania and Australia as a potential threat should they become naturalised. These species would become a Priority 1 if recorded in the municipality.

The following priority classifications are used:

1 – HIGHEST	Newly established “alert list” weeds and Class A Declared weeds with a restricted distribution in the Sorell Municipality. These weeds are of the highest priority and require a rapid response . Immediately implement eradication plan when reported. Eradicate within 5 years.
2 - HIGH	Class A Declared weeds with a wider distribution or species that may fit Priority 1 but only have narrow level of impacts within municipality or have been identified as a community priority e.g. sea spurge. For weeds that can be eradicated within the term of the action plan (15 years). Asset based protection for <i>Environment Protection and Biodiversity Conservation Act 1999</i> (EPBCA 1999) Matters of National Environmental Significance – Ramsar listed Pittwater Orielson Lagoon Ramsar site including over 40 migratory species.
3 – MODERATE	Declared and high priority environmental weeds with widespread distribution. For widespread weeds requiring strategic control. Eradication of isolated infestations and containment of wider infestations to ensure no further spread within the term of the action plan (15 years).
4 - LOW	Declared weeds and environmental and agricultural weeds that are widespread and require strategic control and containment. Asset-based protection including MNES under the <i>EPBCA 1999</i> , <i>Tasmanian Nature Conservation Act 2002</i> , <i>Tasmanian Threatened Species Protection Act 1995</i> , and impacting listed sites under the <i>Aboriginal Heritage Act 1975</i> .
ALERT LIST	Non-naturalised weed species or WoNS, Declared or weed alert lists elsewhere in Australia. Species not currently present in Sorell but known to occur in Tasmania or that are climate suitable for Sorell. Categorised as Alert list . These weeds would be moved to Priority 1 if recorded in Sorell municipality.

Priorities within weed categories can be more nuanced. It may be that a particular population of a weed is a higher priority due to the value that it threatens (e.g. high value asset). For example, asset-based protection for national and state listed threatened species and

²¹ Based on weeds data collated from Sorell Council, North Barker database and Natural Values Atlas (as at 14th April 2025).

communities as well as the internationally recognised Pitt Water Orielton Lagoon Ramsar site are high priorities under this Strategy. The general weed priority categorisation is depicted in Figure 3.

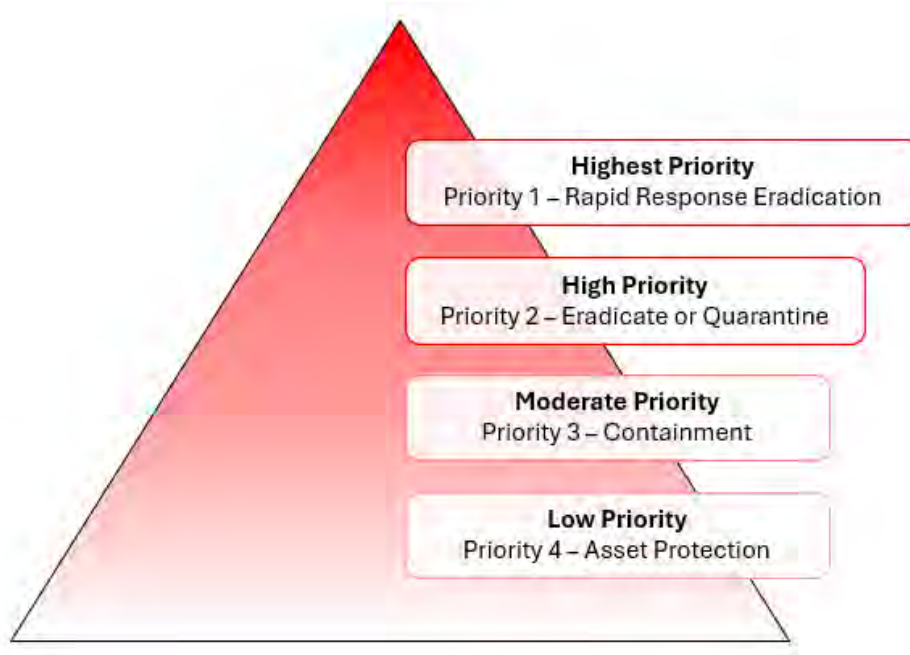


Figure 3: Weed Prioritisation

3.1.1. Prioritisation Method

The prioritisation is largely reflective of the declaration status, although it has been modified slightly to better reflect management goals and current presence/distribution within the municipality. Inherent delays with updating weed classes listed under the *BS Act* has led to fundamental discrepancies with some weeds between their declaration status and their actual presence/distribution within the municipality. This method of a more realistic prioritisation allows the Strategy (and subsequent reviews) to drive the prioritisation process, rather than their declaration under the *BS Act*.

In addition the number of NVA records for each weed species may not accurate, is often disproportionate to current distributions and often reflects weed recording efforts during past weed control programs for a particular weed or protection of particular conservation values.

Table 1 – Weed Categorisation and Priority Weed Action Plan targets

Action Category	Priority	Weed types	Distribution status within Sorell LGA	Description
Short-term Eradication priority	1	Newly established "alert list" weeds Declared Class A with localised distribution and sea spurge (SLL) 19 species	Newly introduced "alert list" weeds, Declared weeds with restricted distributions with statutory eradication requirements.	These species are of the highest priority requiring targeted eradication within 5-7 years or immediate response if subsequently reported. Actions: Biannual control during spring and autumn to prevent further seeding. Manage germinating seedbank. <u>Declared weeds</u> - Develop weed specific action plans during the first year of the Strategy, determine eradication feasibility. <u>Alert weeds</u> - Prepare Eradication Plan.

Action Category	Priority	Weed types	Distribution status within Sorell LGA	Description
				- Coordinated rapid response. Immediate mobilisation of staff to eradicate the species. - Register in Council's Weed register and NVA.
Longer term Eradication priority	2	Declared Class A weeds with wider distributions 6 species	Declared Class A weeds with wider infestations or species that may fit Priority 1 but only have narrow level of impacts within municipality or have been identified as a community priority. Asset protection - Pittwater Orielton Lagoon (PWOL) Ramsar site.	Eradicate isolated infestations and contain wider infestations to ensure no further spread within the term of the action plan and protect PWOL (15 years). Actions: - Develop weed specific action plans within 5 years. - Implement priority species action plans. - Biannual control, follow up with relevant stakeholders and update Weed register. - Priority work on Environmental weeds that community groups have invested significantly in over the years.
Containment priority	3	Class B Declared weeds with localised distributions and high priority SLL weeds 9 species	For widespread weeds requiring strategic control.	Eradicate isolated infestations and contain wider infestations to ensure no further spread within the term of the action plan (15 years). Actions: - Assess to determine priority species. - Develop and implement weed specific action plans for priority species. - Control spread by eradicating localised outlying infestations.
Asset-based protection priority	4	Declared weeds with wider distributions and SLL weeds 55 species	Widespread weeds requiring strategic control and containment where threatening important values – including listings under the <i>EPBCA 1999, Nature Conservation Act 2002, Threatened Species Protection Act 1995</i>, Tasmanian Reserve Estate, sites listed under the <i>Aboriginal Heritage Act 1975</i> and Class 3 agricultural land.	Control and contain where threatening important values. Protect important municipal assets within term of the action plan (15 years). Assess and evaluate incentives targeting eradication/control by landholders with properties >2ha Actions: Eradicate isolated infestations and contain wider infestations to protect important assets and to identify opportunities to limit further spread within the term of the Strategy (15 years).
Alert list	Add to Priority 1 list if recorded in Sorell LGA	Non-naturalised species on WoNS, Declared or weed alert lists.	Species not currently present and/or known to occur in Sorell municipality but known to occur in Tasmania or that are climatically suitable for the municipality.	Non-naturalised weed species or WoNS, Declared or weed alert lists elsewhere in Australia. Actions: - Shift to Category 1 - Immediately quarantine area and eradicate weed when reported. - Maintain biannual monitoring & control for a minimum of 7 years.

Action Category	Priority	Weed types	Distribution status within Sorell LGA	Description
				Manage germinating seedbank and other reproductive material.

A summary of weed priority numbers for each category is provided in Table 2. and all priority weeds (1-4) are listed in Table 3 by priority order and a list in alphabetical order is provided in Appendix C. The distribution of priority 1-4 weeds across the Sorell municipality are mapped in Figures 4-7. Appendix D has the regional distribution maps for Category 1 and 2 weeds. A number of non-declared weeds are included in this list as they are considered a high priority due to their invasiveness and are of local importance. These weeds are identified as Sorell Local List (SLL) as discussed further in Section 3.1.2.

Alert List weeds for the Sorell municipality are listed in Appendix E. The list includes declared weeds, WoNS and weeds on the National Environmental Alert List that have not been recorded in Sorell or only have historical records and are not considered to occur within the Sorell municipality at present. No prioritisation has been assigned to these species. In the event that a species from this list should be recorded within the municipality, then the species would be assigned a Priority 1 and added to the list of Sorell Priority 1 Weeds in Table 3.

Table 2: Summary of weed priority numbers by weed type

Weed Type	Priority 1	Priority 2	Priority 3	Priority 4	TOTAL
Declared weed (Class A)	17	5	1	0	23
Declared weed (Class B)	1	1	8	5	15
Sorell Local List	1	0	0	50	51
TOTAL	19	6	9	55	89

3.1.2. Sorell Local List (SLL)

There are numerous non-declared weed species that present a serious threat to the municipality. A number of these weeds are known to be invasive and should be strategically recorded and controlled. The list of locally important weeds within the municipality is shown in Table 3. All of these species (51 in total) have been assigned a priority rating of 4 with the exception of sea spurge which has been given a priority rating of 1 due to its current limited distribution, community group action and potential for spread via ocean currents to other areas within and beyond the municipality.

The Vegetation Management Plans for Dodges Ferry, Parnella, Payeena, Samuel Thorne and White gums Reserves contain additional non-declared weeds that are not included in the SLL (Appendix F). This is because these weeds are impacting reserve values. Many are common and widespread across the municipality and it is not considered economically feasible for them to be controlled at this level.

Table 3: List of Sorell Priority Weeds by ranking

Note: Species shaded green are listed as declared within the Sorell municipality under the BS Act. Species in BOLD are listed as WoNS.			
Botanical name	Common Name	Declaration Class for Sorell LGA or SLL weed	NVA Records²²
Priority 1			
<i>Allium vineale</i>	crow garlic	A	2 + Iron Creek
<i>Asphodelus fistulosus</i>	onion weed	A	1 + Old Forcett Rd/Western Hill Rd
<i>Austroderia richardii</i>	Toe-toe pampas grass	A	1
<i>Carduus nutans</i>	nodding thistle	A	1
<i>Carthamus lanatus</i>	saffron thistle	A	21
<i>Cenchrus longisetus</i>	feathertop	A	20
<i>Cortaderia jubata</i>	pink pampas grass	A	1
<i>Cortaderia selloana</i>	silver pampas grass	A	140
<i>Digitalis purpurea</i>	foxglove	A	1
<i>Eragrostis curvula</i>	African lovegrass	A	57
<i>Erica arborea</i>	tree heath	A	8
<i>Erica baccans</i>	berryflower heath	A	1
<i>Euphorbia paralias</i>	sea spurge	SLL	1 + Carlton/ Marion & Lagoon Bay Beaches
Salix cinerea	seeding willow	A	Copping roadside
<i>Senecio jacobaea</i>	ragwort	B	1
<i>Solanum marginatum</i>	white-edged nightshade	A	1
<i>Solanum triflorum</i>	cut-leaf nightshade	A	1
<i>Urospermum dalechampii</i>	false dandelion	A	2
<i>Xanthium spinosum</i>	Bathurst burr	A	1 Sorell farm ²³
Priority 2			
<i>Amsinckia calycina</i>	hairy fiddleneck	A	5
Asparagus asparagoides	bridal creeper	A	117
<i>Carduus tenuiflorus</i>	winged thistle	A	3
<i>Echium plantagineum</i>	Paterson's curse	B	19
Nassella neesiana	Chilean needle grass	A	191

²² As of April 2025

²³ Sandy Leighton pers. comm. 2025

Note: Species **shaded green** are listed as declared within the Sorell municipality under the BS Act.
Species in **BOLD** are listed as WoNS.

Botanical name	Common Name	Declaration Class for Sorell LGA or SLL weed	NVA Records²²
Opuntia species [includes Austrocylindropuntia spp. and Cylindropuntia spp. and Opuntia stricta (prickly pear)] (excluding O. ficus-indica)	opuntoid cacti	A	2
Priority 3			
Chrysanthemoides monilifera subsp. monilifera	boneseed	B	1223
<i>Cirsium arvense</i> var. <i>arvense</i>	creeping thistle	B	52
Cytisus scoparius	English broom	B	2
<i>Erica lusitanica</i>	Spanish heath	B	130
Genista monspessulana	Montpellier broom	B	45
<i>Lepidium draba</i>	whiteweed	B	12
Lycium ferocissimum	African boxthorn	B	1247
Nassella trichotoma	serrated tussock	B	821
Ulex europaeus	gorse	A	511
Priority 4			
<i>Acacia baileyana</i>	Cootamundra wattle	SLL	3
<i>Acacia howittii</i>	sticky wattle	SLL	2
<i>Acacia provincialis</i>	perennial wattle	SLL	2
<i>Acacia pycnantha</i>	golden wattle	SLL	2
<i>Acacia retinodes</i>	hills wirilda	SLL	2
<i>Aeonium arboreum</i>	tree aeonium	SLL	7
<i>Agapanthus praecox</i> subsp. <i>orientalis</i>	African lily	SLL	4
<i>Aloe maculata</i>	soap aloe	SLL	1
<i>Arctotheca calendula</i>	capeweed	SLL	19
<i>Asparagus officinalis</i>	asparagus	SLL	8
<i>Billardiera heterophylla</i>	bluebell creeper	SLL	4
<i>Calamagrostis arenaria</i>	marram grass	SLL	11
<i>Centranthus ruber</i> subsp. <i>ruber</i>	red valerian	SLL	1
Carduus pycnocephalus	slender thistle	B	9
<i>Chamaecytisus palmensis</i>	tree lucerne	SLL	6
<i>Coprosma repens</i>	mirror bush	SLL	16
<i>Cotoneaster</i> species	largeleaf cotoneaster	SLL	8
<i>Cotyledon orbiculata</i>	pigs ear	SLL	

Note: Species **shaded green** are listed as declared within the Sorell municipality under the BS Act.
Species in **BOLD** are listed as WoNS.

Botanical name	Common Name	Declaration Class for Sorell LGA or SLL weed	NVA Records²²
<i>Crassula alata</i> var. <i>alata</i>	winged crassula	SLL	4
<i>Crassula multicava</i> subsp. <i>multicava</i>	fairy crassula	SLL	2
<i>Crassula muscosa</i> var. <i>muscosa</i>	clubmoss crassula	SLL	2
<i>Crataegus monogyna</i>	hawthorn	SLL	7
<i>Delairea odorata</i>	cape ivy	SLL	1
<i>Dimorphotheca fruticosa</i>	trailing daisy	SLL	8
<i>Dipogon lignosus</i>	dolichos pea	SLL	1
<i>Echium candicans</i>	pride of madeira	SLL	6
<i>Euryops abrotanifolius</i>	winter euryops	SLL	3
<i>Foeniculum vulgare</i>	fennel	B	62
<i>Freesia</i> species (<i>hybrids</i>)	freesia	SLL	1
<i>Gazania</i> species	gazania	SLL	20
<i>Hakea laurina</i>	pincushion hakea	SLL	1
<i>Hedera helix</i>	ivy	SLL	1
<i>Kniphofia uvaria</i>	red-hot poker	SLL	3
<i>Leptospermum laevigatum</i>	coastal tea tree	SLL	4
<i>Leucanthemum vulgare</i>	ox-eye daisy	SLL	4
<i>Lonicera japonica</i>	Japanese honeysuckle	SLL	1
<i>Marrubium vulgare</i>	white horehound	B	115
<i>Paraserianthes lophantha</i>	Cape Leeuwin wattle	SLL	11
<i>Phormium tenax</i>	New Zealand flax	SLL	32
<i>Pinus radiata</i>	radiata pine	SLL	69
<i>Pittosporum undulatum</i>	sweet pittosporum	SLL	7
<i>Polygala myrtifolia</i>	myrtleleaf milkwort	SLL	4
<i>Psoralea pinnata</i> / <i>arborea</i>	blue butterfly bush	SLL	1
<i>Rosa rubiginosa</i>	sweet briar	SLL	43
<i>Rubus fruticosus</i> spp. agg.	blackberry	B	124
<i>Salix</i> species (excluding <i>S. babylonica</i>, <i>S. x calodendron</i> and <i>S. x reichardtii</i>)	willows	B	11
<i>Sedum album</i>	white stonecrop	SLL	1
<i>Senecio angulatus</i>	creeping groundsel	SLL	5
<i>Senecio elegans</i>	purple groundsel	SLL	1
<i>Spartium junceum</i>	Spanish broom	SLL	7
<i>Sporobolus africanus</i>	ratstail grass	SLL	3

Note: Species **shaded green** are listed as declared within the Sorell municipality under the *BS Act*.
Species in **BOLD** are listed as WoNS.

Botanical name	Common Name	Declaration Class for Sorell LGA or SLL weed	NVA Records²²
<i>Thinopyrum obtusiflorum</i>	tall wheatgrass	SLL	1
<i>Typha latifolia</i>	cumbungi	SLL	5
<i>Vinca major</i>	blue periwinkle	SLL	12
<i>Zantedeschia aethiopica</i>	arum lily	SLL	4



Figure 4: Distribution of Category 1 weeds within the Sorell municipality

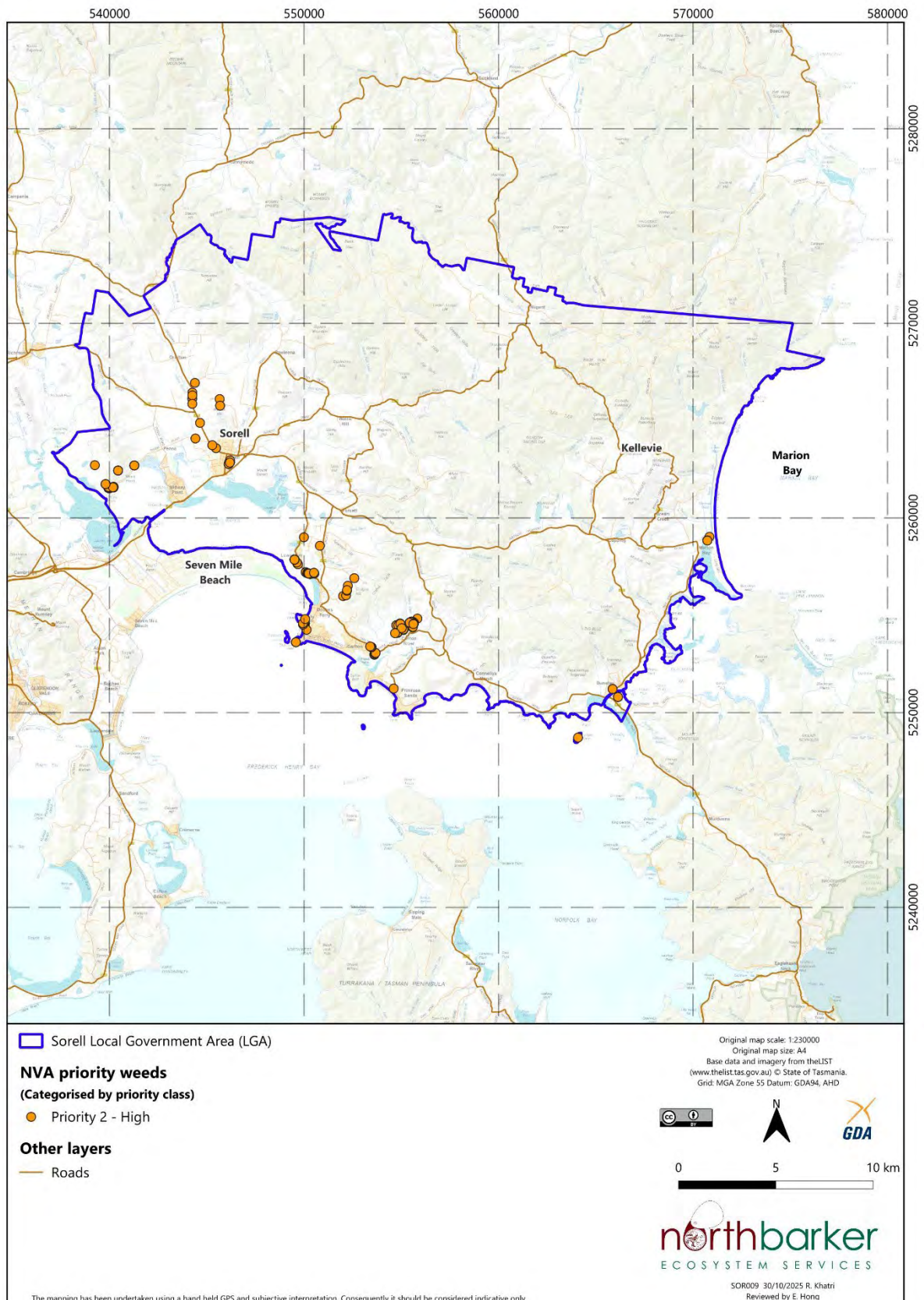


Figure 5: Distribution of Category 2 weeds within the Sorell municipality

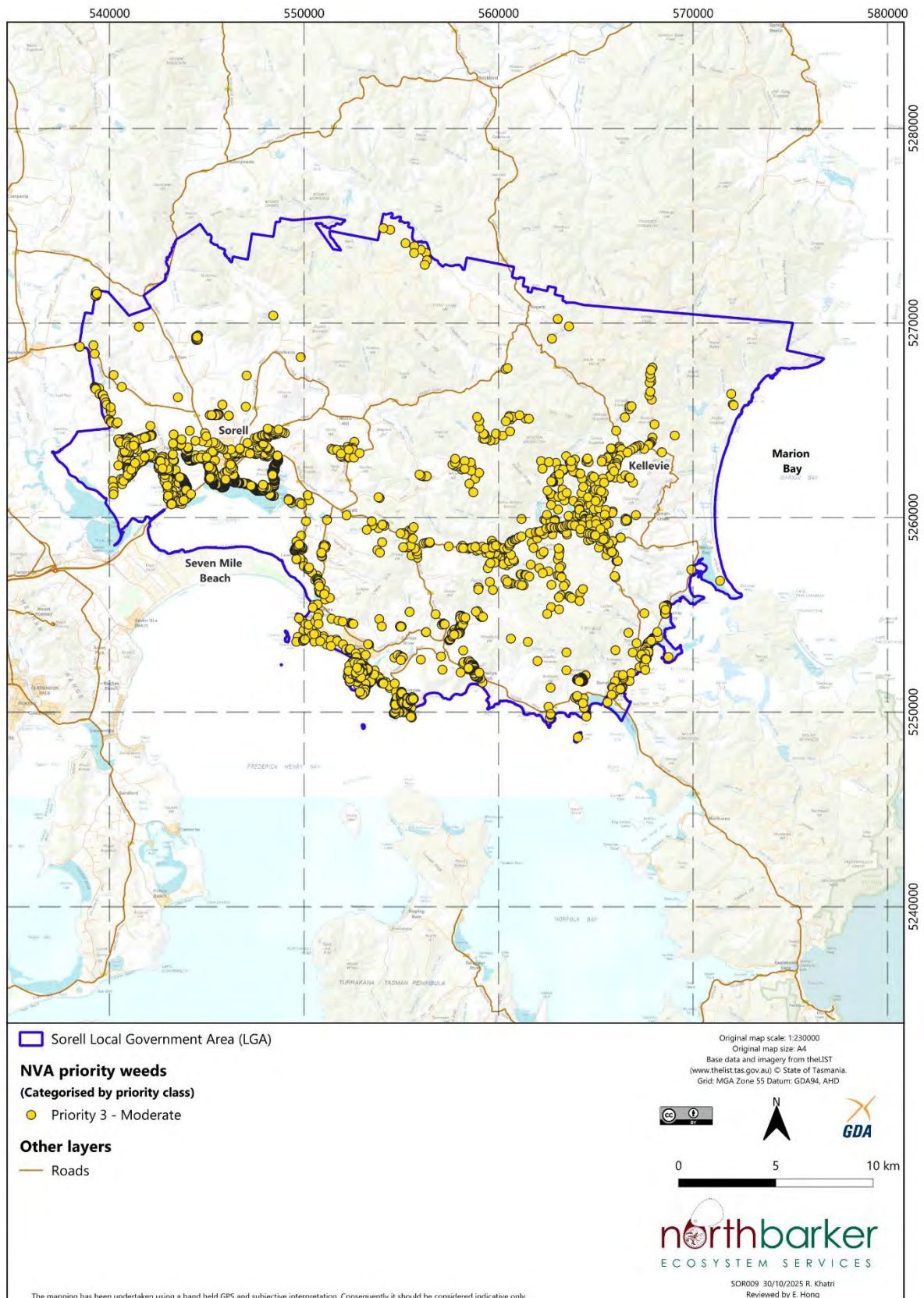


Figure 6: Distribution of Category 3 weeds within Sorell

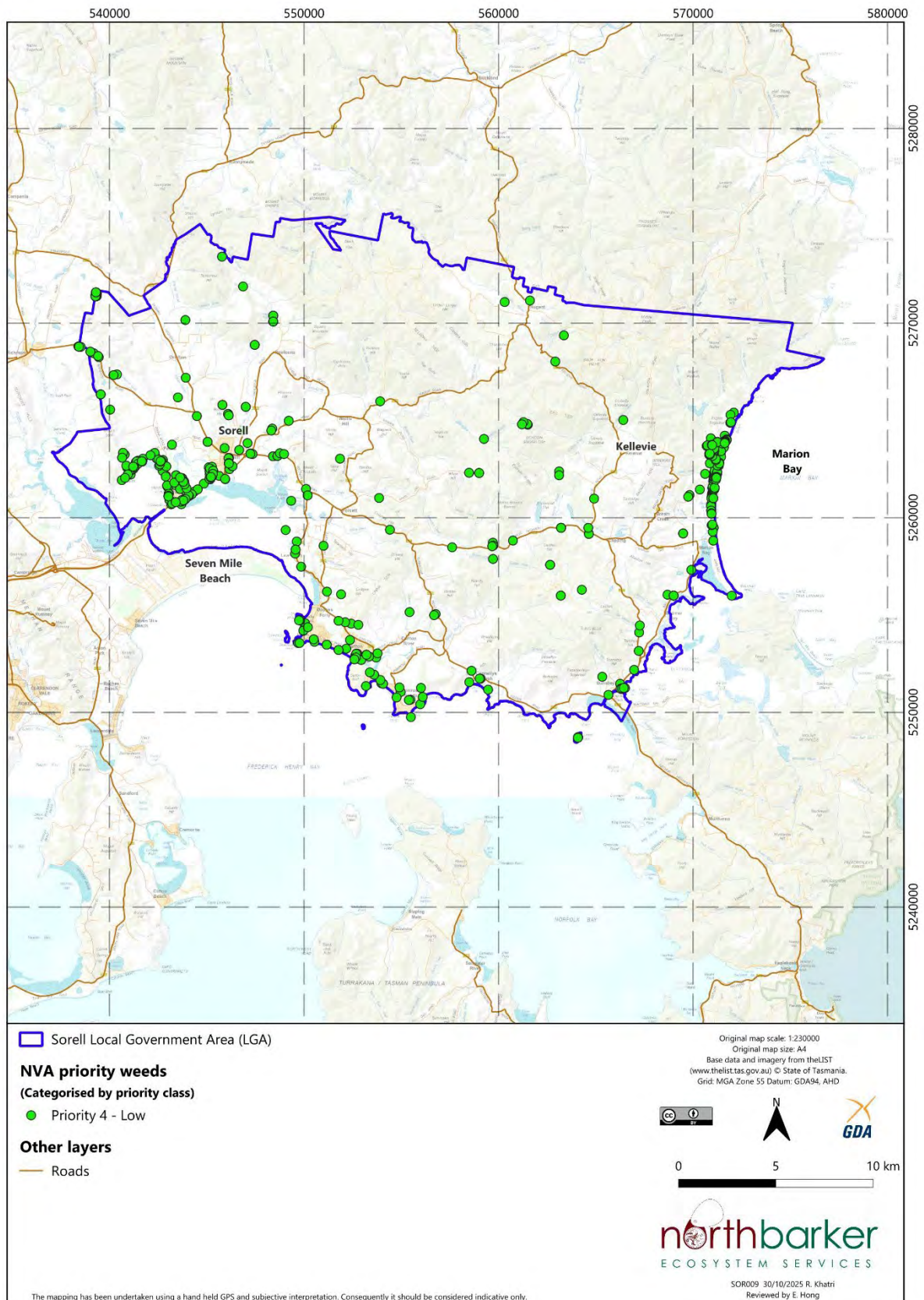


Figure 7: Distribution of Category 4 weeds within Sorell (note: records of all SLL weeds is not representative of actual distribution, as these are all non-declared environmental weeds which are infrequently reported to the NVA)

4. ISSUES AND CHALLENGES

This section is an overview of the key issues facing weed management within the municipality that the Strategy will focus on.

Successful weed control will result in bare areas. Bare areas will be rapidly reinvaded by weeds, especially thistles, cape weed, weedy brassicas or similar once weed control has been successfully undertaken. It must be remembered that any integrated approach to weed management will also need to include a revegetation component, whether that is using local native species to revegetate remnant native vegetation and amenity areas to increase biodiversity values or sowing suitable agricultural plants in pasture and/ or field crop situations.

Each of the following seven issues are discussed below:

1. Community expectation
2. Roadside spraying and slashing
3. Community engagement and partnerships
4. Conservation management priorities
5. Implication to agricultural/horticultural productivity
6. Council resources/capacity
7. Climate change

4.1. COMMUNITY EXPECTATION

Community awareness of weeds and their associated impacts within the municipality is increasing. With this, the community's expectation of local, state and federal governments to actively manage these threats is also increasing. Creating this Weed Management Strategy will assist Council with meeting some of these expectations.

As part of this Strategy development, Council will run a series of community workshops to understand community concerns and expectations in relation to managing weeds across the municipality. Feedback from these sessions has been incorporated into the final strategy.

4.2. ROADSIDE SPRAYING AND SLASHING

Roadside vegetation can be defined as any vegetation in a roadway, in most cases from road surface edge to a fence line or property boundary. Management zones of a roadway encompass the road surface (sealed or gravel), including the shoulder which generally extends one metre beyond the edge of road surface, and the road reserve. Roadside vegetation management must be done in a way that maintains road safety, conserves natural values, minimises fire hazards, meets legal and statutory requirements and manages declared weeds including spread prevention.

One of the greatest challenges in managing roadside vegetation is minimising the spread of weeds. This is due to roads being high risk pathways for weed dispersal as traffic and road maintenance machinery can carry weed propagules including seeds and plant rhizomes/runners long distances. Roadsides are suitable for weed establishment as they are frequently disturbed and receive water and nutrient run-off from the road and/or neighbouring properties. The suitability of roadsides for weed establishment can be actively increased by poor management. A holistic approach to managing roadside vegetation, applying environmental best practice, must be done to ensure that management practices do not create further issues such as soil erosion, herbicide resistance, damage to native vegetation, damage to fauna habitat and increased weed issues.

Sorell Council has the obligation to manage roadsides, footpaths, road verges and other public spaces under its jurisdiction. These works are undertaken by Council depot staff as well as external contractors, in accordance with the following Sorell Council policies:

- Mowing/Slashing of Grassed Areas Under Council Management Policy - This policy defines the scope of mowing/slashing operations and sets guidelines for determining intervention levels for mowing/slashing within road reserves.

- Integrated Pest Management Policy – This policy outlines a set of guidelines for the control of pests including weeds through spraying and other methods. It applies to roadside areas under Council's control as well as Council owned/managed reserves and sporting facilities.

Contractor management, knowledge and experience of operational crew, understanding and implementation of appropriate hygiene measures as well as limited Council funding are challenges which Sorell Council face in relation to effective roadside weed management.

See Appendix G for the Roadside Safe Operating Protocol/Procedure.

4.2.1. No Spray Policy

As part of the roadside spraying program, Council manages a No Spray Register which allows local residents to apply for their property frontage to be added to the register. Under Permit conditions for approved applications, landholders are required to undertake control of the vegetation along the frontage of their property for a two-year period, after which Council will contact landholders to see if they want to renew their permit.

Implications to Strategy

- Develop a detailed Roadside Standard Operating Procedure to be used by Council depot staff and contractors as a simple manual for undertaking roadside maintenance activities. SOP to include slashing/mowing methods, spraying methods, hygiene procedures etc.
- Identification of key priority weed infestation sites within the Council Road Reserve network which require specific hygiene measures and targeted weed control and monitoring.
- Develop a 'live' sensitivity map that identifies known significant roadsides (priority vegetation, threatened flora, threatened fauna habitat). Any works to be undertaken in these areas would flag a specific procedure (i.e. NRM Officer inspection to determine level of assessment required).
- Utilise the mapping developed from the two dot points above to section roadside areas which require different management methods and contractor skill levels. For example, areas of high sensitivity and high priority weeds would require more targeted herbicide treatment by highly trained contractors/staff.
- Development of training procedures for Council staff in relation to weed identification and treatment methods.

4.3. COMMUNITY ENGAGEMENT AND PARTNERSHIPS

On ground weed work is resource demanding. Successful weed management requires a long-term commitment. Outcomes would be greatly enhanced by fostering community support and building upon relationships and networks with other stakeholders.

4.3.1. Volunteer participation and support

Local groups are becoming increasingly involved in weed management within their community. There are several Landcare and Coastcare Groups that operate predominantly on Council and Crown land with some focus at times on other land tenure throughout the municipality. It is important that works undertaken by these groups are implemented within a strategic framework centrally co-ordinated in Council. Management of volunteer groups and ensuring the activities of Council and local groups are co-ordinated requires a dedicated staff member (NRM Officer). Council recently developed a number of Reserve Management Plans and Weed Management Plans for their reserves to clearly guide future Council and volunteer activities within these reserves. Current volunteer community groups within the municipality include Southern Beaches Landcare/Coastcare Group, Marion Bay Coastcare Group, Penna Landcare, Penna Wildcare, Sorell Landcare Group, Wildcare Friends of Pittwater Orielton Lagoon and Friends of Blue Lagoon.

The Council works crew has Land Improvement Officers (7-8 staff), some with Conservation Land Management Certificate qualifications, as well as a Works Supervisor. They are responsible for maintenance of Reserves and Public Open Space. As an example, every Tuesday morning 2-3 staff work at Flora Park at Dodges Ferry along with the local community group Southern Beaches Landcare/ Coastcare (SBLC). There is scope for similar Council support to be replicated for other community groups within the municipality.

4.3.2. Private property owner participation

The best means to enhance private landholder participation in weed management can be a complex issue. Under the Tasmanian *Biosecurity Act 2019*, Weed Officers are authorised to direct private landholders to control or remove declared weeds on their properties. However, a regulatory approach does not often result in long term increased participation by private landholders. With 84% of municipal land in private landownership, applying a community service approach to weed management independent of tenure provides an opportunity to deliver strategic weed management across the whole of the municipality.

In the past, Sorell Council have received grants through the Weeds Action Fund to assist landowners to manage targeted weeds. This has been done using two approaches, firstly, through expressions of interest and secondly, through targeted identification of specific properties where priority weeds were impacting key natural values and contractors were employed. However, this may not result in the landholder taking on the longer-term weed control needed for successful outcomes.

Another option involves incentives and rewards to rate payers willing to participate in weed management on their land. This may be in the form of rate reductions for agreed weed projects on private property targeting Priority weeds or weeds on the Sorell Local List which are impacting important natural values.

4.3.3. Stakeholder partnerships

In order to provide cost effective weed management, programs need to be integrated across all tenures, private and public, at a landscape scale to minimise reinfestation. There are both State and Federal Government departments and authorities who manage land within the municipality including Property Services, Parks and Wildlife Service, Department of Education, Department of State Growth, Department of Housing, TasWater and TasNetworks who share common objectives as well as having statutory land manager responsibilities for managing declared weeds on their land.

Council relies on stakeholder relationships, good work practices and collaborative weed control programs with these agencies or as a last resort, the Council authorised weed officer may serve a notice.

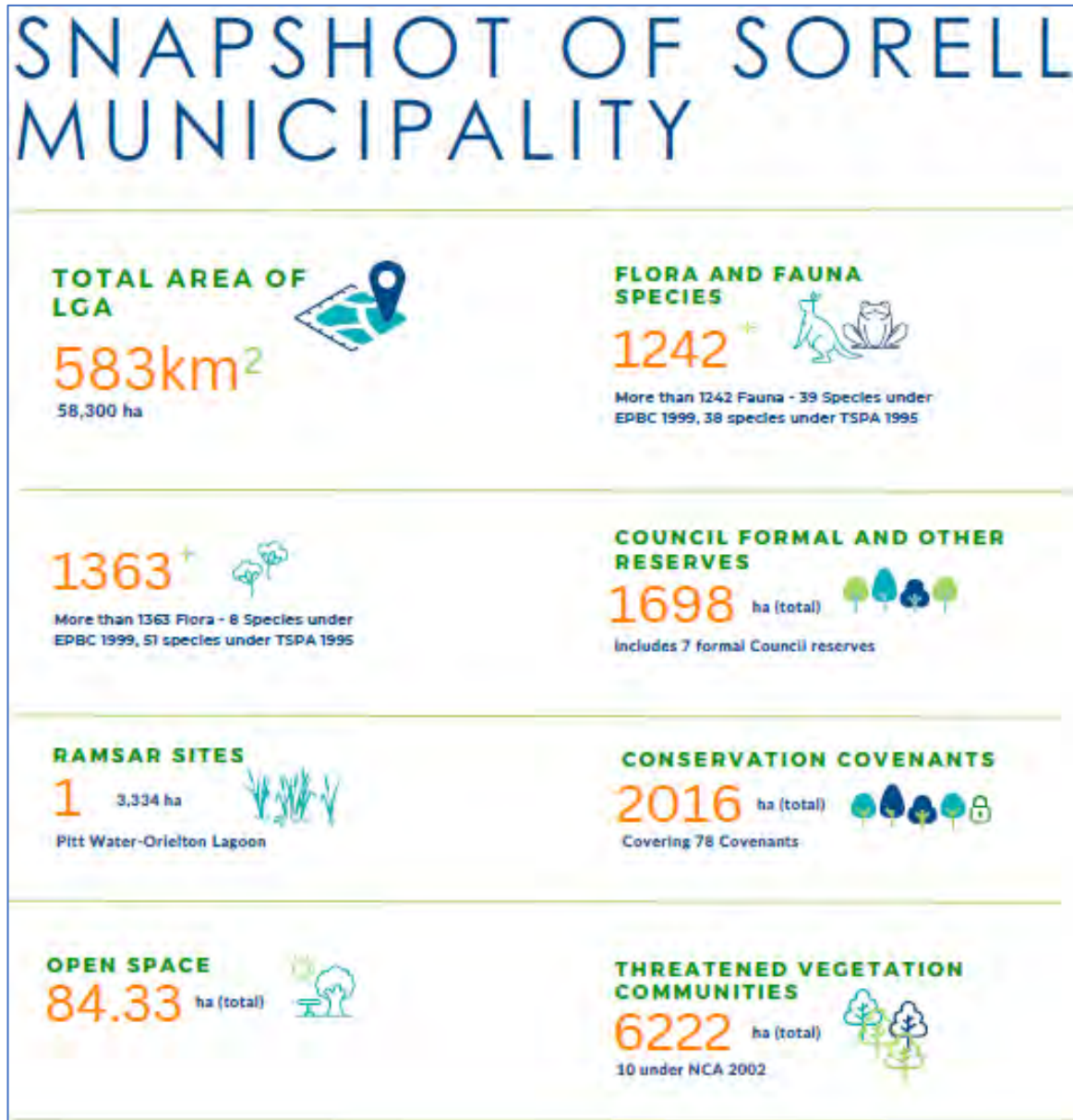
Implications to Strategy:

- Foster co-operative, collaborative projects with the community, government and private landowners to support the development of a shared responsibility towards weed management within the municipality.
- Investigate on-going opportunities to access external grants and develop projects that can be shared across land tenures (i.e. NRM South, Weeds Action Fund, Landcare Tasmania).
- Council to deliver training and support for weed management activities across all volunteer groups.
- Develop a communications strategy that includes fostering collaboration with other agencies and stakeholders (especially private landholders) to enhance resources available for on-ground works. One of the aims of this would be to include better communication and aid individuals and Council in the exchange of information.
- There are a range of options to build shared responsibility for weed management on private land which will require extensive assessment, evaluation and reporting.

4.4. CONSERVATION MANAGEMENT PRIORITIES

Where weed eradication is not possible, containment and asset protection become the priority for widespread weeds. Understanding where important municipal natural value assets are located will assist with co-ordinating and prioritising management of more widespread weeds.

Figure 8 presents a snapshot of Sorell's natural assets facts.



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Figure 8: Snapshot of Sorell municipality natural assets

Reserved land within the municipality comprises 8% of the total area and includes:

- 566 ha of Conservation Area
- 2016 ha of Conservation Covenant (covering 78 covenants)
- 37 ha of Council Reserves
- 1456 ha of Nature Reserve
- 131 ha of Private Nature Reserve

²⁴ Sorell Council (2025)

Fauna within the municipality include more than 1242 species – 39 species listed under the EPBCA 1999, 38 species under the Tasmanian TSPA 1995.

Flora within the municipality include more than 1363 species – 8 species listed under the EPBCA 1999, 51 species under the Tasmanian TSPA 1995.

Threatened vegetation communities cover 6222 ha, with 10 under the Tasmanian NCA 2002. These threatened vegetation communities have been mapped within the municipality²⁵ including:

- *Callitris rhomboidea* forest (NCR) – 70 ha (100% reserved)
- *Eucalyptus amygdalina* forest and woodland on sandstone (DAS) – 1,300 ha (8% reserved)
- *Eucalyptus amygdalina* inland forest and woodland on cainozoic deposits (DAZ) – 40 ha (0% reserved)
- *Eucalyptus brookeriana* wet forest (WBR) – 30 ha (7% reserved)
- *Eucalyptus globulus* dry forest and woodland (DGL) – 2,800 ha (21% reserved)
- *Eucalyptus ovata* forest and woodland (DOV) – 400 ha (27% reserved)
- *Eucalyptus tenuiramis* forest and woodland on sediments (DTO) – 1,300 ha (2% reserved)
- *Eucalyptus viminalis* - *Eucalyptus globulus* coastal forest and woodland (DVC) – 40 ha (42% reserved)
- Sphagnum peatland (ASP) – 1900 sqm (100% reserved)
- Wetlands (AWU) – 10 ha (18% reserved)

Under the EPBC Act 1999 the following are listed as Matters of Environmental Significance for the Sorell municipality –

- part of the Pitt Water-Orielton Lagoon RAMSAR site including over 40 migratory bird species.
- Threatened species – 20 plants; 45 birds; 2 insects.
- Four Threatened Ecological Communities - temperate saltmarsh, Tasmanian black gum and brookers gum *Eucalyptus ovata* / *E. brookeriana* forest, lowland native grassland of Tasmania, Tasmanian white gum *E. viminalis* wet forest.

Implications to Strategy:

- Identify natural values asset protection areas within the municipality
- Co-ordinate strategic control of priority weeds around these areas
- As part of this strategy, a map of key important natural values has been developed (Figure 9). This will allow prioritisation of private properties which should be targeted for priority weed management initiatives.

4.5. AGRICULTURAL / HORTICULTURAL PRODUCTIVITY

The Sorell area's agricultural history centres on its early role as Van Diemen's Land's "granary" in the early 19th century, driven by wheat farming and export to Sydney after the British settled the region in 1808. While grain remained significant, dairy, wool, and fat lamb production also developed, particularly in surrounding areas like Bream Creek, which later established its own butter factory.

In more recent years the municipality has benefited from annual water allocations as part of the South East Irrigation Scheme enabling diversification into cherries, apples, salad vegetables, wine grapes, apricots, walnuts and olives. As a consequence, some weeds have benefited from an increase in soil moisture.

²⁵ TNVC 2020 spatial layer

4.5.1. Land capability

Land capability classification is an internationally accepted method of ranking the ability of the land to support a range of broadacre agricultural activities on a sustainable basis. In Tasmania the system comprises seven classes ranked in order of agricultural versatility. Class 1 land is the best and Class 7 the poorest. The majority of the municipality is Class 6 (land marginally suited to grazing due to severe limitations) and Class 5 (land unsuited to cropping and with slight to moderate limitations to pastoral use) and with smaller areas of Class 4 (land well suited to grazing but which is limited to occasional cropping or a very restricted range of crops) and an isolated area of Class 3 (suitable for cropping and intensive grazing) near Bream Creek.

Figure 10 shows the land capability classes across the municipality.

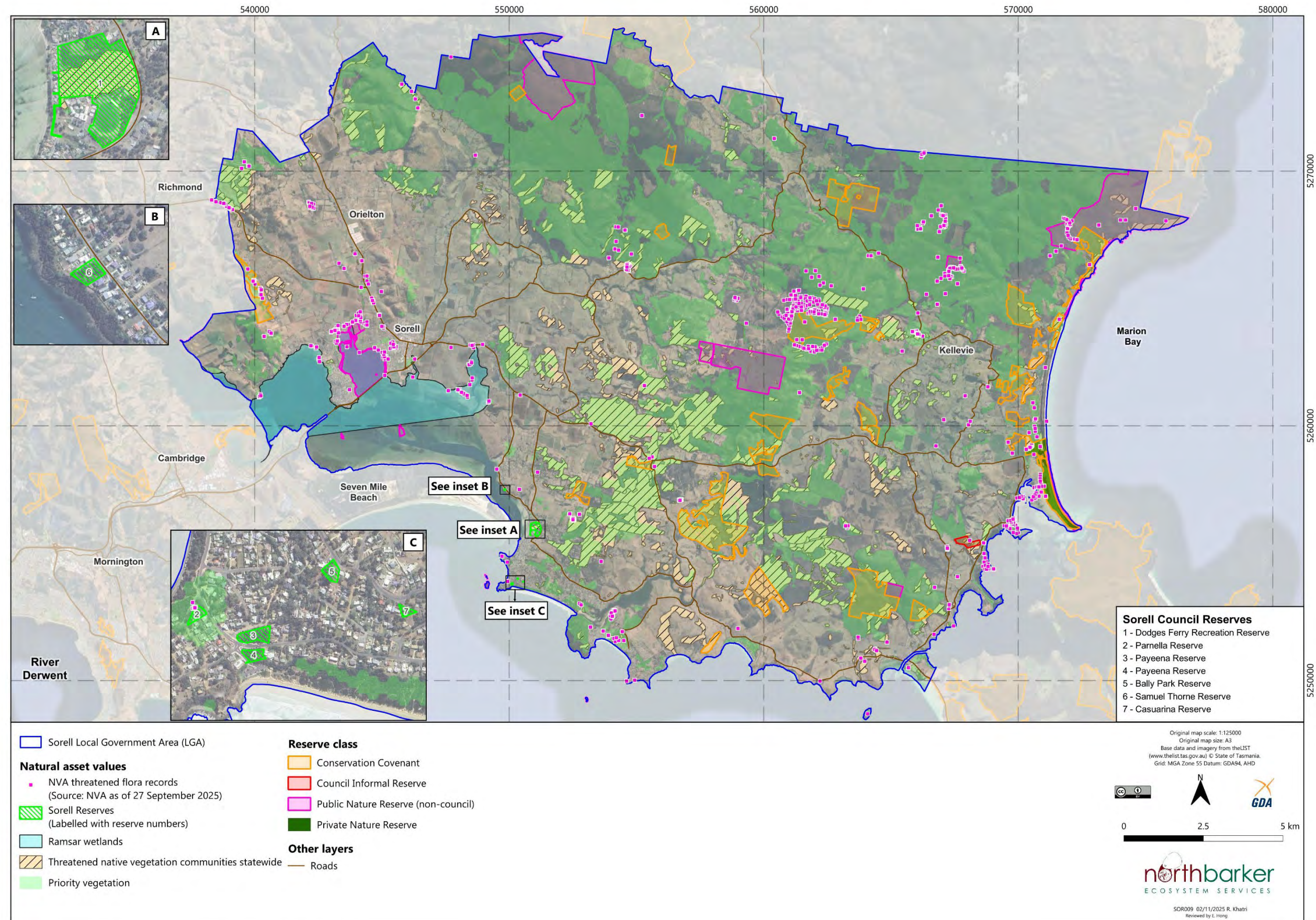


Figure 9: Key important natural values in Sorell municipality

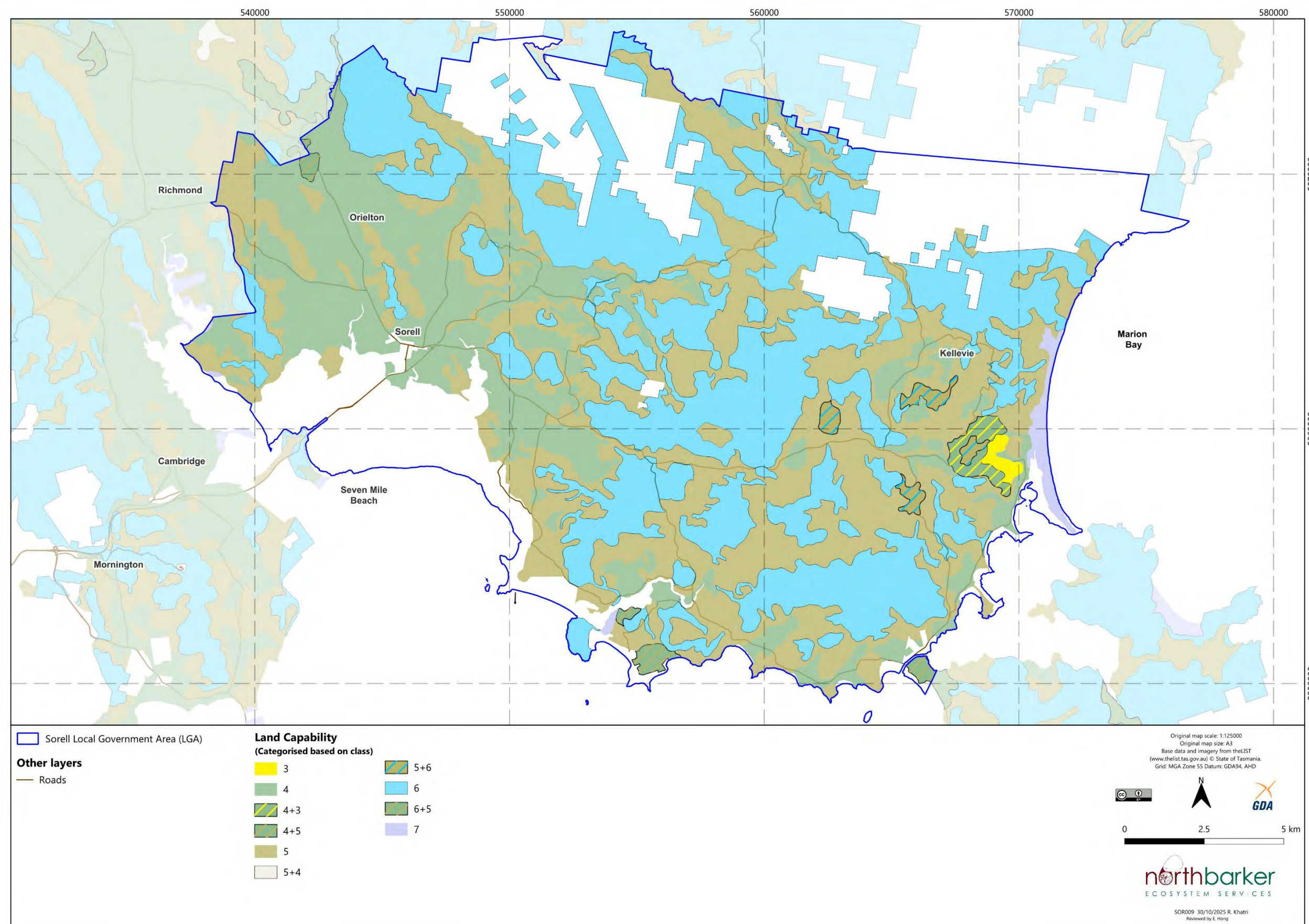


Figure 10: Land capability within the Sorell municipality

4.5.2. Agricultural weeds

4.5.2.1. Priority 1 agricultural weeds (impact grazing, cropping and natural values)

<i>Carduus nutans</i>	nodding thistle
<i>Carthamus lanatus</i>	saffron thistle
<i>Cenchrus longisetus</i>	feathertop
<i>Echium plantagineum</i>	Paterson's curse
<i>Eragrostis curvula</i>	African lovegrass
<i>Nassella neesiana</i>	Chilean needle grass

4.5.2.2. Priority 2 agricultural weeds (impact grazing and cropping)

<i>Allium vineale</i>	crow garlic
<i>Asphodelus fistulosus</i>	onion weed
<i>Amsinckia calycina</i>	hairy fiddleback
<i>Carduus</i> spp.	slender thistle
<i>Cirsium arvense</i> var. <i>arvense</i>	Californian thistle
<i>Cortaderia jubata</i> , <i>C. selloana</i>	pampas grasses
<i>Nassella trichotoma</i>	serrated tussock
<i>Senecio jacobaea</i>	ragwort
<i>Solanum marginatum</i>	white-edged nightshade
<i>Solanum triflorum</i>	cut-leaf nightshade
<i>Ulex europaeus</i>	gorse
<i>Urospermum dalechampii</i>	false dandelion

Implications to Strategy:

- Develop strategic, collaborative and cross tenure weed programs for Priority 1 weeds to protect grazing and cropping land as well as natural values on agricultural land.
- Seek funding to implement programs.

4.6. **COUNCIL RESOURCES/CAPACITY**

Council has a discretionary annual budget which is used for weed management on Council managed land. This includes reserves, parks, sporting grounds and roadsides.

Council resources currently include:

- 14 ground works crew staff currently employed
- washdown facilities at the depot
- trailer mounted washdown facilities
- air pressure washers for certain priority weeds such as serrated tussock
- steam weed killer²⁶ for use in sensitive areas (e.g. around childcare facilities)

Future resources include

- new ute with washdown equipment proposed for 2026
- dedicated weed management officer 0.4 – 0.6 FTE

Council currently only has one Authorised Officer under the *Biosecurity Act 2019*, the NRM Facilitator, to enforce requirements of the Act and associated *Biosecurity Regulations 2022* as well as follow up on complaints relating to declared weeds. Currently Council is only partially meeting its weed inspectorial role obligations. Council's main focus under the Act has been to control declared weeds on Council managed land.

Competing with these obligations is the threat posed by numerous other weeds, some native to Australia, that are not listed under State or Federal legislation. For example, *Leptospermum*

²⁶ Council staff note that the use of this equipment is currently limited due to the fuel and time required for operation. Alternative approaches to weed management in sensitive areas may need to be considered including organic herbicides or undertaking spraying outside of business hours to reduce risk.

laevigatum coastal tea tree native to the Furneaux islands and the far north coast of Tasmania was introduced to stabilise the sand dunes behind Carlton Beach as well as planted in gardens. It is also a garden escape in Marion Bay village. Both areas have this plant spreading into surrounding coastal vegetation. where it is now an environmental weed outcompeting the native vegetation.

Council faces the difficult task of managing their statutory obligations while also trying to manage emerging weeds which may not be identified in statutory planning (and hence minimising future costs when these emerging weeds become more widespread). Prioritising all known weeds will assist in identifying potential gaps, assist with future funding and aide in the understanding of where to focus time and energy going forward.

The appointment of a part time Weeds Strategy & Planning Officer for a trial period of 12 months would improve strategy delivery and enhance Council weed management obligations and program delivery including facilitating improved community group support and operating as an additional Authorised Officer. They would report to Council in relation to the assessment and evaluation of initiatives associated with priority actions listed in the Weed Action Plan. The role could also oversee the strategic coordination of all Council weed management operations to overcome the current lack of coordination and improve weed hygiene capacity and delivery amongst Council staff.

Implications to Strategy

- Undertake a review of weed prioritisation of statutory weeds and the Sorell Local List to produce agreed ratings (including SLL) and ensure yearly review based on new knowledge or changes to distribution.
- Ensure resources are dedicated to prioritised weeds.
- Provision of additional staff resources to carry out Weed Inspectoral obligations under the *BS Act*.

4.7. CLIMATE CHANGE

The true impact from climate change within the municipality is uncertain and the effects on weeds are even more so. As the climate warms, plants that were not ideally suited to a cool temperate climate may find the transition to a warmer temperate climate to their liking. There is a whole suite of garden plants that currently show no sign of invasiveness but with a warming climate this may change. A drier climate may also see some current weeds becoming less invasive.

In addition feral pollinators may increase their range and have the potential to increase seed formation on previously infertile or partially infertile garden plants that in turn invade adjacent areas. An example is rhododendrons on the west coast and red hot pokers and agapanthus in general being increasingly pollinated by bumble bees, producing fertile seed and invading roadsides and other areas.

Research also suggests that weeds may migrate south from Victoria, and other mainland states. This is also true for native mainland species which are not indigenous to Tasmania and may quickly colonise and act like weeds. An example of this is *Enneapogon nigricans* (black head grass or nine awn grass). This species, a native of Victoria, SA, Qld and NSW was discovered on the Arthur Highway near Gunns Hill and quickly colonised roadside areas and spread along the highway. This area is now subject to ongoing management and monitoring to prevent re-establishment.

It may also be that as the climate changes, Tasmania becomes a refuge for mainland native species that require a cooler temperate climate, and their migration south is part of a natural (albeit human-influenced) evolutionary adjustment as a result of climate change. Vigilance and monitoring of new 'weed' species is required along with advice from relevant bodies including Biosecurity Tasmania, NRE and the Tasmanian Herbarium.

We need to be mindful that over time it may become more difficult to identify what is a native range extension versus a climate induced proliferation of a native species.

Implications to Strategy

- Council's capacity to keep up to date with new science and understanding of the impact of climate change on weed species.
- Council's capacity to remain vigilant and appropriately responsive to potential expansion of sleeper weed populations and other NRE Weed Alerts
- Council's capacity to monitor changes in weed distribution and weed priority in a changing climate and respond to threats as they become apparent.
- Protocol required for when Council encounter a new novel weed, they should consult with Biosecurity Tasmania and seek advice on the need for monitoring and control.

5. STRATEGY AND ACTION PLAN

Six strategic objectives are identified. Each objective has a set of goals to steer future weed management within the municipality towards reducing the level of impacts weeds pose on strategic issues. Strategic actions in the 15 Year Action Plan are not meant to cover every possible action for weed management within the municipality. Actions listed are those deemed important to begin to make progress in future weed management within Sorell Council based on the issues highlighted.

1. Strategic Planning
Prioritise weeds, identify infestation sites and prepare priority weed action plans to effectively implement cost effective weed management based on the limited resources available within Sorell municipality.
2. Stakeholder Engagement and Partnerships
Provide opportunity for partnership between local communities and other stakeholders to effectively manage the weeds within Sorell municipality.
3. Community Education and Awareness
Ensure effective, respectful and meaningful communication and advocacy for weed management within Sorell municipality.
4. Best Practice Integrated Weed Management
Ensure Council, contractors and community groups employ best practice integrated weed management.
5. Risk Management
Minimise and manage risks including:
(a) Prevent new weed infestations from becoming established within the Sorell municipality.
(b) Protect Council assets from weeds within Sorell municipality.
(c) Control and contain site specific weeds through inputs to the planning and application process for new development and subdivisions.
(d) Include adaptive measures to respond to effects of climate change.
6. Monitoring and Review
Monitor and evaluate procedures and activities undertaken in the process of implementing this weed management strategy.

- Objective 1 – Strategic Planning
 - o Priority Weed Action Plans
 - o Eradicate localised weeds at the early stage of invasion
 - o Protect high value assets
 - o Reduce impacts of widespread weeds
- Objective 2 – Stakeholder Engagement and Partnerships
 - o Cross tenure weed dispersal
 - o Agency engagement
 - o Private landholders and developers
 - o Community engagement and partnerships
- Objective 3 – Community Education and Awareness
 - o Education
 - o Communication
- Objective 4 - Best Practice Weed Management

- o Weed ID Training
 - o Chemcert training and volunteer use of chemicals
 - o Biological control
 - o Hygiene
- Objective 5 – Risk Management
 - o Prevention and early detection
 - o Planning requirements
 - o Enforcement powers
 - o Climate change
- Objective 6 – Monitoring and review

5.1. OBJECTIVE 1 – STRATEGIC PLANNING

Strategic planning at the highest level provides guidance on the principles of weed management. Planning at the implementation scale provides for delivery of outcomes. This also enables strategic, cost-effective use of available budgets and other resources. For instance, in 2025/ 26 Council had a budget of \$130,000 for weed management including \$90K for implementing the Blue Lagoon Weed Management Plan and \$40K to implement this Strategy. Plans need to be pragmatic enough to allow flexibility and be able to accommodate management efforts that are responsive to changing Council and other stakeholder priorities, funding opportunities and community aspirations.

If planning is too tightly constrained by time or aspirations are over-ambitious, then implementation is doomed to fail. Thus, the development and implementation of plans need to be well considered to accommodate flexibility but also clearly direct works in line with strategic priorities and best practice methods. Monitoring should be included in plans to gauge effectiveness and adherence to plans. In this way, implementation plans become a valuable resource as well as a performance management tool.

The greater the level of consistency between the high-level strategic framework and site treatment plans the more likely that success will follow. Consistency between the two levels ensures that managers and practitioners at all levels are working from the same principles toward the same goals.

5.1.1. Priority Weed Action Plans

Weed Action Plans need to be practical, easily accessible documents that provide specific context of the particular weed issue, the distribution of the weed across tenure (maps), infestation density and estimated cost of control on each property/land tenure over a 5-year timeframe. The WAP will also outline monitoring and evaluation requirements to gauge program success over the longer term and to make sure reinfestation does not occur after all the effort and cost has been expended. In this way, a Weed Action Plan is also a useful tool providing the foundation for funding applications.

A Priority Weed Action Plan (WAP) will map all current records of the weed, determine the feasibility of eradication over time as well as provide a timeframe and resources required for eradication. If the weed has both isolated and widespread distributions, then the WAP will also determine containment lines. For low priority weeds, Matters of National Environmental Significance under the *EPBC Act 1999*, National Estate Register (land reserved to be managed for biodiversity conservation), and any Class 3 agricultural land will be used to determine asset protection targets for each weed species.

The Strategy recommends WAPs are developed for the following priority weed categories and within the allocated timeframe –

- Priority 1 weeds – prioritise and develop WAPs in the first year of the Weed Strategy Action Plan.
- Priority 2 weeds – prioritise and develop WAPs in the first five years of the Weed Strategy Action Plan

- Priority 3 weeds - assess and prioritise weeds in the first five years of the Weed Strategy Action Plan.
- Priority 4 weeds – identify priority assets and assess weed impacts in the first year. Prioritise assets for protection within the first five years of the Weed Strategy Action Plan.

The aim of this early planning is to help maximise the chance for success, ensure correct methods are applied to weed management works and to give further thought to the variety of methods of control available and to ensure selection of correct herbicide using label rates.

Some general principles for species specific weed action plans are listed below. These plans need not be complex documents but should provide clear justification for the actions prescribed:

- Action Plans should consider the specific characteristics and threat posed by each weed species and adopt an integrated and sensitive weed management approach minimising off-target damage
- Action Plans should provide clear priorities and achievable goals.
- Widespread species require containment with isolated or localised infestations managed for eradication and other areas managed to protect assets. Areas currently free of these weeds should also be kept free.
- Garden plants that have the potential to spread should be identified. Council could produce a Grow Me Instead brochure for the more common environmental weeds in the Sorell municipality.
- Coastal weeds should not be allowed to establish on beaches (and native coastal communities) that are currently un-infested or only contain light infestations.
- Areas of land managed for nature conservation should be prioritised for as weed species have the potential to displace native plants and communities.

5.1.2. Eradicate localised weeds at the early stage of invasion

The generalised weed invasion curve (Figure 2) shows that prevention and eradication deliver the best return on investment. Once a weed becomes widespread the return is greatly reduced. Eradicate isolated infestations and contain wider infestations to ensure no further spread.

5.1.3. Protect high value assets

Widespread weeds are always going to be present in the municipality, however reducing the impact of these weeds on key ecological, cultural or economic areas is vital for any successful weed strategy. Where and how to manage widespread weeds is important and identifying ecological and economic assets that require protection from widespread weeds is important to ensure resources are not wasted. Key to this objective is ensuring effective and efficient application of Council and stakeholder resources and available budgets towards on ground weed management. Figure 9 shows locations of high value assets within the municipality.

5.1.4. Reduce impacts of widespread weeds

Where resources allow, prioritise widespread weeds and determine feasibility of strategic control. Consider establishing containment lines and protecting high value assets.

- Council to promote an existing policy for providing replacement plants for land owners willing to replace listed weeds growing in gardens.

5.1.5. Weed Planning Officer

The appointment of a 0.4 – 0.6 FTE on a 12-month trial basis would assist the NRM Facilitator and provide direct support for the delivery of high priority strategy actions as well as enabling a second Authorised Officer under the BS Act.

In addition, the role can facilitate the following actions –

- build, strengthen and maintain key relationships to improve weed management outcomes,

- develop partnerships to enable a cross-tenure approach to weed management,
- co-ordinate all Council weed management operations and compliance activities,
- facilitate development and implement the Weeds Communication Strategy,
- undertake a review of incentive that can be implemented to increase weed management on privately owned land,
- assess and ensure compliance with Development Application Condition for a Weed and Hygiene management plan
- apply for all available grants for weed management projects,
- keep abreast of current science in relation to herbicide use such as glyphosate and assist in ensuring Council operations are best practice.

The following key outcomes are identified to achieve the strategic objective:

Objective 1 – Strategic Planning

Actions

- a. Council to allocate an annual budget to implement this Strategy over the next 15 years.
- b. Review all Category 1-4 weeds to prioritise planning and control activities for the life of the plan.
- c. Develop Priority Weed Action Plans for every Priority 1 weed within the first year of Strategy implementation.
- d. Eradicate localised declared weeds at the early stage of invasion.
- e. Identify priority assets and assess weed impacts during the first five years of the Weed Strategy 15 Year Action Plan.
- f. Council to develop and maintain a high value asset register which is assessed on a regular basis as part of routine works.
- g. Council to allocate an annual budget for weed management in their Reserves.
- h. Council to consider the appointment of a 0.4 – 0.6 FTE Weed Planning Officer on a 12-month trial basis to provide direct support for the delivery of high priority strategy actions.

5.2. OBJECTIVE 2 –STAKEHOLDER ENGAGEMENT AND PARTNERSHIPS

Table 3 provides a breakdown of land tenure across the Sorell municipality, and this is illustrated in . It highlights the importance of engaging with government agencies as well as private landholders for weed management across the municipality. The relative areas demonstrate the small amount of land within the municipality that Council has direct control over for weed management.

Table 4: Sorell land tenure breakdown

Tenure Class	Area (ha)	%
Authority Crown	24.0	0.04%
Authority Freehold	6.1	0.01%
Casement	988.8	1.84%
Commonwealth	0.07	0.00%
Conservation Area	565.8	1.05%
Conservation Covenant	1996.2	3.72%
Crown Land	82.4	0.15%
Future Potential Production Forest (Crown)	1974.6	3.68%
Historic Site	0.008	0.00%
Inland Water	3.8	0.01%
Local Government	839.1	1.56%

Local Government Act Reserve	36.7	0.07%
Nature Reserve	1456.3	2.71%
Permanent Timber Production Zone Land	4985.2	8.49%
Private Freehold	45262.9	84.31%
Private Nature Reserve	131.1	0.24%
Public Reserve	321.5	0.60%
Tas Water	42.2	0.07%
Total	58716.9 ha	

5.2.1. [Dispersal](#)

Current distributions (shown in Figures 4-7) suggest weed issues are generated in populated areas and spread linearly along roads and other corridors e.g., transmission lines, with spot invasions resulting from animal and wind dispersal. New weed populations then establish wherever suitable conditions exist, regardless of tenure. Some invasive weed species will even establish in undisturbed bush, especially bird spread seed such as boneseed, African boxthorn etc. Roadside weed management is a particular concern for Council, because of the varied tenures and highly suitable conditions for weed spread and establishment of new weed infestations.

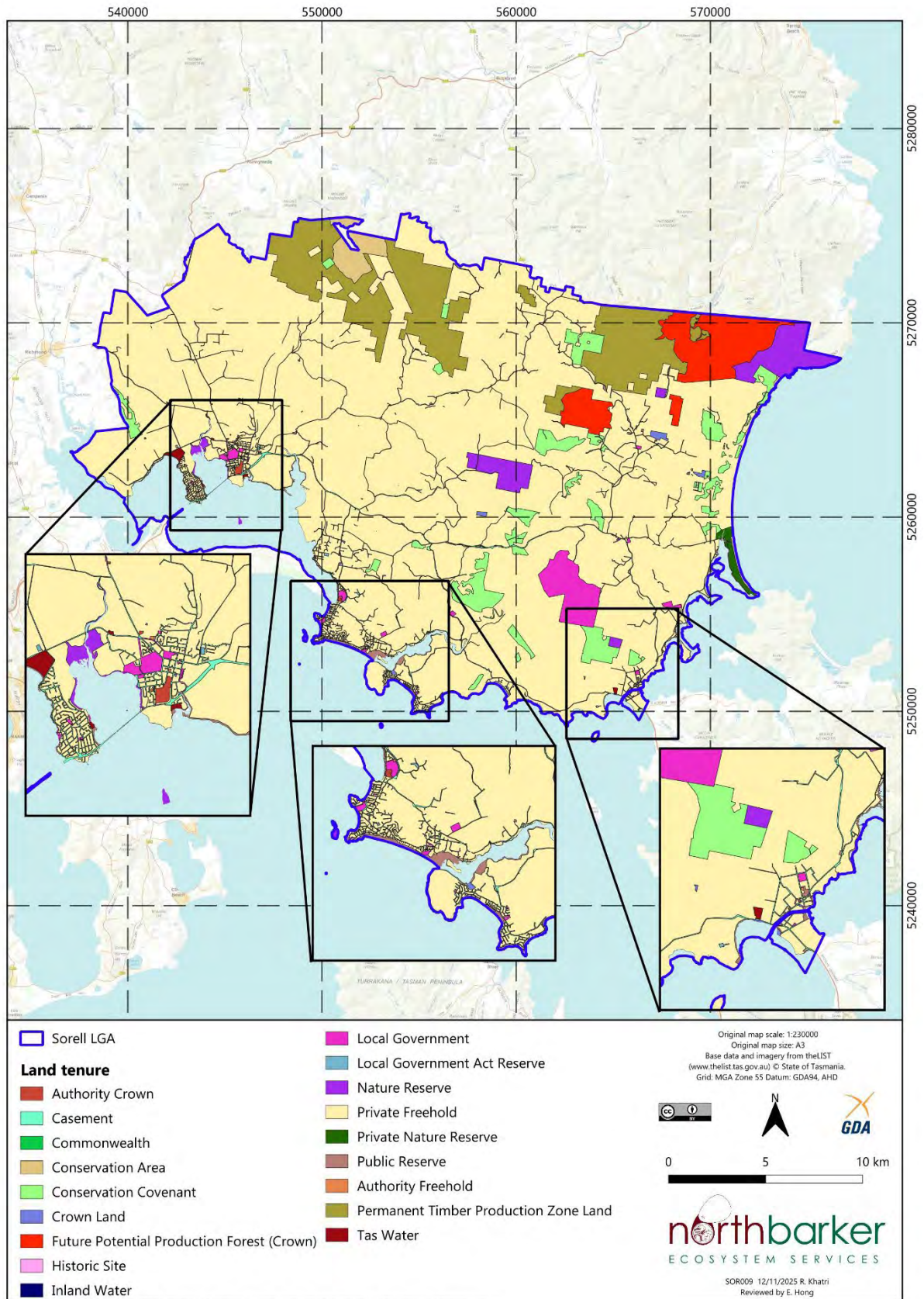
Weeds know no boundaries. In order to provide cost effective weed management that meets landowner expectations, programs need to be integrated across all tenures, private and public. This can also be effective in minimising reinfestation and thus reducing management requirements in the long term.

5.2.2. [Agency engagement](#)

Strong outcomes rely on good stakeholder relationships, good work practices and collaborative weed programs with the respective landowners including agencies such as Property Services and the Parks & Wildlife Service. Cross tenure, collaborative and cooperative weed management programs will produce the best longer-term results.

It is acknowledged that all agencies face constraints from their financial budgets. Improved financial outcomes can be gained through cooperative service agreements between stakeholders and mandatory monitoring and secondary treatments (thus reducing future costs through more sustained control).

The collection of data can be resource intensive. Collaborative data collection, and sharing is important and cost-effective way of addressing this issue. All parties are encouraged to send their data to the Natural Values Atlas (NVA). The NVA is the state repository for weed records in Tasmania.



The mapping has been undertaken using a hand held GPS and subjective interpretation. Consequently it should be considered indicative only.

Figure 11: Land tenure across the Sorell municipality

5.2.3. Private landholders

Private land holders manage a significant portion (over 84%) of land in the municipality. Private landowners can be divided between larger agricultural holdings and smaller urban and peri urban residential lots. The nature of weed infestations and priorities vary between these two stakeholder groups. Where possible it is best for private landholders to cooperate as well as, where possible, partner with Council, business and community groups to manage priority weeds and locations. Landowners may become frustrated and disheartened if they perceive “government” is not doing their bit. There is no better way of encouraging a landowner to become involved in weed management than by demonstrating how the issue is taken seriously by Council and other government agencies.

5.2.4. Community engagement and partnerships

The success of a municipal weed management program primarily relies on a facilitator who has technical capacity and available resources and can take responsibility for implementation of the strategic plan’s actions. This role is also vital to provide advice and support to existing community groups, foster connections, and to generate funding through external grants or other sources. There are important weed management works being undertaken by landholders, land managers, volunteers and community groups which can be supported and built upon through a broader, strategic weed management program. As Council has limited resources for weed management, collaboration between Council and community groups presents the best opportunity to maximise funding opportunities.

To encourage all stakeholders to be more proactively involved in weed management, it is essential that Council and key stakeholder agencies lead by example. Weed infestations on public land include some of the more visible examples. Likewise, these sites provide opportunities to demonstrate how successful collaborative weed management can be and the role that community groups and other volunteers play in this success.

The following key outcomes are identified to achieve the strategic objective:

Objective 2 – Stakeholder Engagement and Partnerships

Actions

- a. Create a Sorell Weed Action Group of stakeholders and representatives across the community and local and State Government agencies and land managers.
- b. Foster cooperative and collaborative cross-tenure projects with the community, government and private landowners to support the development of a shared responsibility toward weed management within the municipality.
- c. Investigate further opportunities for external grants and projects that can be shared across land tenures e.g., Weeds Action Fund, NRM South, Landcare Tasmania.

5.3. **OBJECTIVE 3 – COMMUNITY EDUCATION AND AWARENESS**

5.3.1. Education and communication

Community engagement provides an opportunity to educate interested groups and ratepayers. Community education can make an important contribution to the weed control effort. Much can be gained by awareness and an understanding of what is at risk as well as where and why it is at risk. If the ultimate aim of education is an understanding of the local weed management issues and efforts toward solutions, then more people are more likely to participate in the efforts toward the solution. Even if their participation is indirect, i.e., they no longer contribute to the problem. In this context, the spread of understanding, through education, will produce better weed management outcomes than facts and information alone - “engage, experience, understand”.

A Weed Communications Strategy can identify implementation of modern communications tools to aid the sharing of weed knowledge and provide educational material including a

dedicated weed webpage as part of the Council website that is kept up-to-date and holds all the relevant weed information. This can include links to other agencies and act as a central page linking to the other tools such as Facebook/Instagram with an ongoing regularly updated blog. A forum could form part of this website also to act as a central communication tool. This is often a good learning tool for others who may simply read the forums and not contribute, aiding dispersal of key information.

The aim for a Weed Communications Strategy is to provide a toolbox guide to ensuring effective dissemination of information throughout the municipality and beyond and to begin fostering renewed interest throughout the community.

Following key outcomes are identified to achieve the strategic objective:

Objective 3 – Education and Communication

Actions

1. Develop a Weed Communications Strategy to increase community understanding of and participation in weed management.
2. Implement community engagement and education projects to raise awareness of weeds and how to manage them promoting a 'shared responsibility' (Weed of the Month, Grow Me Instead, weed walk and talk sessions).
3. Ensure that Council's website and social media pages contain up to date and seasonally relevant weed information. Include current funding opportunities, current projects and available support.

5.4. OBJECTIVE 4 – BEST PRACTICE INTEGRATED WEED MANAGEMENT

Embracing best practice, integrated weed management will enable greater efficiency and effectiveness of weed control activities and will maximise the cost effective use of available resources.

All improvements in efficiency and effectiveness translate directly into savings in time and money. Until an organisation can report that it applies best practice it is not in a place to make effective gains from innovation.

A variety of methods are used in an integrated approach to weed management- the Toolkit approach. These include manual (mattock/ dig out), mechanical (slashing, deep ripping, deep digging of tap roots e.g. gorse, African boxthorn), cultural (ploughing and resowing to reinvigorate pasture), biological (biocontrol agents releases) and chemical (herbicides).

It is recognised that in some instances; herbicides are a vital toolkit component in the weed manager's ability to effectively apply integrated weed management. However, it is also recognised that without effective work planning prior to implementation of weed control/eradication projects, there is potential for the excessive and/ or incorrect application of herbicides for weed management. By researching weed specific options including techniques and approaches, weeds can be targeted in a more strategic and effective way. For example, mechanical removal of outlying areas with site sensitive chemical used to contain larger areas or infestations.

Inappropriate use of herbicides can be counterproductive. For example, broadscale use of non-selective herbicides such as glyphosate can impact non target plants creating bare ground that favours the more aggressive and invasive species to recolonise. Understanding value of selective herbicides and targeted application is critical to long term success. Council should review current herbicide use and investigate alternate uses and application rates.

Council has an Integrated Pest Management policy covering weeds and pests. It includes control of pest plants and animals. Council is responsible for pest management across a range of natural environments, maintained public open spaces, roadsides and buildings.

5.4.1. Chemcert training and volunteer use of chemicals

Council staff, contractors, landholders and volunteers require periodic training to keep up to date with best practices. Where relevant, training should include ChemCert/ chemical handling, equipment use, hygiene principles and practicalities, weed identification, and integrated control techniques.

All Council staff should have ChemCert Accreditation (AQF2 or equivalent) prior to undertaking weed work and this training should be kept up to date. The Weed Planning Officer role should have ChemCert Supervisors Accreditation (AQF3&4) or equivalent ²⁷.

It is recommended that volunteers are limited to 'cut and paint' application of lower toxicity S5 herbicides. Selected volunteers in each volunteer group should be trained to apply S5 Herbicides under ChemCert (AQF2) framework.

5.4.2. Biological control

Biological control can provide an important contribution to any integrated weed management program. It involves the introduction of a living organism to potentially kill or more likely reduce the vigour of the target weed. Typically, these include plant pathogens such as viruses and fungi but more commonly invertebrates such as mites and insects that feed on the plant in its' country of origin. Biological control is most effective where infestations are so extensive as to be prohibitive to manage through other means. An effective biological control agent may prevent or reduce flowering and consequently seed production slowing the spread of the weed and enabling time for other techniques to be adopted to contain and then hopefully contract the infestation.

Biological control agents are identified following extensive field research in the weeds' country of origin. Once suitable candidates are identified, then they are imported under quarantine conditions for host specificity testing in laboratory trials. Once found to be effective and host specific, then the agent is reared at a quarantine facility for a minimum of one generation prior to field trial releases at nursery sites and assessments to determine their impact on the target weed species. Once agents establish in the field and build up to suitable numbers, then samples are collected and transferred to other nursery sites.

Biological control agents that occur or have the potential for use in the Sorell municipality include:

- gorse –gorse soft shoot moth, spider mite, gorse thrip
- horehound – plume moth
- Paterson's curse – flea beetle
- bridal creeper –leaf hopper, rust fungus
- English broom – leaf buckle mite, broom psyllid
- ragwort – flea beetle, crown and stem boring moth and plume moth
- sea spurge – foliar blight fungus trials 2021-24 on west coast, however sea spurge has a limited distribution in the municipality, so other methods are preferable
- boneseed – leaf buckle mite known to be present in Dodges Ferry Recreational Reserve 'Flora Park' and likely other municipal areas.

Currently the Tasmanian Institution of Agriculture no longer runs an active biological control program. Agents can be field collected from sites where they are well established and collectable. Landcare Tasmania and some Councils in Tasmania have collected agents in the recent past.

5.4.3. Hygiene

Hygiene practices need to be considered as part of best practice integrated weed management, for Council staff/ contractors and within the development application planning approvals process for new subdivisions and buildings in the municipality. Council facilities include wash/clean down bay in the Sorell depot where the washdown protocol must be

²⁷ <http://www.chemcert.org.au/>

implemented. A new Council ute with mobile washdown/ blower (air compressor) has been proposed for 2025/ 26.

Whilst Council trucks and other machinery are operating away from the depot, an air compressor/ blower would be useful to clean down the main areas on machinery including cab, wheel arches, radiator grill and slasher/ slasher covers.

Best practice clean down when operating vehicles and/ or machinery in a known Chilean needle grass (CNG) infested area is blow down. This is because applying water to CNG seed causes the weed's awn or tail to spin and spiral downwards making the seed head bury into rubbers, under covers and into impossible to access areas.

The main areas on vehicles and machinery that are known to collect weed seed and other propagules include inside the cab, under the wheel arches and in the radiator grill.

Following key outcomes are identified to achieve the strategic objective:

Objective 4 – Best Practice Integrated Weed Management

Actions

- a. Identify training requirements and statutory HSE obligations for volunteers and Council workers.
- b. Ensure Council weed management practices and operations follow best practice.
- c. Review use of herbicides in Council operations.
- d. Investigate fitting shovels and air compressors to all Council machinery.
- e. ChemCert Accreditation (AQF2 or equivalent) training for Council staff.
- f. ChemCert Accreditation (AQF2) to apply S5 Herbicides for selected volunteers in each community group doing weed control works.
- g. Support biological control programmes and trials and identify opportunities to coordinate with other traditional means of control.
- h. Develop and implement equipment and weed control protocols and processes for Council staff and contractors to guide hygiene practices cross the municipality.
- i. Develop work protocols for Council and contractors
 - Safe Operating Protocol for roadside management for Council and contractors to reduce weed spread
 - Weed and Disease Hygiene Plan for Council and contractors
- j. Establish training programs for stakeholders across the municipality to
 - enhance weed identification skills
 - increase understanding and use of integrated weed control techniques e.g. cut & paint, depth of taproots for various weeds such as thistles, woody weeds etc.

5.5. OBJECTIVE 5 - RISK MANAGEMENT

5.5.1. Prevention and early detection

Prevention, early detection, eradication and control or containment are the ultimate risk management objectives. The effective mitigation of risks provides an opportunity to protect important places from weed invasion, reduce spread and minimise the resources needed for weed management. Early detection, rapid response and biannual monitoring and control prior to seeding are most likely to eradicate weeds from a site. However, a challenge for early detection is the ability to identify new weeds that managers and/ or Council staff are not currently familiar with.

In this context examples of risk management may include the routine monitoring of public reserves and other assets, as well as selected places at risk of incursions, to ensure that the weed flora is understood and is appropriately prioritised and treated in the works plans. Frequently visited sites accessed by a variety of users act as hubs for the spread of weeds. Notable examples include tips, quarries, show grounds and other public reserves. The obvious

advantage of an investment in monitoring weed free areas is the opportunity for early detection and efficient low cost weed control with longer-term eradication.

5.5.2. Assessment of weeds under Planning Scheme

Weed management conditions are currently included within many development approvals issued by Sorell Council, particularly for subdivisions and larger-scale developments where there is a greater risk of weed spread and disturbance to natural values. Weed hygiene requirements are also applied where appropriate to minimise the introduction and spread of declared and environmental weeds during construction and earthworks.

While the inclusion of weed management conditions is an important mechanism for addressing weed risks associated with development, the effectiveness of these conditions is often dependent on ongoing implementation, monitoring and enforcement. Long-term compliance can be challenging where weed management actions extend beyond the construction phase or require ongoing maintenance over several years. Council resources for enforcement are also often limited.

To improve weed management outcomes associated with development activities, Council could consider opportunities to strengthen the consistency, monitoring and enforcement of existing permit conditions. For developments with a high risk of weed spread, particularly subdivisions, significant developments, or developments adjacent to native vegetation and natural assets, Council may consider requiring the preparation of a Weed and Hygiene Management Plan. Such plans could include:

- Identification and mapping of existing weed infestations;
- Weed hygiene measures to prevent the spread of weeds during construction;
- A costed implementation schedule outlining control and monitoring requirements over a defined management period, typically 5 years;
- Annual monitoring and reporting requirements; and
- Clear responsibilities for implementation and maintenance.

The owner/ developer would then be responsible for plan implementation. When the title(s) are released, the costs for any outstanding weed management actions would then be bonded to Council. Other council e.g. Clarence City Council currently uses a 1.5 multiplier for their weed bond based on the costed implementation schedule in the weed and hygiene management plan. Once the annual weed and hygiene audit is submitted then Council will assess how much of the weed bond will be returned to the owner/developer.

Both Kingborough, Clarence City and to some degree Huon Valley Councils have adopted this general approach. Refer to Appendix H for a summary of Kingborough Council weed management planning provisions, noting however that their current approach for development applications can vary and is generally tailored to the specific proposal and site requirements²⁸.

In addition, and in order to protect municipal assets, future DA approvals should provide more stringent consideration to the implications of the spread of weeds in areas within or adjacent to native vegetation. The approval to build within these areas should include an assessment and planned response that minimises the threat of weeds on natural values including listed vegetation communities and threatened species.

Appendix I provides a draft Checklist for Consultants and Developers and has been sourced from Clarence City Council with their permission²⁹.

The capacity for Council to regulate weed management as a condition in planning approval is limited by the Tasmanian Planning Scheme provisions.

²⁸ Sangster, P. Kingborough Council pers. comm. 14/10/2025

²⁹ Hazeldine, A. Clarence City Council pers. comm. 6/10/2025

The Natural Assets Code includes opportunities to condition weed management as part of a development approval. This is particularly relevant where a development application is sought on land impacted by an existing weed infestation. A condition could include a requirement to manage the weeds for a defined period, ideally 5 years. There are several examples of how approval conditions to manage weeds can be linked to the Natural Assets Code provisions:

- C7 - Development Standards for Buildings and Works (C7.6) in a Waterway and Coastal Protection Area (C7.6.1) include Performance Criteria P2.1 that must “minimise adverse impacts on natural assets”. Weed management can minimise adverse impacts caused by:
 - (a) Erosion, siltation and runoff; and to
 - (b) Riparian and littoral vegetation.
- P3 - Development involving a new stormwater discharge must minimise adverse impacts by having regard to:
 - (c) the need to mitigate and manage any impacts likely to arise from erosion, sedimentation or runoff. This may include on-site weed issues and/or the potential spread of weed seed in discharged water.

Weed management can mitigate any adverse impacts when weeds are present at a site.

- C7.6.2 Clearance within a priority vegetation area in Performance Criteria P1.2 must have regard to:
 - (d) any mitigation measures implemented to minimise the residual impacts on priority vegetation.

Weed management can mitigate any residual impacts.

5.5.3. [Enforcement powers](#)

Under the *BS Act*, an Inspector can be appointed by the Secretary of the Department of Natural Resources and the Environment (NRE). The Inspector is empowered to require a landowner to undertake measures to control, eradicate, reduce spread and reduce the risk of contamination in respect of any declared weed. Although the most effective measures of achieving weed control are collaborative and voluntary, there can be occasion where the unwillingness of a single party to not do the right thing can severely limit outcomes, especially where they require collaboration across land tenures and between several stakeholders.

Weed Inspectors are given powers to enforce the requirements of the *BS Act* and can be employees under local government bodies such as Sorell Council. Council currently has one Weed Inspector, the NRM Facilitator. At Council this needs to be addressed at a general/special Council meeting by requesting the Weed Inspector to action an enforcement notice.

5.5.4. [Climate change](#)

Climate change models of weed distributions generally point to a southerly migration of species as southern latitudes warm. For Tasmania this means that the State’s biosecurity measures need to include effective measures that minimise the likelihood of “new” weed species penetrating the barriers to importation, both as accidental imports and as permitted imports.

The true impact from climate change within the municipality is uncertain and the effects on weeds are even more so. There is a whole suite of garden plants that currently show no sign of invasiveness but with a warming climate this may change.

In addition, a warming climate has the capacity to increase populations of some pest species. For example, the bumble bee is already causing red hot pokers, agapanthus and some rhododendron cultivars³⁰ to produce fertile seed, causing these plants to become increasingly

³⁰ M. Baker Tasmanian Herbarium, pers. comm. (2025)

weedy as garden escapes. If bumble bee numbers continue to increase then the above garden plants will continue to expand their range and impacts.

Following key outcomes are identified to achieve the strategic objective:

Objective 5 – Risk Management

Actions

1. Develop a process for recording and identifying new weed species.
2. Develop a weed alert protocol with Biosecurity Tasmania that includes a process for alerting the community and includes measures such as rapid response procedure for removal when new high-risk weeds are identified within the municipality.
3. Incorporate weed and hygiene management plans into the planning and development application process as an additional permit condition for new submissions.
4. Conduct regular audits and inspections of development and waste disposal sites (high risk entry sites for new infestations).
5. Ensure Sorell Council has adequate resources for appointed Weed Officer(s) under the *BS Act*.
6. Consider having an additional weed inspector appointed under the *BSA2019*.
7. Review implications from climate change to profile weed threats in Sorell.

5.6. OBJECTIVE 6 - MONITORING AND REVIEW

Monitor and evaluate procedures and activities undertaken in the process of implementing this weed management strategy. Improve where necessary.

Monitoring and evaluation are essential to success of any strategy implementation. Feedback from stakeholders and community is also critical. Thus, the strategy should regularly review the implementation plan and make changes as needed. Further, review of the activities after activities are completed by the relevant stakeholder is equally important to ensure that the activity has been effective. Seeking feedback creates a way to evaluate implementation success and improvements can be added from any lessons learned. This can be via a feedback sheet or group discussion. The five yearly strategy review will enable Council to assess delivery and to make any necessary amendments to its priority actions and/or priority species list if review deems it necessary.

The effectiveness of the management plan is dependent on the ability to implement, monitor, respond to information gained, review and update. There is an inherent risk with all strategic planning that relevance and momentum changes with time. Monitoring and evaluation must be incorporated to ensure review and adjustment where necessary. New ideas may originate, current ideas may prove unrealistic. These are normal barriers to success and the ability to respond to these challenges is important.

Performance indicators are useful measures of progress and compliance with plans. Ideally some level of quantitative or measurable performance is required to track progress and identify strengths and weaknesses. A five yearly review is sufficient for evaluation of weed action plan performance indicators to determine how the strategy is tracking.

The following key outcomes are identified to achieve the strategic objective:

Objective 6 – Monitoring and review

Actions

1. Develop a set of performance indicators for measuring success of Priority Weed Action Plans.
2. Review strategy every five years and redraft the Weed Strategy Action Table as needed.

3. Coordinate weed management data and report on annual weed management activity undertaken by Sorell Council, community working groups and other parties.

5.7. SORELL WEED MANAGEMENT STRATEGY 15 YEAR ACTION PLAN

Fulfillment of the 6 Strategic Objectives will steer future weed management within the municipality towards reducing the level of impacts weeds pose on strategic municipal assets and issues.

It will identify a series of discrete and measurable tasks aimed at meeting the strategic objectives of this Strategy. Stakeholder responsibilities for each task will be identified along with a time frame to assist with prioritising the tasks. Actions are costed where practicable to assist with preparing the annual Council budget request and future grant funding applications.

Refer to Table 4 for the Weed Strategy Action Plan.

The Weed Strategy Action Plan is to be reviewed and updated every 5 years.

Table 5 – Sorell Weed Management Strategy 15 Year Action Plan

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
Objective 1: Strategic Planning							
1.1	1 a	Council to allocate an annual budget to implement this Strategy over the next 15 years.	Sorell Council	Annually	Annual budget secured to implement the weed strategy.	\$123,500 2026/27	H
1.2	1 b	Review all Category 1-4 weeds based on distribution, NVA records and personal knowledge to prioritise planning and control activities for the next 15 years.	NRM Facilitator/ NRM Committee	2026	Category 1-4 weeds assessed and prioritised.		H
1.3	1 b	Create weed maps for each species in Category 1-2 groups to inform strategic management priorities and community awareness activities.	NRM Facilitator	2026	Priority 1 and 2 weed maps developed.		H
1.4	1 b,c	Review Priority 1 weed list and prioritise preparation of species' Action Plans.	NRM Facilitator	2026 – 2027	Up to 15 Action plans developed.	\$15,000	H
1.5	1 c	Begin implementation of Priority 1 Weed Action Plans. Seek funding and collaboration from stakeholders.	NRM Facilitator	2026 onwards	Priority 1 weed action plans funded and being implemented.		H
1.6	1 b,d	Review Priority 2 weed list. Produce management plans for weeds and identify site specific controls to protect key assets.	NRM Facilitator	2027 -2028	5 Category 2 weed action plans developed.	\$10,000	H
1.7	1 b,e	Develop a prioritised list of key assets, including identification and mapping of these priority values along roadside areas subject to maintenance works.	NRM Facilitator	2026-2027	Prioritised list of key assets developed for the municipality and maps produced for roadside maintenance works		H
1.8	1 b,e	Protect Pittwater Orierton Lagoon from the threat of weeds	NRM Facilitator, Wildcare Friend of PWOL, PWS, State Growth	2026-2027	PWOL Weed Action Plan developed and annual works underway in Year 2.		H

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
1.9	1 g	Maintain or increase current annual weed management budget for Council owned land, including Reserves.	Sorell Council	Annually	1. All Council Reserves managed for weeds annually. 2. All Council roadsides being managed for weeds annually.	\$80,000 Blue Lagoon (Year 2) \$10,000 Council Reserves 2026/27	H
1.10	1 h	Council to consider appointing a 0.4 – 0.6 FTE Weed Planning Officer on a 12-month trial period to: 1. Coordinate delivery of high priority Strategy actions. 2. Assess, evaluate and report to Council on actions outlined in Strategy.	Sorell Council	2027-2028	Appointment of a temporary 0.4 – 0.6 FTE Weed Planning Officer as part of Council's Annual Plan budget process	\$50,000	H-M
1.11	1 f	Establish regular inspection of high value assets and action immediately if weeds are detected.	NRM Facilitator	Continuous	Protocol established and being implemented annually.	Internal	H-M
1.12	1 b,c,d,g	Apply for funding for any additional weed management resources that are required to control identified widespread weeds that are impacting key assets.	NRM Facilitator	As available	Applications for funding.	Internal	H
1.13	1 d	Develop a containment plan for widespread priority weeds along waterways, roads, tracks, quarries and waste management facilities to minimise ability for spread. Requires collaboration with many other key stakeholders such as Department for State Growth (DSG).	Sorell Council, NRE, DSG, all identified stakeholders	2029	Plan showing target areas and 2 yearly reviews of achievements.		H-M
1.14	1 general	Establish procedure to ensure all Council's weed data is uploaded to the NVA. Ensure NRM field staff communicate weed information to Council's NRM Facilitator. Opportunity for field staff to	Sorell Council (field staff, NRM Facilitator and GIS unit)	Continuous	Weeds databases are up to date	Internal	H

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
		utilise phone apps (e.g. Weedscan or iNaturalist) to upload data. Encourage consultants to record and report declared and non-declared priority weeds identified in this strategy when undertaking surveys for DAs. Investigate opportunities for mandatory reporting of priority weeds to NVA.					
Objective 2: Stakeholder Engagement and Partnerships							
2.1	2 a,b	Consider establishing the Sorell Weed Action Group (SWAG) with identified key stakeholders. Alternatively, identify key stakeholders and support/ foster cross-agency relationships (i.e. NRE, NRM South, DSG, TasWater, Tas Networks) and ensure ongoing contact. Involve agencies in cross tenure projects wherever possible.	Sorell Council All relevant agencies	2026 ongoing	SWAG established. OR Documented and cross agency projects established.	Internal	H-M
2.2	2 a,b	Partnership with neighbouring Councils to act collectively against high priority weeds.	NRM Facilitator	Continuous	Partnerships established for high priority weeds and actively collaborating with neighbouring Councils.	Internal	H
2.3	2 c	Investigate options to support funding opportunities/ incentives for private land weed management on acreage.	NRM Facilitator	2026-2027	Funding and incentives for private land managers obtained.	Internal	H-M
2.4	1 e, 2 b	Council to consider incentives options for landholders with conservation covenanted properties.	Council	2026	Potential incentives for private landholders on acreage investigated.	Internal	H-M
2.5	2 b	Continue to regularly engage and assist community groups by: 1. Supporting working bees; and	NRM Facilitator, Council works crew,	Continuous	Council works crew staff attending community group working bees on a monthly basis.	Internal	H

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
		2. Identifying funding sources for community groups and land managers (i.e. WAF projects, NRM South, Landcare Tasmania, Australian Government Grants).	Community groups				
Objective 3: Community Education and Awareness							
3.1	3 a	Develop a Weed Communication Strategy	NRM Facilitator	2026-2027	Sorell Weed Communication Strategy completed.		M
3.2	3 b, 4i	Weed Walk and Talk sessions/workshops on weed ID and control techniques for managing weeds - hand pulling/ manual removal/ Bradley method, cut & paint and spraying with a backpack. Liaise with Biosecurity Tasmania and Tasmanian Herbarium to develop training partnerships.	NRM Facilitator	Annually in early Spring	Weed ID and control workshop held annually.	\$3,500	H
3.3	3 b	Run an annual weed forum.	NRM Facilitator	Annually	One weed forum/ year delivered.	Internal (\$5k)	M
3.4	2 b, 3 b	Participate in AGM of municipal Coastcare/Landcare groups annually.	NRM Facilitator	Annually in winter	Participated in all NRM community group AGMs.	Internal	H
3.5	3 b	Develop Weed of the Month article for Council's website, local newspaper, Council rates notice and social media pages.	NRM Facilitator	Monthly ongoing	Weed of the Month information distributed across municipality.	Internal	H
3.6	3 b	Develop a Grow Me Instead brochure. Disseminate at Council counter and publish on website and social media pages.	NRM Facilitator/ Community Engagement Officer	2026-2027	Grow Me Instead published and brochure distributed.		M
3.7	3 c	Update weed section on the Council website, include key weeds, best practice management and links to useful information. Maintain to ensure seasonal relevance.	NRM Facilitator/ Communication Officer	2026 then ongoing	Council website and social media pages contain seasonally relevant information.	Internal	H-M

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
3.8	3 general	Maintain a weed observation form on Council website.	NRM Facilitator	Ongoing	Weed available observation form on website.	Internal	M-L
3.9	3 b,c	Utilise social media to promote Council events and publicise progress on weed management projects and promote working bees.	NRM Facilitator/ community groups	Ongoing	Council events and progress on weed management projects promoted via social media.	Internal	H-M
3.10	2, 3 c	Create a weed forum for community groups to post/comment and promote working bees.	NRM Facilitator/ community groups	Ongoing	Weed Forum is well used by community groups.	Internal	M
3.11	3 b,c	Increase engagement of private landholders in weed management.	NRM Facilitator/ Communication Officer	Ongoing	Increased landholder involvement in weed management on their property.	Internal	H-M
3.12	3 b	Consider better signage of weeds within municipality for Priority 1 species as a minimum where they occur along highly visited areas such as roadsides.	NRM Facilitator	Ongoing	The use of roadside weed signage is reviewed.	Internal	L
3.13	3 b	Enable nomination and promote local weed champions.	Sorell Council/ Communication Officer	Annually ongoing	Local Champion awarded annually.	\$2,000	M
3.14	3 b	Community awareness program on dumping of garden waste supported by free general waste sites at tips/transfer stations.	NRM Facilitator/ Communication Officer	Ongoing	Dumping of garden waste reduced.		M-L
3.15	3 b	Work with local schools to develop content around weed awareness and what students can do to help.	NRM Facilitator/ Communication Officer	Ongoing	Weed awareness content developed, students engaged.	Internal	M
3.16	3 b	Maintain Council ledger of working bees, design progress tracker and update with Depot works schedule.	NRM Facilitator/ Works Manager	2026-2027 then ongoing	Working bee ledger developed, tracker updated, Works crew staff attend community group working bees.		H

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
Objective 4: Best Practice Management							
4.1	4 a,d,e	Ensure Council staff and volunteers involved in on-ground weed management have undertaken adequate training (appropriate ChemCert or equivalent). Council to provide financial assistance for volunteers to complete chemical handling course.	NRM Facilitator/ HSE Officer	Reviewed annually	PCBU Duty of Care for chemical handling met.	TasTAFE - Subsidised \$320.00; Concession: \$106.66 National online \$380	H
4.2	4 b,i	Keep up-to-date with weed management research and incorporate new techniques where relevant.	NRM Facilitator/ Council Works Manager	Ongoing	Informed about new and innovative weed management and adopting where fit for purpose.	Internal	M
4.3	4 c	Purchase and install vehicle clean down hygiene equipment for Council depot vehicles/ machinery including shovel and air compressor to remove weed seed material.	Council Works Manager	2026-27	Shovels and air compressors fitted to all Council vehicles machinery.	Internal	H-M
4.4	4 g,h	Develop Council Safe Operating Protocol for roadside management to reduce weed spread.	NRM Facilitator/ North Barker	Underway	Council Safe Operating Protocol developed.	\$1,500	H
4.5	4 g,h	Develop a Weed and Disease Hygiene Plan for Council and contractors operating within Sorell municipality. Plan should address: - adequacy or efficiency of wash down facilities and procedures (Council depot and development sites where applicable) - hygiene measures for staff, contractors and community groups - Identify high risk pathways or industry groups with high potential to introduce high risk weed species.	Sorell Council, NRE, NRM South	2025-2026	Plan developed. Regular liaison with relevant groups.	\$45,000	H-M

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
		Incorporate advice from NRM South Hygiene Guidelines, State hygiene guidelines and industry best practice.					
4.6	4 h	Undertake regular monitoring of and reporting on known roadside weed site treatments.	Council Works Manager/ Works Crew	Ongoing	Roadside weeds monitored and treated prior to seeding.	Internal	H-M
4.7	4 b	Maintain and promote No Spray Register.	Council Works Manager?	Ongoing	No Spray Register promoted in rates notice, Council website and social media pages and register updated regularly.	Internal	H
4.8	4 b	Develop a checklist for best practice weed management including use of herbicide and adopting hygiene measures. Ensure all relevant staff have access to this checklist and understand it. Update checklist with new best practice information when available. Statutory weed management plans should guide the checklist.	NRM Facilitator	2026-2027	Best practice weed management checklist developed and used by Council staff.	Internal	M-L
4.9	4 c	Review use of herbicides in Council operations.	Council Works Manager	2025-2026 and ongoing	Herbicide use review and new approaches adopted.	Internal	M
4.10	4 f	Collaborate with NRE, Biosecurity Tasmania, Landcare Tasmania and other Councils on biological control trials and projects.	NRM Facilitator	Ongoing as opportunities arise	Biocontrol agents sourced and released at suitable locations for longer term weed management for widespread weeds.	Internal	M
Objective 5: Risk Management							
5.1	5 a	Monitor and refine list of "Alert List" weeds for Sorell Council.	NRM Facilitator	Yearly	Sorell weed list of Alert List species.	Internal	M-L
5.2	5 b	Develop partnership with Biosecurity Tasmania, internal Sorell Council process to verify and document new sightings (including a rapid response removal procedure for new high-risk weeds).	NRM Facilitator	2026	Documented process	Internal	M

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
5.3	5 a	Facilitate communication tools to assist the public with reporting potential weed sightings. Improve and promote reporting through the following: - Councils Weed Observation Form (via council's website) - WeedScan app - iNaturalist app	NRM Facilitator	Ongoing	Development of Weed Communication Strategy	Internal	M
5.4	5 d	Undertake weed audits/ inspections and monitor the following: - New building/subdivision sites - Nurseries - Waste disposal sites - quarries	NRM Facilitator	Ongoing	Regular weed inspections at proposed subdivisions, nurseries, waste disposal sites and quarries completed.		M
5.5	5 c	Require Weed & Hygiene Management Plans (WHMP) as a standard condition for all major development applications. WHMP to include a site weed survey plan including management actions with an implementation schedule for 5 years of weed control involving and when required revegetation, with annual monitoring and DA condition compliance at the developer's expense. OR Develop guidelines for weed management conditions in planning control.	NRM Facilitator/ Planning Officer	Ongoing	All major developments including subdivisions and larger rural blocks (>1 ha) required to develop a Weed & Hygiene Management Plan as a DA Permit condition. Annual audit requirements tracked by Council. Requirement notices issued as needed.	Internal	H-M
5.6	5 f	Consider supporting an additional Weed Inspector appointed under the <i>BS Act</i> .	Council	2026	Council has 2 Authorised Officers under the <i>BS Act</i> .	Internal	H-M
5.7	5 e	Ensure adequate resources to support Statutory Weed Inspector activities.	Council	Annually	Annual budget supports compliance activities.		H

Action Code	Objective	Action	Responsibility	Timing	Performance Indicator	Cost	Priority
5.8	5 g	Keep abreast of impacts from climate change regards the spread of weeds and potential for weeds establishment due to a changing climate. Develop protocol (as per Action 5.2) for consulting with Biosecurity Tasmania when a new novel weed is encountered and seek advice on the need for monitoring and control.	NRM Facilitator	Continuous	Emerging weed threats understood and managed as part of Council's Climate Change impact response.	Internal	M
Objective 6: Monitoring and review							
6.1	6 a	Develop a set of performance indicators to measure success of Priority Weed Action Plans (WAP).	NRM Facilitator	2026-2027	Priority WAP being successfully implemented.	Internal	H
6.2	6 b	Five yearly review of Strategy and 15 year Strategy Action Plan. Ensure adequate resources are available for review.	NRM Facilitator	5 years from its implementation	Assess progress on KPIs outlined in this action table, report on achievements.		H
6.3	6 general	Organise regular meetings with depot and community members to update on the effectiveness of weed control.	NRM Facilitator	Continuous	Effectiveness of Council and community group weed control reported.		Internal
6.4	6 general	Audit subdivision and new development applications and plan regular inspections.	NRM Facilitator/ Consultant	Continuous	New developments have active weed management resulting in minimal weed issues.		Internal
6.5	6 general	Annual review of weed management activities undertaken and data captured.	NRM Facilitator	End of each year	Ensure data is uploaded to NVA Annual meetings attended and weed control outcomes achieved		Internal

6. MEASURING PROGRESS

Progress on the 15-year Weed Strategy Action Plan will be reviewed every five years against performance indicators that will help measure the effectiveness in achieving the strategic objectives. It is anticipated that key actions will be reported by the relevant Council officers as part of the Council reporting process.

After 5 years a report will be provided to Council to summarise implementation and achievement of actions and key performance indicators against outcomes and strategic objectives. Where major issues are highlighted, a full review of the Sorell WMS should be undertaken.

Progress on actions within the weed strategy action plan should form a large part of the performance indicators. It is acknowledged that the practicalities of achieving everything within the Strategy, given the constraints such as budgets and human resources, are difficult. Most actions have a timing to be achieved and performance indicator to aid in evaluating performance against the Strategy.

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APPENDIX A

Weed Strategy Consultation — Feedback Summary

Compiled on 11 November 2025

Below summaries are received community input through the drop-in session and the online feedback form.

5 Drop-in Sessions — Key Feedback by Strategy Objective

Strategy Objective 1 – Strategic planning

Challenges:

- No Partnership with local businesses
- Prevent at planning stages
- Horticulture/nurseries to stop selling non-native or if selling must have warning about its potential to become weed
- Can advocate? liaise with Bunnings/mitre10 and similar businesses to stop selling weeds

Strategic objectives and actions:

- Immediately remove new sightings or if infested in new area

Strategy Objective 2 – Stakeholder engagement and partnership

Strategic objectives and actions:

- Boneseed blitz, social media campaign each august, tips on how to manage, prevent weeds
- School education program- educate the future
- Train local people, share costs

Strategy Objective 3 – Community Education and Awareness

Challenges:

- Proactive communities to report issues related to weeds, report them

Strategic objectives and actions:

- Walk and talk type workshops, community events for locals to identify and teach on how to manage weeds using herbicides/or best course of action
- Provide alternative to weeds for residents

Strategy Objective 4 – Best Practice Integrated Weed Management

Strategic objectives and actions:

- trial - use goat to remove noxious weeds such as gorse, blackberries, use temporary fencing and move as you go
- staged removal
- Ensure council is not contributing to the problem: all council mowing, slashing and contractors require prior washdown, or brush down to reduce spread
- do not mow weed on roadside
- lead by example; remove key weeds (boneseed etc.) from roadsides and others from council road

Strategy Objective 5 – Risk Management

Challenges:

- Inform nurseries of weed species not appropriate in our municipality

Strategy Objective 6 – Monitoring and Review

Strategic objectives and actions:

- encourage citizen science on private land, count type and number of species

Online Form — Priority Weed Species (tally) including Survey Monkey results

Weed species	Mentions
Boneseed	9 + 6
Mirror Bush	8 + 3
Capeweed	4 + 2
Cotoneaster	3
Gorse	2
African Boxthorn	2 + 3
Sweet Pittosporum	2
Spanish Heath	1 + 4
Serrated Tussock	1 + 2

White Weed	1
Freesia	1
Cape ivy	1
Tree Lucerne	1
Willows	1
Radiata Pine	1
Paterson's curse	1
Gazania	2
Agapanthus	2

Objectives:	What the community signalled	Analysis & implications	Risks / gaps
1) Strategic Planning	- Stop weeds at the source (planning controls, nursery/retail practices). - Act rapidly on new sightings and new-area incursions.	- Strong appetite for “prevention-first” policy levers: development conditions, landscape plans with endorsed species lists, and constraints on garden-escape species. - Expectation that Council will advocate with retailers to reduce sales of high-risk ornamentals (mirror bush, sweet pittosporum, etc.).	- Limited direct control over private retail offerings; needs a regional advocacy approach (e.g., LGAT/NRM South alignment). - Without a clear “approved & not-recommended plants” list, compliance and education become inconsistent.
2) Stakeholder Engagement & Partnerships	Partner with businesses and schools; share costs and skills; run seasonal campaigns with consistent messaging.	- Engagement should be programmatic (e.g., “WeedSmart August” annually) rather than ad-hoc, to build behaviour change. - Schools are a strategic channel—education now reduces garden-escape pressure later.	- Diffuse ownership if campaign roles aren’t clear (Council vs Landcare vs NGOs). - Without incentives, businesses may not prioritise weed-safe practices.
3) Community Education & Awareness	“Walk & talk” sessions, practical how-to guidance, and simple alternatives to common garden escapees. - Clear, easy reporting channels for residents.	- Preference for hands-on formats - demonstrations and site-based learning outperform static brochures. - Replace-not-just-remove: people need to know what to plant instead.	- Fragmented content across platforms; risk of inconsistent advice. - Reporting channels exist but may be unknown or feel “one-way.”

4) Best-Practice Integrated Weed Management (IWMS)	• “Lead by example” on roadsides/reserves; avoid mowing through seed heads; enforce hygiene (wash/brush-down) for contractors. • Staged removals; avoid mulching fruiting woody weeds; smart grazing where appropriate	• Community expects Council/contractors to model the standard: hygiene, timing, and method selection matter. • IWMS must be operationalised: SOPs, contract clauses, toolbox talks, and audits.	• Timing/resource constraints can push works into sub-optimal windows, creating spread. • Without audits, hygiene clauses won’t shift behaviour.
5) Risk Management	• Map high-risk roads/sites; time works to avoid spread; reduce retail drivers of risk.	• A spatial risk layer can guide scheduling (e.g., avoid mowing through seed heads, treat feeder populations first). • Combining risk mapping with seasonal “no-go” windows will reduce re-work and reputational risk.	• Incomplete or outdated weed distribution data; private-land blind spots. • If risk mapping isn’t connected to the works program, it won’t influence decisions.
6) Monitoring & Review	• Citizen science on private land; count species and track change over time.	• Community wants to contribute data; success depends on simple tools and feedback loops (i.e., people should see their data used). • Monitoring must inform adaptive management (shift effort to what works).	• Data quality and consistency; privacy on private-land observations. • If feedback loops are weak, volunteer participation declines.

APPENDIX B - Full Record of weeds known from the Municipality

Full list of non-native species recorded in Sorell Council on the Natural Values Atlas from 14/04/2025

SPECIES_NAME	COMMON_NAMES	BS Act_Class
<i>Acacia baileyana</i>	Cootamundra wattle	-
<i>Acacia howittii</i>	sticky wattle	-
<i>Acacia pravissima</i>	ovens wattle	-
<i>Acacia provincialis</i>	perennial wattle	-
<i>Acacia pycnantha</i>	golden wattle	-
<i>Acacia retinodes</i>	hills wirilda	-
<i>Acetosella vulgaris</i>	sheep sorrel	-
<i>Achillea millefolium</i>	yarrow	-
<i>Aeonium arboreum</i>	tree aeonium	-
<i>Aeonium</i> sp.	succulent	-
<i>Agapanthus praecox</i> subsp. <i>orientalis</i>	agapanthus	-
<i>Agrostis capillaris</i>	bentgrass	-
<i>Agrostis stolonifera</i>	creeping bent	-
<i>Aira caryophyllaea</i> subsp. <i>caryophyllaea</i>	silvery hairgrass	-
<i>Allium triquetrum</i>	triangular garlic	-
<i>Allium vineale</i>	crow garlic	A
<i>Aloe maculata</i>	soap aloe	-
<i>Amaranthus deflexus</i>	spreading pigweed	-
<i>Amaranthus powellii</i>	green pigweed	-
<i>Amsinckia calycina</i>	hairy fiddleneck	A
<i>Anisodonteia capensis</i>	cape mallow	-
<i>Anthoxanthum odoratum</i>	sweet vernal grass	-
<i>Antirrhinum majus</i>	common snapdragon	-
<i>Aphanes arvensis</i>	parsley piert	-
<i>Aponogeton distachyos</i>	cape pondweed	-
<i>Aquilegia vulgaris</i>	columbine	-
<i>Arabidopsis thaliana</i>	thale cress	-
<i>Arctotheca calendula</i>	capeweed	-
<i>Argyranthemum frutescens</i>	shrub marguerite	-
<i>Asparagus asparagoides</i>	bridal creeper	A
<i>Asparagus officinalis</i>	asparagus	-
<i>Asphodelus fistulosus</i>	onion weed	A
<i>Atriplex patula</i>	spear orache	-
<i>Atriplex prostrata</i>	creeping orache	-
<i>Atriplex semibaccata</i>	berry saltbush	-
<i>Austrocylindropuntia cylindrica</i>	cane cactus	A
<i>Austroderia richardii</i>	toe-toe pampas grass	A
<i>Avena barbata</i>	bearded oat	-
<i>Avena fatua</i>	wild oat	-
<i>Bellis perennis</i>	English daisy	-
<i>Beta vulgaris</i>	beet	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Beta vulgaris</i> subsp. <i>maritima</i>	sea beet	-
<i>Billardiera heterophylla</i>	bluebell creeper	-
<i>Bothriochloa macra</i>	redleg grass	-
<i>Brassica rapa</i> subsp. <i>sylvestris</i>	wild turnip	-
<i>Brassica tournefortii</i>	mediterranean turnip	-
<i>Briza maxima</i>	greater quaking-grass	-
<i>Briza minor</i>	lesser quaking-grass	-
<i>Bromus alopecuroides</i>	curly brome	-
<i>Bromus brevis</i>	short brome	-
<i>Bromus catharticus</i>	prairie grass	-
<i>Bromus diandrus</i>	great brome	-
<i>Bromus hordeaceus</i>	soft brome	-
<i>Buglossoides arvensis</i>	sheepweed	-
<i>Cakile edentula</i>	american searocket	-
<i>Cakile maritima</i> subsp. <i>maritima</i>	searocket	-
<i>Calamagrostis arenaria</i>	marram grass	-
<i>Calamagrostis epigejos</i>	wood smallreed	-
<i>Capsella bursa-pastoris</i>	shepherds purse	-
<i>Carduus nutans</i>	nodding thistle	A
<i>Carduus pycnocephalus</i>	slender thistle	B
<i>Carduus tenuiflorus</i>	winged thistle	A
<i>Carpobrotus aequilaterus</i>	angled pigface	-
<i>Carpobrotus edulis</i> subsp. <i>edulis</i>	yellow pigface	-
<i>Carthamus lanatus</i>	saffron thistle	A
<i>Cenchrus clandestinus</i>	kikuyu grass	-
<i>Cenchrus longisetus</i>	feathertop	A
<i>Centaurea melitensis</i>	malta thistle	-
<i>Centaureum erythraea</i>	common centaury	-
<i>Centranthus ruber</i> subsp. <i>ruber</i>	red valerian	-
<i>Cerastium glomeratum</i>	sticky mouse-ear	-
<i>Cerastium vulgare</i>	common mouse-ear	-
<i>Chamaecytisus palmensis</i>	tree lucerne	-
<i>Chamaemelum nobile</i>	chamomile	-
<i>Chenopodium album</i>	fat hen	-
<i>Chenopodium glaucum</i>	pale goosefoot	-
<i>Chenopodium murale</i>	nettleleaf goosefoot	-
<i>Chloris truncata</i>	windmill grass	-
<i>Chrysanthemoides monilifera</i> subsp. <i>monilifera</i>	boneseed	B
<i>Cirsium arvense</i> var. <i>arvense</i>	creeping thistle	B
<i>Cirsium vulgare</i>	spear thistle	-
<i>Coleonema pulchellum</i>	diosma	-
<i>Convolvulus arvensis</i>	field bindweed	-
<i>Coprosma repens</i>	mirror bush	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Cortaderia jubata</i>	pink pampas grass	A
<i>Cortaderia selloana</i>	silver pampas grass	A
<i>Cotoneaster franchetii</i>	grey cotoneaster	-
<i>Cotoneaster glaucophyllus</i> var. <i>serotinus</i>	largeleaf cotoneaster	-
<i>Cotoneaster simonsii</i>	khasia berry	-
<i>Cotula coronopifolia</i>	water buttons	-
<i>Cotyledon orbiculata</i>	pigs ear	-
<i>Crassula alata</i> var. <i>alata</i>	winged crassula	-
<i>Crassula multicava</i> subsp. <i>multicava</i>	fairy crassula	-
<i>Crassula muscosa</i> var. <i>muscosa</i>	clubmoss crassula	-
<i>Crataegus monogyna</i>	hawthorn	-
<i>Crepis capillaris</i>	smooth hawksbeard	-
<i>Cupressus macrocarpa</i>	monterey cypress	-
<i>Cynodon dactylon</i> var. <i>dactylon</i>	couchgrass	-
<i>Cynosurus cristatus</i>	crested dogstail	-
<i>Cynosurus echinatus</i>	rough dogstail	-
<i>Cyperus congestus</i>	dense flatsedge	-
<i>Cyperus eragrostis</i>	drain flatsedge	-
<i>Cyperus sanguinolentus</i>	dark flatsedge	-
<i>Cytisus scoparius</i>	english broom	B
<i>Dactylis glomerata</i>	cocksfoot	-
<i>Delairea odorata</i>	cape ivy	-
<i>Dichanthium sericeum</i> subsp. <i>sericeum</i>	silky bluegrass	-
<i>Digitalis purpurea</i>	foxglove	A
<i>Digitaria sanguinalis</i>	summergrass	-
<i>Dimorphotheca fruticosa</i>	trailing daisy	-
<i>Dipogon lignosus</i>	dolichos pea	-
<i>Dipsacus fullonum</i>	wild teasel	-
<i>Drosanthemum candens</i>	rodondo creeper	-
<i>Dysphania pumilio</i>	small crumbweed	-
<i>Echium candicans</i>	pride-of-madeira	-
<i>Echium plantagineum</i>	Paterson's curse	B
<i>Ehrharta calycina</i>	perennial veldtgrass	-
<i>Ehrharta erecta</i>	panic veldt-grass	-
<i>Ehrharta erecta</i> var. <i>erecta</i>	panic veldtgrass	-
<i>Ehrharta longiflora</i>	annual veldtgrass	-
<i>Eleusine tristachya</i>	threespike goosegrass	-
<i>Elytrigia repens</i>	english couch	-
<i>Enneapogon nigricans</i>	bottlewashers	-
<i>Eragrostis cilianensis</i>	stinkgrass	-
<i>Eragrostis curvula</i>	African lovegrass	A
<i>Eragrostis minor</i>	small stinkgrass	-
<i>Eragrostis parviflora</i>	weeping lovegrass	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Eragrostis pilosa</i>	Indian lovegrass	-
<i>Eragrostis tenuifolia</i>	elastic grass	-
<i>Erica arborea</i>	tree heath	A
<i>Erica baccans</i>	berryflower heath	A
<i>Erica lusitanica</i>	Spanish heath	B
<i>Erigeron bonariensis</i>	flaxleaf fleabane	-
<i>Erigeron karvinskianus</i>	seaside daisy	-
<i>Erigeron sumatrensis</i>	tall fleabane	-
<i>Erodium botrys</i>	long heronsbill	-
<i>Erodium moschatum</i>	musky heronsbill	-
<i>Eschscholzia californica</i>	Californian poppy	-
<i>Euphorbia exigua</i>	dwarf spurge	-
<i>Euphorbia helioscopia</i>	sun spurge	-
<i>Euphorbia paralias</i>	sea spurge	-
<i>Euphorbia peplus</i>	petty spurge	-
<i>Euryops abrotanifolius</i>	winter euryops	-
<i>Foeniculum vulgare</i>	fennel	B
<i>Fraxinus angustifolia</i> subsp. <i>angustifolia</i>	narrowleaf ash	-
<i>Freesia</i> sp. (hybrids)	freesia	-
<i>Fumaria muralis</i> subsp. <i>muralis</i>	wall fumitory	-
<i>Galium aparine</i>	cleavers	-
<i>Galium divaricatum</i>	slender bedstraw	-
<i>Gamochaeta purpurea</i>	spike cudweed	-
<i>Gastridium ventricosum</i>	nitgrass	-
<i>Gazania rigens</i>	gazania	-
<i>Gazania x splendens</i>	coastal gazania	-
<i>Genista monspessulana</i>	Montpellier broom or canary broom	B
<i>Genista stenopetala</i>	madeira broom	-
<i>Geranium dissectum</i>	cutleaf cranesbill	-
<i>Gladiolus tristis</i>	evening gladiolus	-
<i>Gomphocarpus fruticosus</i> subsp. <i>fruticosus</i>	swanplant	-
<i>Grevillea rosmarinifolia</i>	rosemary grevillea	-
<i>Hainardia cylindrica</i>	thintail barbgrass	-
<i>Hakea laurina</i>	pincushion hakea	-
<i>Hedera helix</i>	ivy	-
<i>Helminthotheca echioides</i>	bristly oxtongue	-
<i>Hesperocyparis macrocarpa</i>	monterey cypress	-
<i>Hirschfeldia incana</i>	hoary mustard	-
<i>Holcus lanatus</i>	Yorkshire fog	-
<i>Holcus mollis</i>	creeping fog	-
<i>Hordeum distichon</i>	two-row barley	-
<i>Hordeum leporinum</i>	long-anther barleygrass	-
<i>Hordeum marinum</i>	sea barleygrass	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Hordeum murinum</i> subsp. <i>murinum</i>	shortflower barleygrass	-
<i>Hordeum murinum</i> subsp. <i>leporinum</i>	long-anther barleygrass	-
<i>Hordeum vulgare</i>	barley	-
<i>Hypochaeris glabra</i>	smooth catsear	-
<i>Hypochaeris radicata</i>	rough catsear	-
<i>Isolepis levynsiana</i>	fan clubsedg	-
<i>Isolepis setacea</i>	bristle clubsedg	-
<i>Juncus articulatus</i>	jointed rush	-
<i>Juncus bulbosus</i>	bulbous rush	-
<i>Juncus capitatus</i>	capitate rush	-
<i>Juncus gerardii</i>	mud rush	-
<i>Kniphofia uvaria</i>	red-hot poker	-
<i>Lactuca saligna</i>	willow lettuce	-
<i>Lampranthus glaucus</i>	noonflower	-
<i>Lasiospermum bipinnatum</i>	fernleaf daisy	-
<i>Leonotis leonurus</i>	lions ear	-
<i>Leontodon rhagadioloides</i>	cretan weed	-
<i>Leontodon saxatilis</i>	hairy hawkbit	-
<i>Lepidium africanum</i>	common peppercre	-
<i>Lepidium didymum</i>	lesser swinecress	-
<i>Lepidium draba</i>	hoary cress	A
<i>Lepidium latifolium</i>	perennial peppercre	-
<i>Leptospermum laevigatum</i>	coastal tea tree	-
<i>Leucanthemum vulgare</i>	oxeye daisy	-
<i>Limonium sinuatum</i>	wild statice	-
<i>Linaria maroccana</i>	Moroccan toadflax	-
<i>Linaria vulgaris</i>	yellow toadflax	-
<i>Linum bienne</i>	pale flax	-
<i>Linum catharticum</i>	white flax	-
<i>Linum perenne</i> subsp. <i>anglicum</i>	blue flax	-
<i>Linum trigynum</i>	French flax	-
<i>Linum usitatissimum</i>	linseed flax	-
<i>Lobularia maritima</i>	sweet alic	-
<i>Lolium perenne</i>	perennial ryegrass	-
<i>Lonicera japonica</i>	Japanese honeysuckle	-
<i>Lupinus angustifolius</i>	narrowleaf lupin	-
<i>Lupinus arboreus</i>	tree lupin	-
<i>Luzula campestris</i>	field woodrush	-
<i>Lycium ferocissimum</i>	African boxthorn	B
<i>Lysimachia arvensis</i>	scarlet pimpernel	-
<i>Malus pumila</i>	apple	-
<i>Malva nicaeensis</i>	mallow-of-nice	-
<i>Malva parviflora</i>	smallflower mallow	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Malva sylvestris</i>	tall mallow	-
<i>Marrubium vulgare</i>	white horehound	B
<i>Medicago arabica</i>	spotted medick	-
<i>Medicago lupulina</i>	black medick	-
<i>Medicago polymorpha</i>	burr medick	-
<i>Medicago sativa</i>	lucerne	-
<i>Melilotus albus</i>	white melilot	-
<i>Melilotus indicus</i>	sweet melilot	-
<i>Mesembryanthemum cordifolium</i>	heartleaf iceplant	-
<i>Modiola caroliniana</i>	redflower mallow	-
<i>Moenchia erecta</i>	erect chickweed	-
<i>Myosotis discolor</i>	changing forgetmenot	-
<i>Myosotis sylvatica</i>	garden forgetmenot	-
<i>Nassella neesiana</i>	Chilean needle grass	A
<i>Nassella trichotoma</i>	serrated tussock	B
<i>Nasturtium officinale</i>	two-row watercress	-
<i>Oloptum miliaceum</i>	smilgrass	-
<i>Oxalis articulata</i>	bent woodsorrel	-
<i>Oxalis corniculata</i> subsp. <i>corniculata</i>	yellow woodsorrel	-
<i>Oxalis pes-caprae</i>	sour sob	-
<i>Panicum hillmanii</i>	witch panic	-
<i>Papaver hybridum</i>	rough poppy	-
<i>Papaver somniferum</i> subsp. <i>somniferum</i>	opium poppy	-
<i>Parapholis incurva</i>	coast barbgrass	-
<i>Paraserianthes lophantha</i>	Cape Leeuwin wattle	-
<i>Paraserianthes lophantha</i> subsp. <i>lophantha</i>	cape wattle	-
<i>Paspalum dilatatum</i>	paspalum	-
<i>Paspalum distichum</i>	water couch	-
<i>Pelargonium peltatum</i>	ivy leaf geranium	-
<i>Pelargonium x hortorum</i>	garden geranium	-
<i>Petrorhagia dubia</i>	velvet pink	-
<i>Phalaris aquatica</i>	Toowoomba canarygrass	-
<i>Phalaris minor</i>	lesser canarygrass	-
<i>Phormium tenax</i>	New Zealand flax	-
<i>Pinus radiata</i>	radiata pine	-
<i>Pittosporum tenuifolium</i>	kohuhu	-
<i>Pittosporum undulatum</i>	sweet pittosporum	-
<i>Plantago coronopus</i> subsp. <i>commutata</i>	stout buckshorn plantain	-
<i>Plantago coronopus</i> subsp. <i>coronopus</i>	slender buckshorn plantain	-
<i>Plantago lanceolata</i>	ribwort plantain	-
<i>Poa annua</i>	winter grass	-
<i>Polycarpon tetraphyllum</i>	four leaf allseed	-
<i>Polygala myrtifolia</i>	myrtle leaf milkwort	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Polygonum aviculare</i>	creeping wireweed	-
<i>Polypogon lutosus</i>	perennial beardgrass	-
<i>Polypogon monspeliensis</i>	annual beardgrass	-
<i>Polyscias sambucifolia</i>	elderberry panax	-
<i>Prunella vulgaris</i>	selfheal	-
<i>Prunus spinosa</i>	Blackthorn / sloe	-
<i>Psoralea arborea</i>	scented butterflybush	-
<i>Psoralea pinnata</i>	blue butterflybush	-
<i>Puccinellia ciliata</i>	menemen	-
<i>Puccinellia distans</i>	reflexed saltmarshgrass	-
<i>Quercus robur</i>	english oak	-
<i>Ranunculus muricatus</i>	sharp buttercup	-
<i>Ranunculus repens</i>	creeping buttercup	-
<i>Raphanus raphanistrum</i>	wild radish	-
<i>Reseda lutea</i>	cutleaf mignonette	-
<i>Reseda luteola</i>	weld	-
<i>Ribes sanguineum</i>	flowering currant	-
<i>Robinia pseudoacacia</i>	black locust	-
<i>Rosa rubiginosa</i>	sweet briar	-
<i>Rubus fruticosus</i>	blackberry	B
<i>Rubus loganobaccus</i>	loganberry	-
<i>Rubus polyanthemus</i>	blackberry	B
<i>Rubus</i> sp. (blackberry Tasmania)	blackberry	-
<i>Rumex crispus</i>	curled dock	-
<i>Rumex obtusifolius</i>	broadleaf dock	-
<i>Sagina maritima</i>	sea pearlwort	-
<i>Sagina procumbens</i>	spreading pearlwort	-
<i>Salix x fragilis</i> nothovar. <i>fragilis</i>	crack willow	B
<i>Salix x reichardtii</i>	pussy willow	-
<i>Salix cinerea</i>	seeding willow	A
<i>Salvia verbenaca</i> var. <i>verbenaca</i>	wild sage	-
<i>Sanguisorba minor</i>	salad burnet	-
<i>Scabiosa atropurpurea</i>	garden pincushion	-
<i>Sedum album</i>	white stonecrop	-
<i>Senecio angulatus</i>	scrambling groundsel	-
<i>Senecio elegans</i>	purple groundsel	-
<i>Senecio jacobaea</i>	ragwort	B
<i>Senecio vulgaris</i>	common groundsel	-
<i>Setaria parviflora</i>	slender pigeongrass	-
<i>Setaria viridis</i>	green pigeongrass	-
<i>Silene gallica</i> var. <i>gallica</i>	French catchfly	-
<i>Silene gallica</i> var. <i>quinquevulnera</i>	spotted catchfly	-
<i>Silybum marianum</i>	variegated thistle	-

SPECIES_NAME	COMMON_NAMES	BS Act Class
<i>Sinapis alba</i>	white mustard	-
<i>Sisymbrium orientale</i>	Indian hedge-mustard	-
<i>Sisyrinchium micranthum</i>	blue pigroot	-
<i>Siexalix atropurpurea</i>	mourningbride	-
<i>Solanum marginatum</i>	white-edged nightshade	A
<i>Solanum nigrum</i>	blackberry nightshade	-
<i>Solanum triflorum</i>	cutleaf nightshade	A
<i>Sonchus asper</i>	prickly sowthistle	-
<i>Sonchus oleraceus</i>	common sowthistle	-
<i>Spartium junceum</i>	Spanish broom	-
<i>Spergula arvensis</i>	corn spurrey	-
<i>Spergularia marina</i>	lesser seaspurrey	-
<i>Spergularia rubra</i>	greater sandspurrey	-
<i>Sporobolus africanus</i>	ratstail grass	-
<i>Sporobolus anglicus</i>	common cordgrass	-
<i>Stellaria media</i>	garden chickweed	-
<i>Taraxacum officinale</i>	common dandelion	-
<i>Thinopyrum obtusiflorum</i>	tall wheatgrass	-
<i>Tragopogon porrifolius</i> subsp. <i>porrifolius</i>	salsify	-
<i>Trifolium angustifolium</i>	narrowleaf clover	-
<i>Trifolium arvense</i>	haresfoot clover	-
<i>Trifolium campestre</i>	hop clover	-
<i>Trifolium dubium</i>	suckling clover	-
<i>Trifolium glomeratum</i>	cluster clover	-
<i>Trifolium pratense</i>	red clover	-
<i>Trifolium repens</i>	white clover	-
<i>Trifolium subterraneum</i>	subterranean clover	-
<i>Trifolium tomentosum</i>	woolly clover	-
<i>Trifolium vesiculosum</i>	arrowleaf clover	-
<i>Tropaeolum majus</i>	nasturtium	-
<i>Typha latifolia</i>	great reedmace	-
<i>Ulex europaeus</i>	gorse	A
<i>Urospermum dalechampii</i>	false dandelion	A
<i>Urtica urens</i>	stinging nettle	-
<i>Vellereophyton dealbatum</i>	white cudweed	-
<i>Verbascum thapsus</i>	great mullein	-
<i>Verbascum virgatum</i>	twiggy mullein	-
<i>Veronica elliptica</i>	kokomuka	-
<i>Veronica persica</i>	Persian speedwell	-
<i>Veronica serpyllifolia</i>	thyme speedwell	-
<i>Vicia sativa</i>	spring vetch, vetch, common vetch or tare	-
<i>Vicia sativa</i> subsp. <i>nigra</i>	narrowleaf vetch	-
<i>Vicia sativa</i> subsp. <i>sativa</i>	common vetch	-

SPECIES_NAME	COMMON_NAMES	BS Act_Class
<i>Vicia tetrasperma</i>	smooth vetch	-
<i>Vinca major</i>	blue periwinkle	-
<i>Vulpia bromoides</i>	squirreltail fescue	-
<i>Vulpia myuros</i>	foxtail fescue	-
<i>Vulpia myuros</i> f. <i>megalura</i>	foxtail fescue	-
<i>Xanthium spinosum</i>	Bathurst burr	A
<i>Zantedeschia aethiopica</i>	arum lily	-

APPENDIX C - Sorell Priority Weeds (Alphabetical Order)

The table includes a list of all declared weeds listed under the Tasmania *Biosecurity Act 2019* which have been recorded in Sorell Council. This table also includes other important weeds identified in the Sorell Local List (SLL). This includes environmental weeds which are not listed as declared but which are locally important within Sorell and present a serious threat to the natural values within the municipality.

Priority Rating

A priority rating of 1-4 has been assigned to each species.

- Priority 1:** Declared weeds or newly introduced “alert list” weeds with a restricted distribution within Sorell LGA, statutory eradication requirement or have been identified as a community priority. Rapid response required.
- Priority 2:** For species that can be eradicated or quarantined within the term of the action plan (15 years).
- Priority 3:** For widespread weeds requiring strategic control. Eradicate isolated infestations and contain wider infestations to ensure no further spread within the term of the action plan (15 years).
- Priority 4:** Widespread distribution of weeds. Requiring strategic control and containment where threatening important values.

Notes:

Shading: Highlighted in shading are declared weeds and those unshaded are SLL weeds.

Bold: indicates Weeds of National Significance (WONS)

NVA Records: records have been taken from the Natural Values Atlas of Tasmania and are current as of 14th April 2025. While records are provided for the SLL weeds it should be noted that the number of records for these species are less accurate than the declared weeds due to an absence of reporting requirements. Future surveys within Sorell should aim to identify the presence and abundance of any SLL weeds in addition to declared weeds. This includes Council land management staff.

Declared weeds and SLL weeds known to occur in Sorell municipality

Botanical name	Common Name	Priority	Declared Class	NVA Records ³¹
<i>Acacia baileyana</i>	Cootamundra wattle	4	-	3
<i>Acacia howittii</i>	sticky wattle	4	-	2
<i>Acacia provincialis</i>	perennial wattle	4	-	2
<i>Acacia pycnantha</i>	golden wattle	4	-	2
<i>Acacia retinodes</i>	hills wirilda	4	-	2
<i>Aeonium arboreum</i>	tree aeonium	4	-	7

³¹ As of April 2025

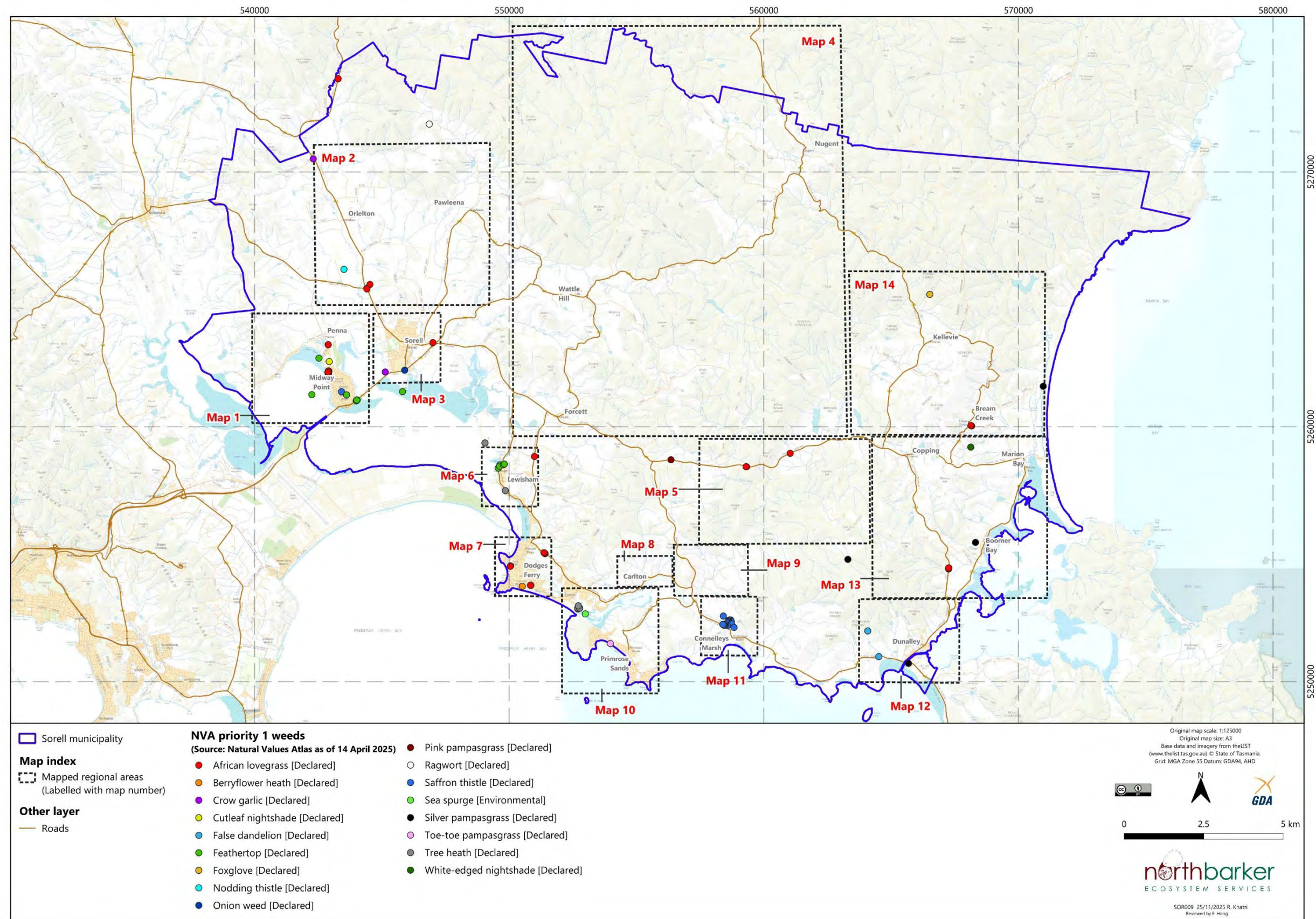
Botanical name	Common Name	Priority	Declared Class	NVA Records ³¹
<i>Agapanthus praecox subsp. orientalis</i>	African lily	4	-	4
<i>Allium vineale</i>	crow garlic	1	A	2
<i>Aloe maculata</i>	soap aloe	4	-	1
<i>Amsinckia calycina</i>	hairy fiddleneck	2	A	5
<i>Arctotheca calendula</i>	capeweed	4	-	19
<i>Asparagus asparagoides</i>	bridal creeper	2	A	117
<i>Asparagus officinalis</i>	asparagus	4	-	8
<i>Asphodelus fistulosus</i>	onion weed	1	A	1
<i>Austroderia richardii</i>	Toe-toe pampas grass	1	A	1
<i>Billardiera heterophylla</i>	bluebell creeper	4	-	4
<i>Calamagrostis arenaria</i>	marram grass	4	-	11
<i>Carduus nutans</i>	nodding thistle	1	A	1
<i>Carduus pycnocephalus</i>	slender thistle	4	B	9
<i>Carduus tenuiflorus</i>	winged thistle	2	A	3
<i>Carthamus lanatus</i>	saffron thistle	1	A	21
<i>Cenchrus longisetus</i>	feathertop	1	A	20
<i>Centranthus ruber subsp. ruber</i>	red valerian	4	-	1
<i>Chamaecytisus palmensis</i>	tree lucerne	4	-	6
<i>Chrysanthemoides monilifera ssp. monilifera</i>	boneseed	3	B	1,223
<i>Cirsium arvense var. arvense</i>	creeping thistle	3	B	52
<i>Coprosma repens</i>	mirror bush	4	-	16
<i>Cortaderia jubata</i>	pink pampas grass	1	A	1
<i>Cortaderia selloana</i>	silver pampas grass	1	A	140

Botanical name	Common Name	Priority	Declared Class	NVA Records ³¹
<i>Cotoneaster</i> species	largeleaf cotoneaster	4	-	8
<i>Cotyledon orbiculata</i>	pigs ear	4	-	Boomer/Marion Bay
<i>Crassula alata</i> var. <i>alata</i>	winged crassula	4	-	4
<i>Crassula multicava</i> subsp. <i>multicava</i>	fairy crassula	4	-	2
<i>Crassula muscosa</i> var. <i>muscosa</i>	clubmoss crassula	4	-	2
<i>Crataegus monogyna</i>	hawthorn	4	-	7
<i>Cytisus scoparius</i>	English broom	3	B	2
<i>Delairea odorata</i>	cape ivy	4	-	1
<i>Digitalis purpurea</i>	foxglove	1	A	1
<i>Dimorphotheca fruticosa</i>	trailing daisy	4	-	8
<i>Dipogon lignosus</i>	dolichos pea	4	-	1
<i>Echium candicans</i>	pride of madeira	4	-	6
<i>Echium plantagineum</i>	Paterson's curse	2	B	19
<i>Eragrostis curvula</i>	African lovegrass	1	A	57
<i>Erica arborea</i>	tree heath	1	A	8
<i>Erica baccans</i>	berryflower heath	1	A	1
<i>Erica lusitanica</i>	Spanish heath	3	B	130
<i>Euphorbia paralias</i>	sea spurge	1	-	1
<i>Euryops abrotanifolius</i>	winter euryops	4	-	3
<i>Foeniculum vulgare</i>	fennel	4	B	62
<i>Freesia</i> sp. (hybrids)	freesia	4	-	1
<i>Gazania</i> sp.	gazania	4	-	20
<i>Genista monspessulana</i>	Montpellier broom	3	B	45

Botanical name	Common Name	Priority	Declared Class	NVA Records ³¹
<i>Hakea laurina</i>	pincushion hakea	4	-	1
<i>Hedera helix</i>	ivy	4	-	1
<i>Kniphofia uvaria</i>	red-hot poker	4	-	3
<i>Lepidium draba</i>	whiteweed	3	B	12
<i>Leptospermum laevigatum</i>	coastal tea tree	4	-	Carlton Beach/Marion Bay village and surrounds
<i>Leucanthemum vulgare</i>	ox-eye daisy	4	-	4
<i>Lonicera japonica</i>	Japanese honeysuckle	4	-	1
<i>Lycium ferocissimum</i>	African boxthorn	3	B	1,247
<i>Marrubium vulgare</i>	white horehound	4	B	115
<i>Nassella neesiana</i>	Chilean needle grass	2	A	191
<i>Nassella trichotoma</i>	serrated tussock	3	B	821
<i>Opuntia</i> species (includes <i>Austrocylindropuntia</i> spp. and <i>Cylindropuntia</i> spp. and <i>Opuntia stricta</i> (prickly pear)) (excluding <i>O. ficus-indica</i>)	opuntoid cacti	2	A	2
<i>Paraserianthes lophantha</i>	Cape Leeuwin wattle	4	-	11
<i>Phormium tenax</i>	New Zealand flax	4	-	32
<i>Pinus radiata</i>	radiata pine	4	-	69
<i>Pittosporum undulatum</i>	sweet pittosporum	4	-	7
<i>Polygala myrtifolia</i>	myrtleleaf milkwort	4	-	4
<i>Psoralea pinnata/arborea</i>	blue butterfly bush	4	-	1
<i>Rosa rubiginosa</i>	sweet briar	4	-	43
<i>Rubus fruticosus</i> agg.	blackberry	4	B	124

Botanical name	Common Name	Priority	Declared Class	NVA Records ³¹
<i>Salix cinerea</i>	seeding willow	1	A	Copping roadside
Salix species (excluding <i>S. babylonica</i>, <i>S. x calodendron</i> and <i>S. x reichardtii</i>)	willows	4	B	11
<i>Sedum album</i>	white stonecrop	4	-	1
<i>Senecio angulatus</i>	creeping groundsel	4	-	5
<i>Senecio elegans</i>	purple groundsel	4	-	1
<i>Senecio jacobaea</i>	ragwort	1	B	1
<i>Solanum marginatum</i>	white-edged nightshade	1	A	1
<i>Solanum triflorum</i>	cut-leaf nightshade	1	A	1
<i>Spartium junceum</i>	Spanish broom	4	-	7
<i>Sporobolus africanus</i>	ratstail grass	4	-	3
<i>Thinopyrum obtusiflorum</i>	tall wheatgrass	4	-	1
<i>Typha latifolia</i>	cumbungi	4	-	5
<i>Ulex europaeus</i>	gorse	3	A	511
<i>Urospermum dalechampii</i>	false dandelion	1	A	2
<i>Vinca major</i>	blue periwinkle	4	-	12
<i>Xanthium spinosum</i>	Bathurst burr	1	A	Sorell farm
<i>Zantedeschia aethiopica</i>	arum lily	4	-	4

APPENDIX D – Sub-Regional Maps for Priority 1 and 2 weeds



The mapping has been undertaken using a hand held GPS and subjective interpretation. Consequently it should be considered indicative only.

Figure 12: Priority 1 Weeds - Overview Sorell municipality



Figure 13: Priority 1 Weeds – Map 1 Midway Point and Penna

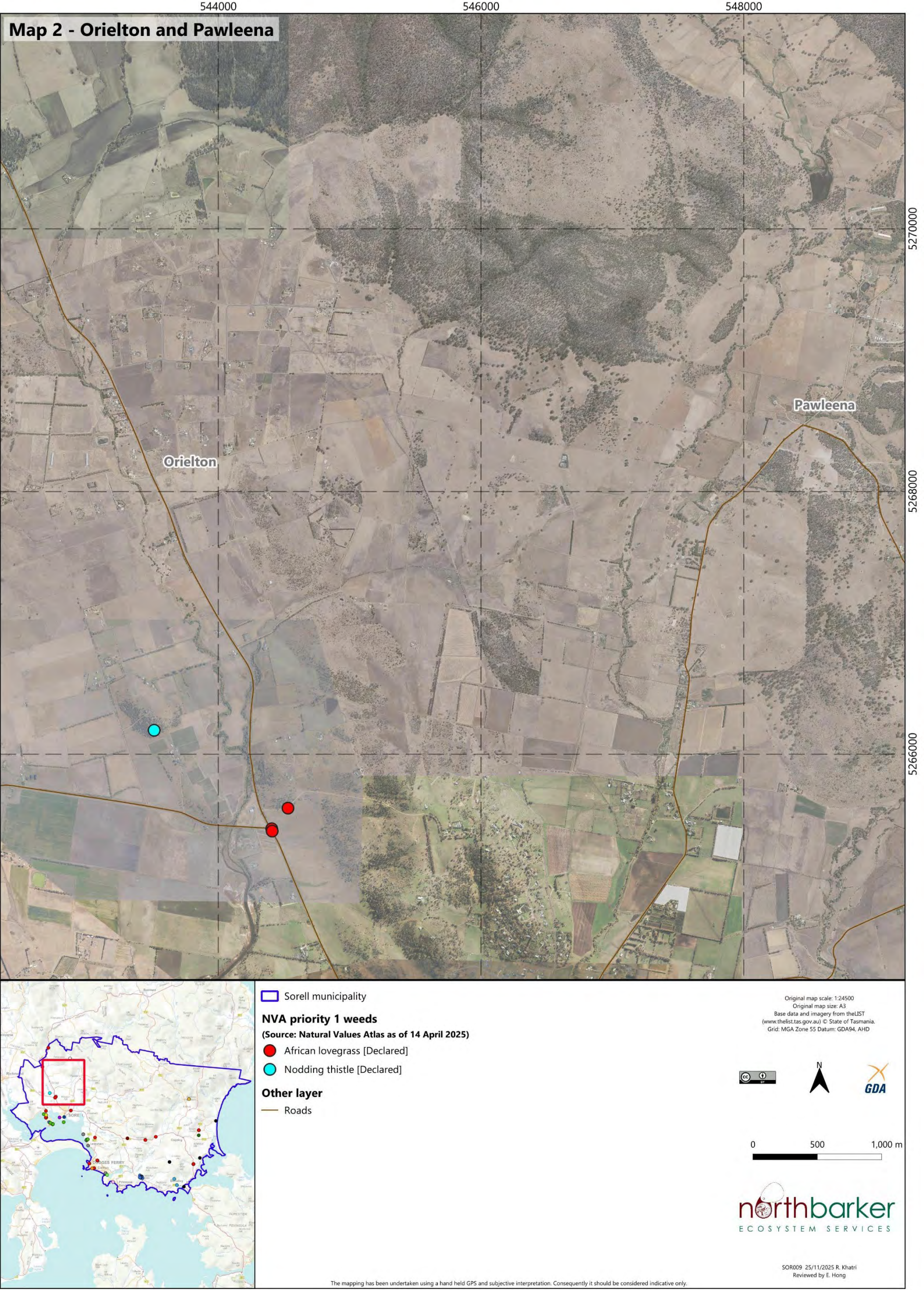


Figure 14: Priority 1 Weeds – Map 2 Orielton and Pawleena

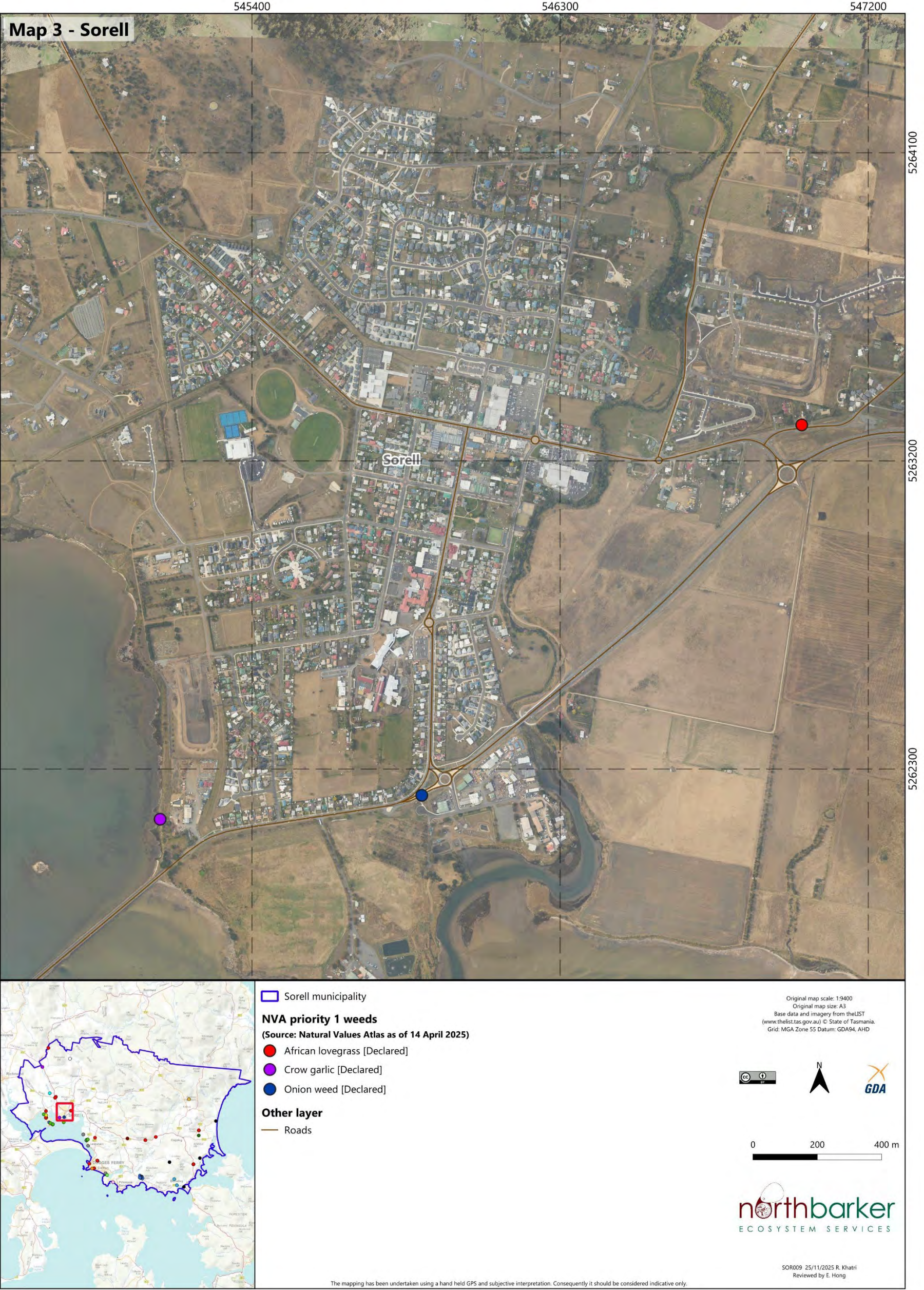


Figure 15: Priority 1 Weeds – Map 3 Sorell

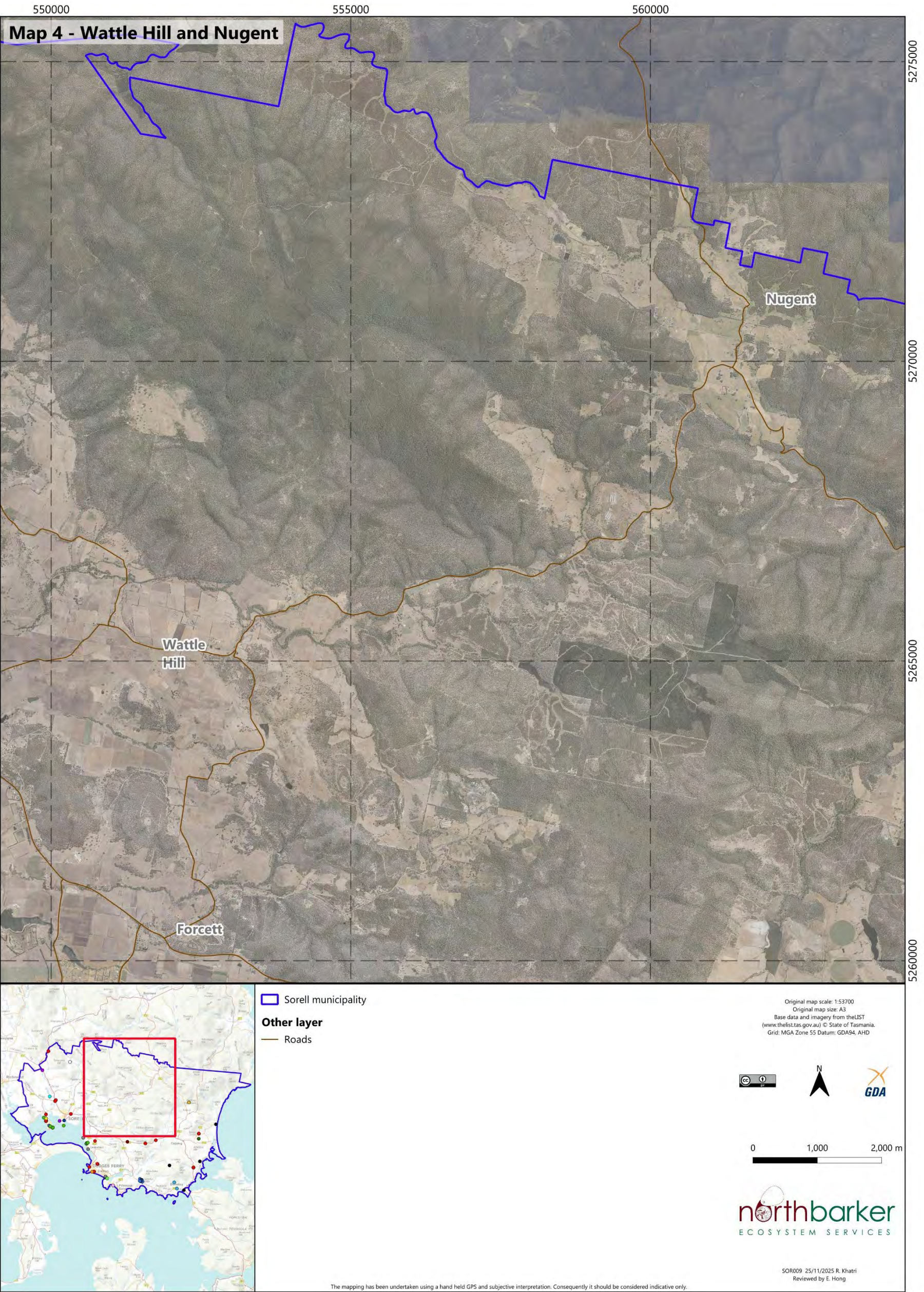


Figure 16: Priority 1 Weeds – Map 4 Wattle Hill and Nugent

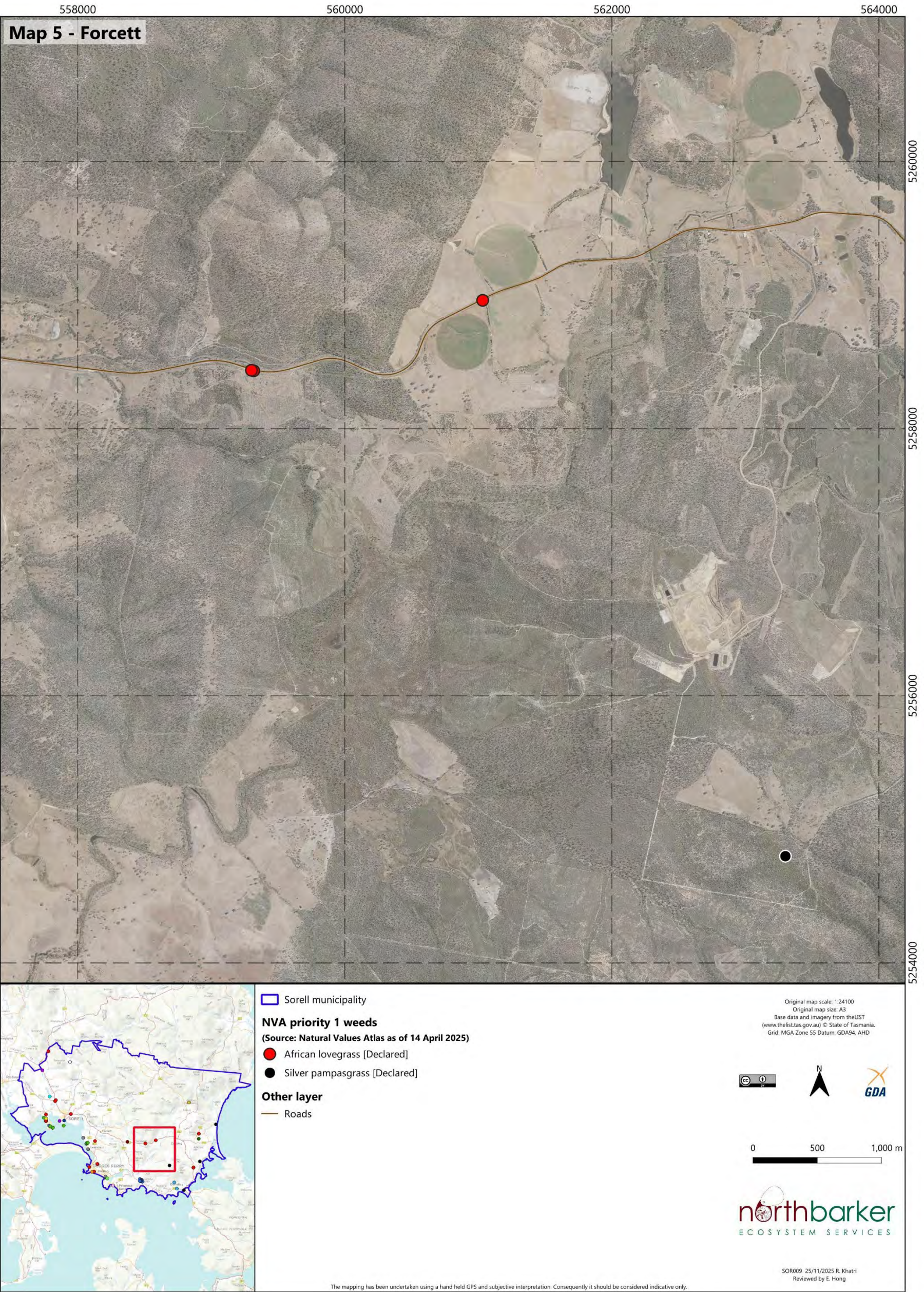


Figure 17: Priority 1 Weeds – Map 5 Forcett

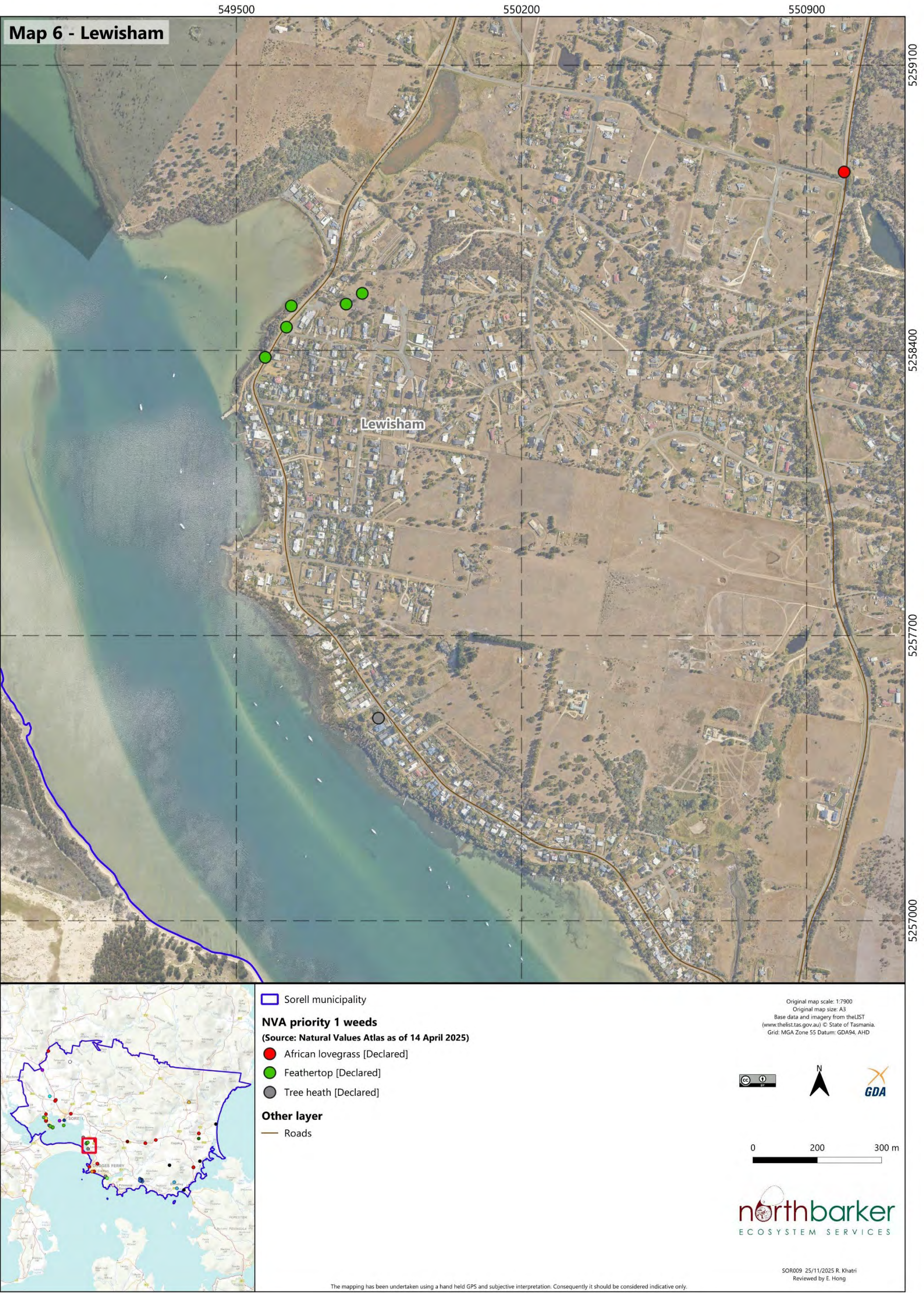


Figure 18: Priority 1 Weeds – Map 6 Lewisham

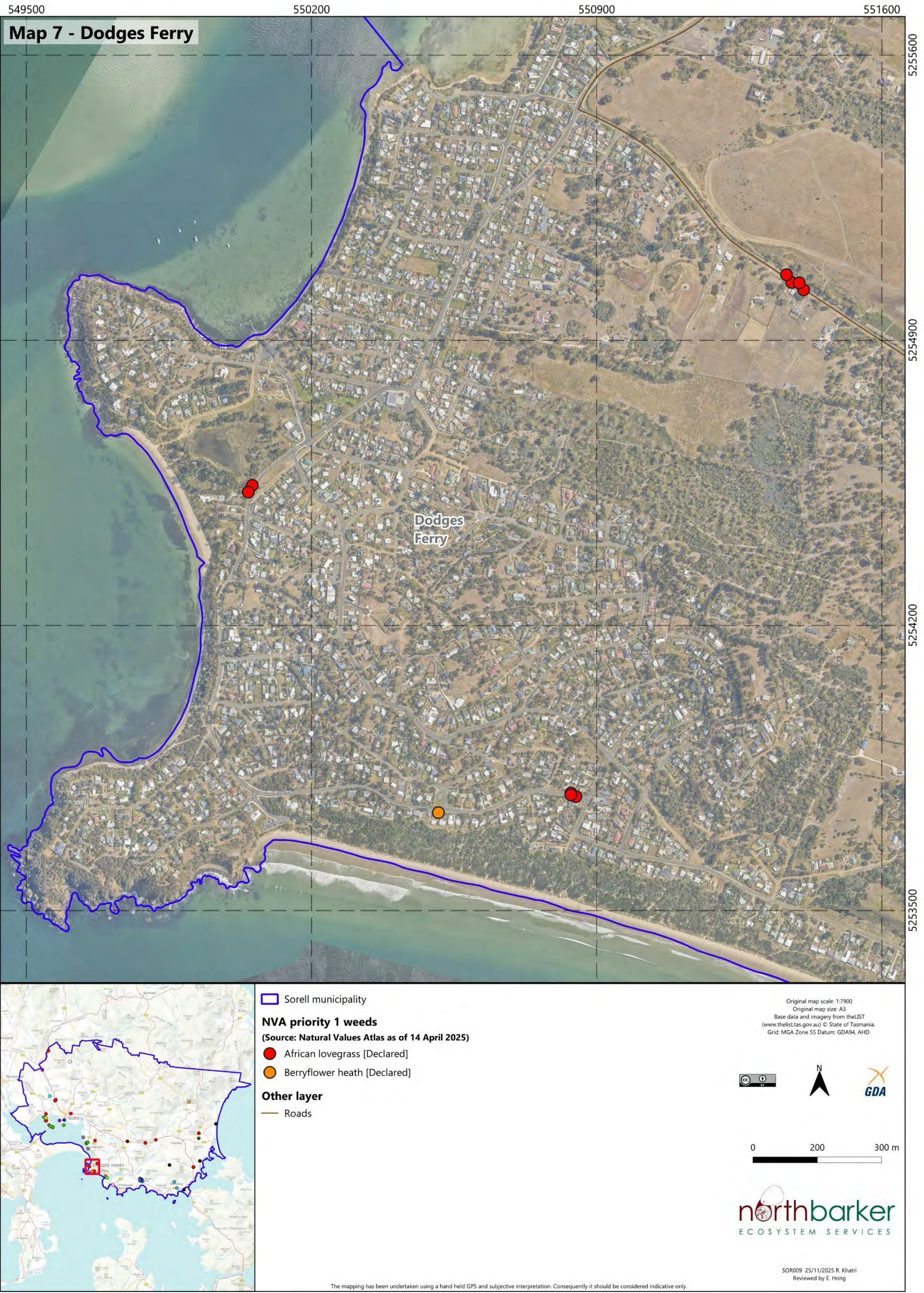


Figure 19: Priority 1 Weeds – Map 7 Dodges Ferry

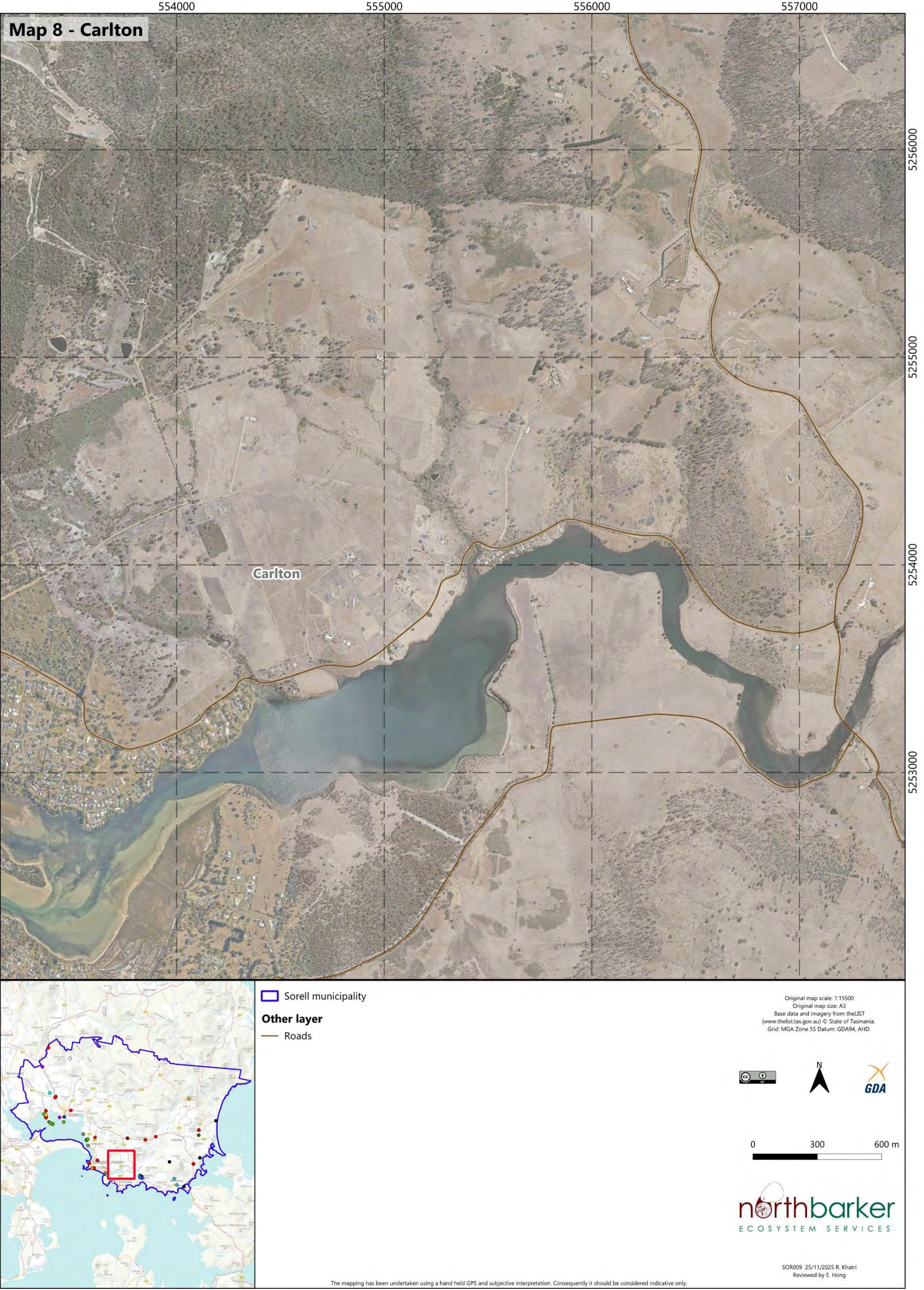


Figure 20: Priority 1 Weeds – Map 8 Carlton



Figure 21: Priority 1 Weeds – Map 9 Carlton River



Figure 22: Priority 1 Weeds – Map 10 Primrose Sands

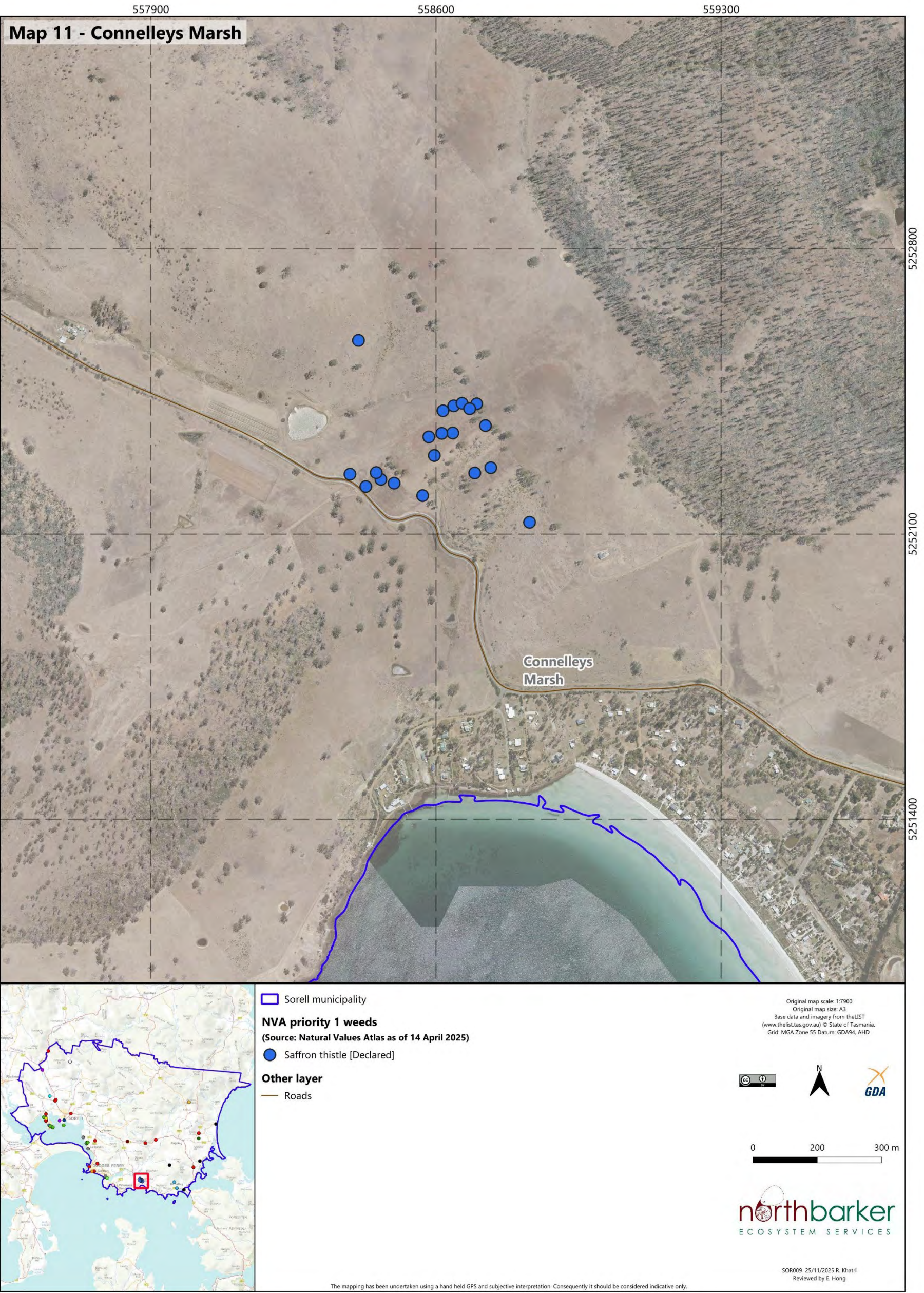


Figure 23: Priority 1 Weeds – Map 11 Connelley's Marsh



Figure 24: Priority 1 Weeds – Map 12 Dunalley

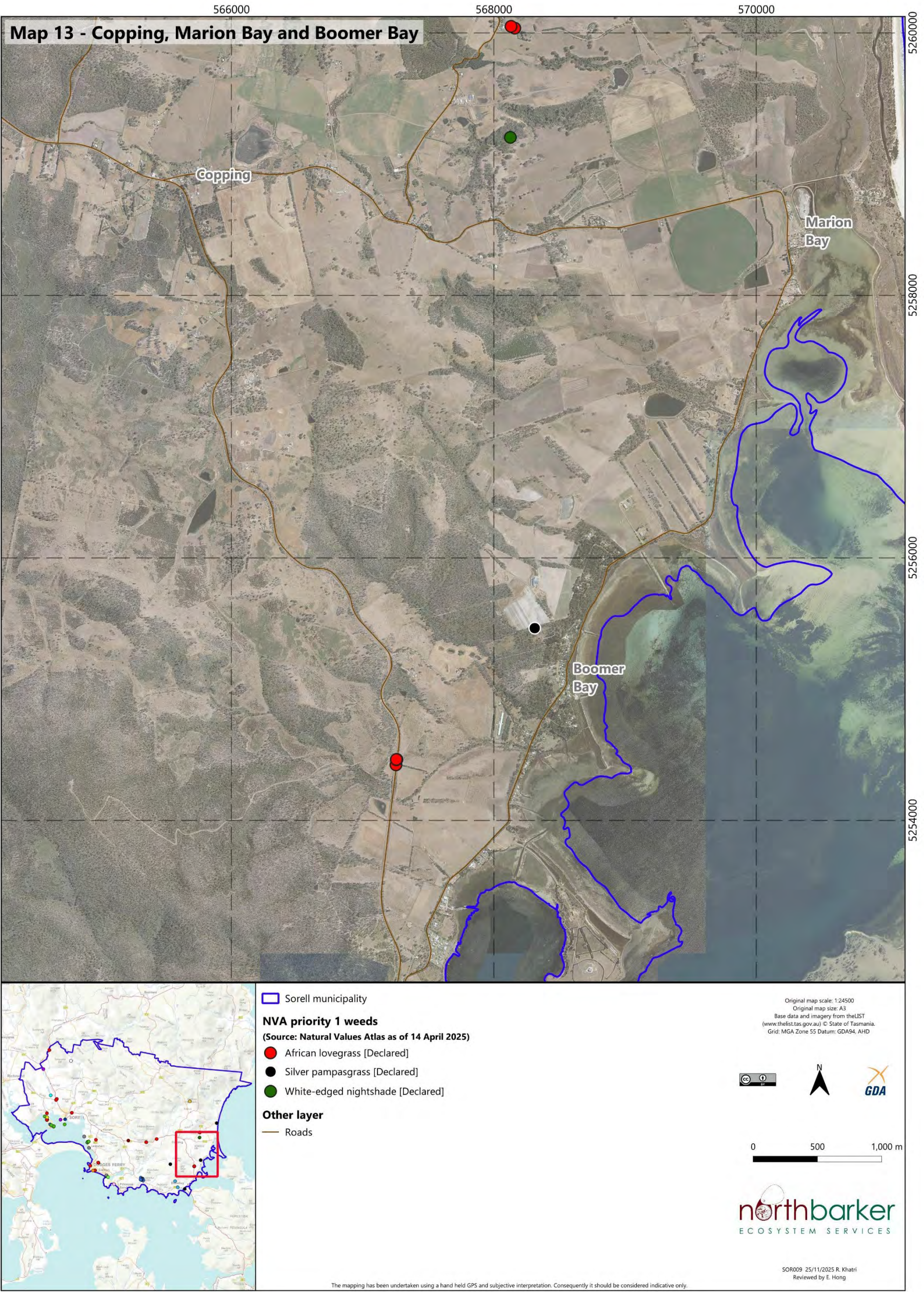


Figure 25: Priority 1 Weeds – Map 13 Copping, Marion Bay and Boomer Bay

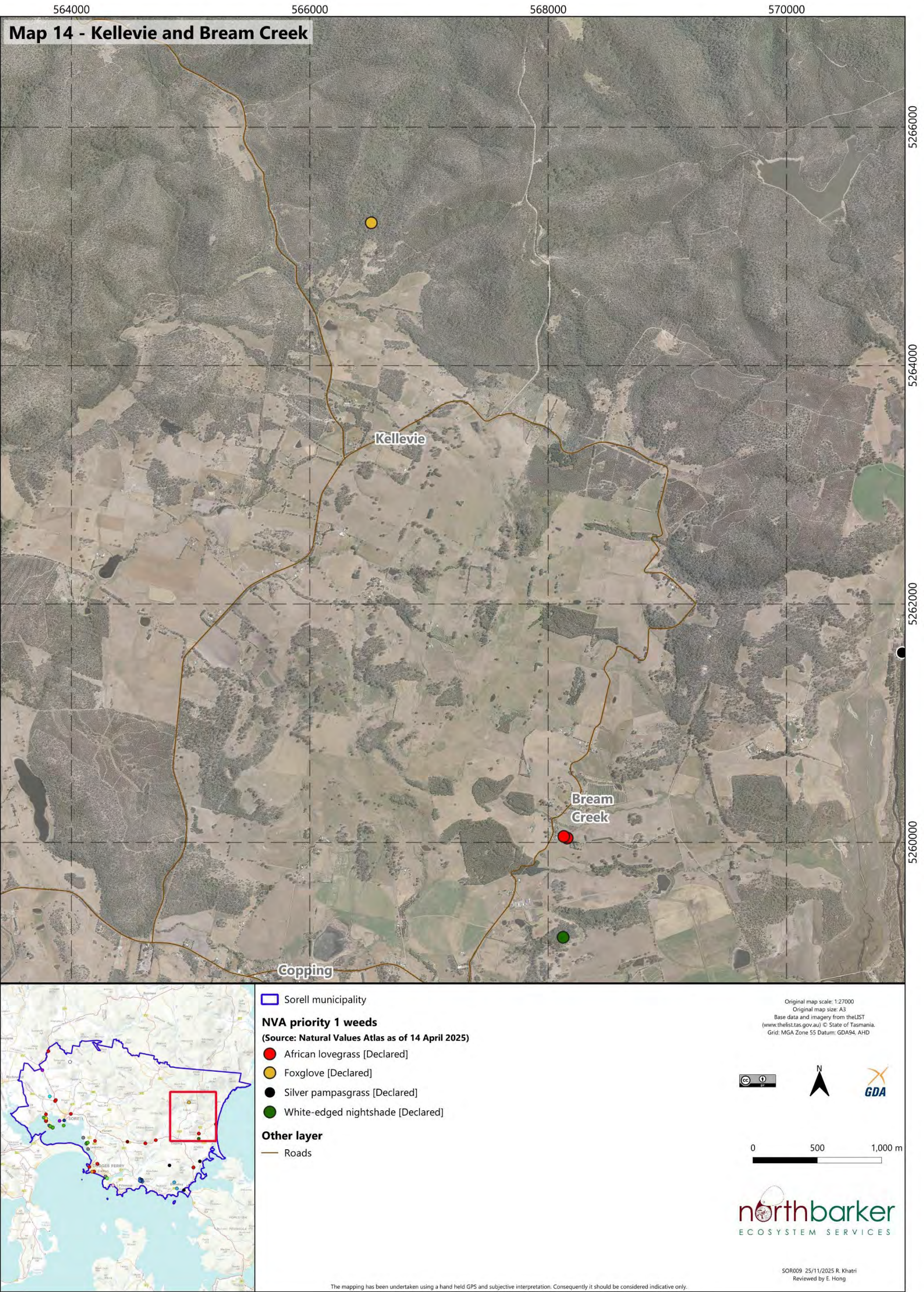
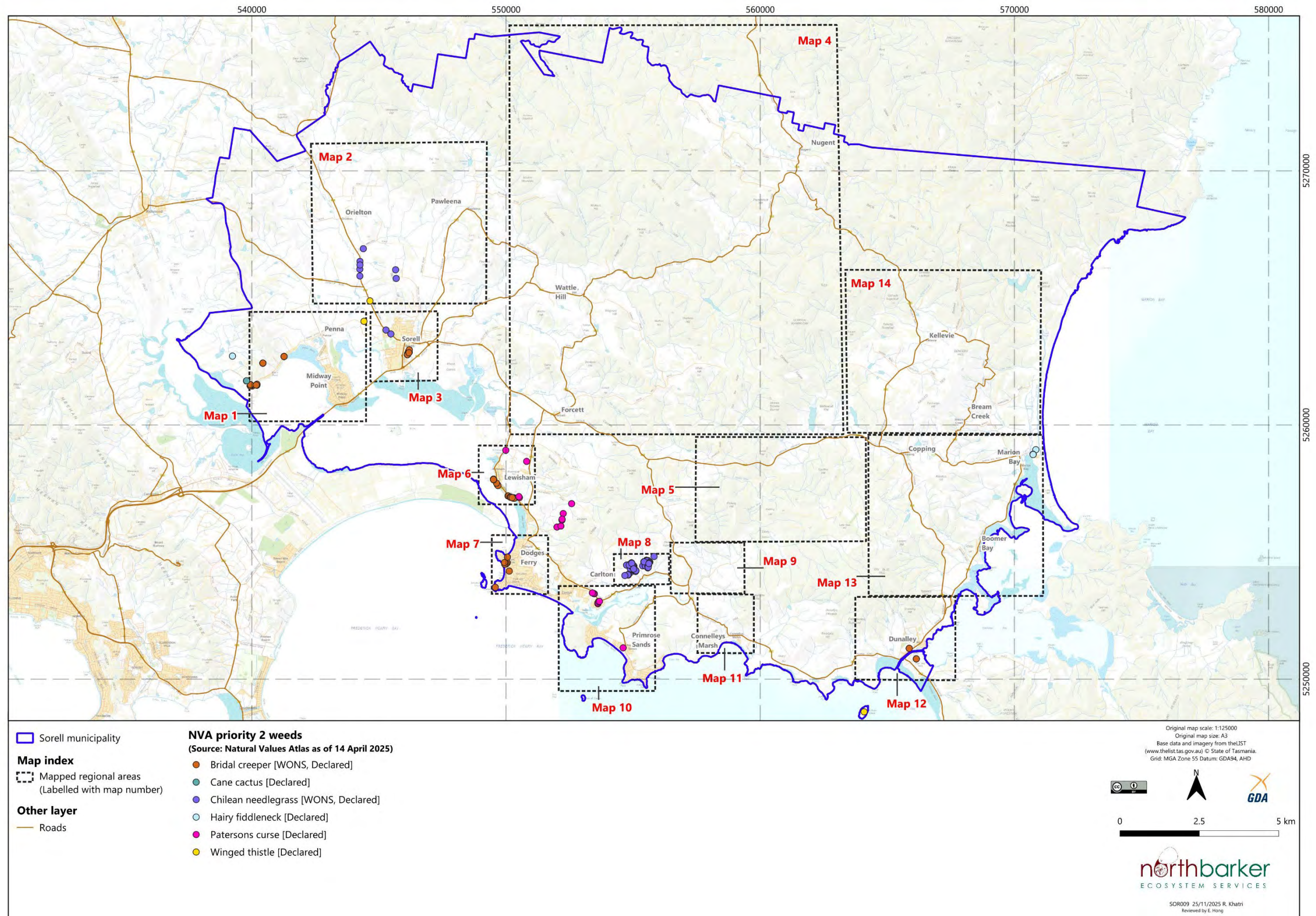


Figure 26: Priority 1 Weeds – Map 14 Kellevie and Bream Creek



The mapping has been undertaken using a hand held GPS and subjective interpretation. Consequently it should be considered indicative only.

Figure 27: Priority 2 Weeds - Overview Sorell municipality



Figure 28: Priority 2 Weeds - Map 1 Midway Point and Penna

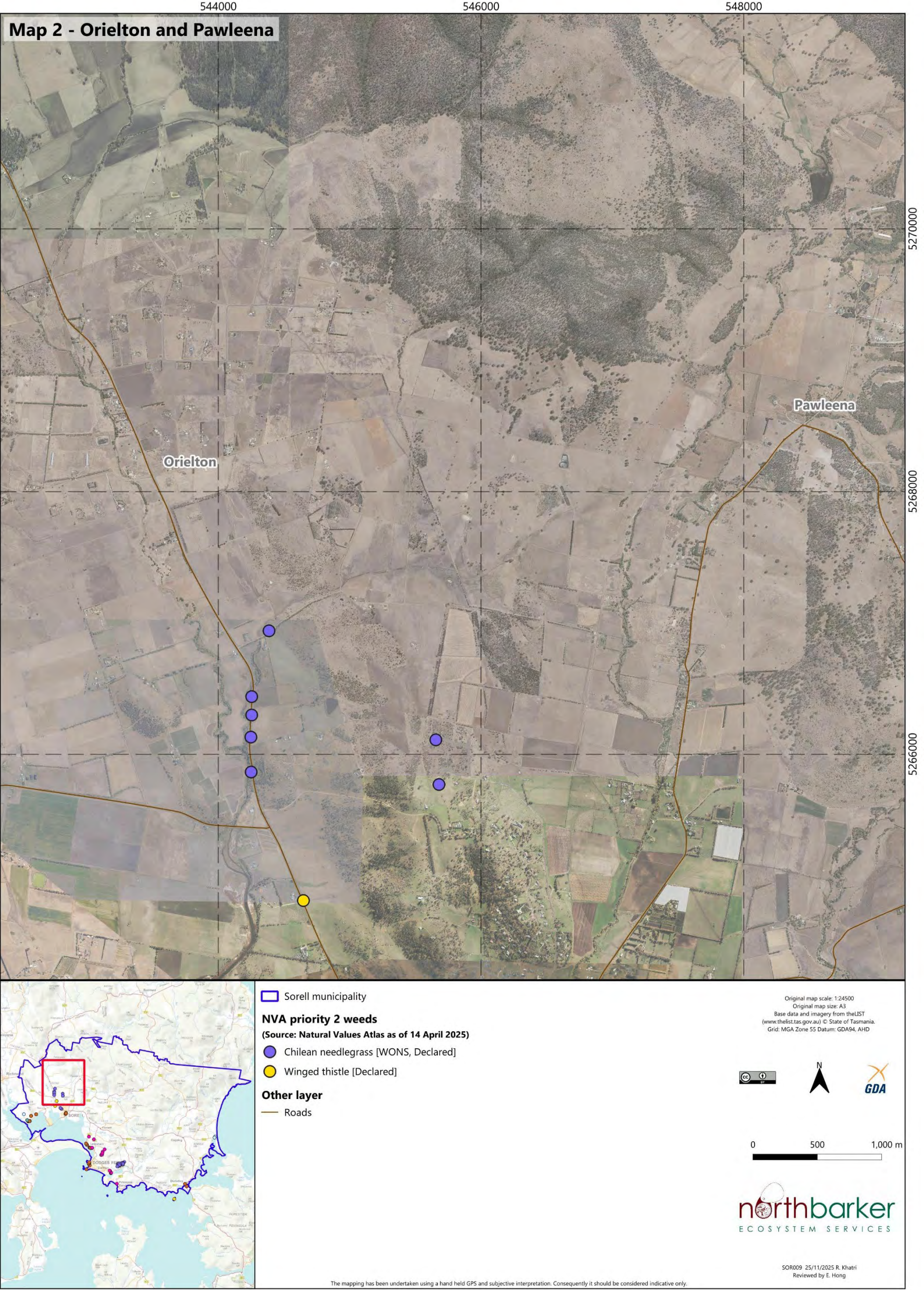


Figure 29: Priority 2 Weeds – Map 2 Orielton and Pawleena

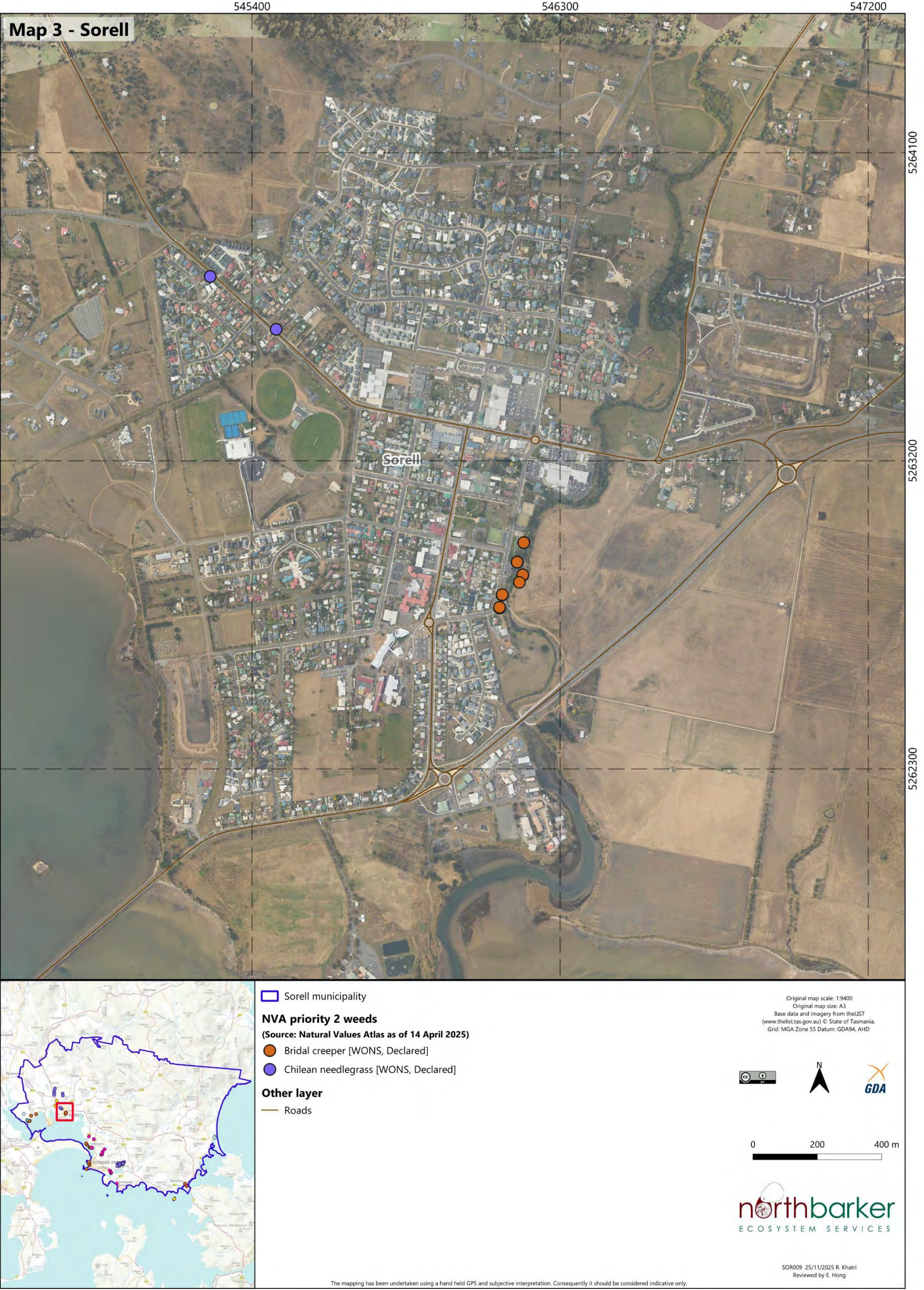


Figure 30: Priority 2 Weeds – Map 3 Sorell

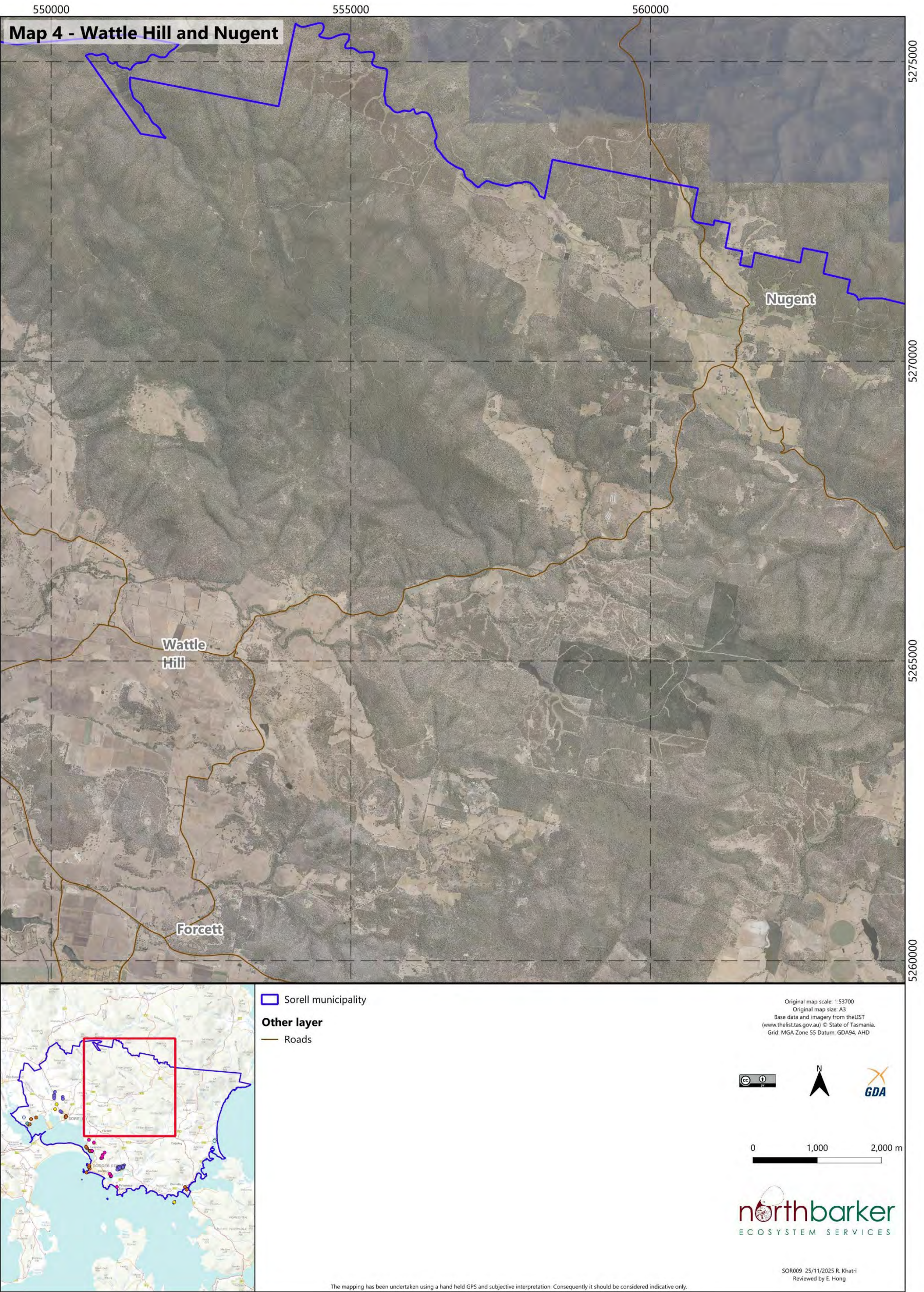


Figure 31: Priority 2 Weeds – Map 4 Wattle Hill and Nugent



Figure 32: Priority 2 Weeds – Map 5 Forcett

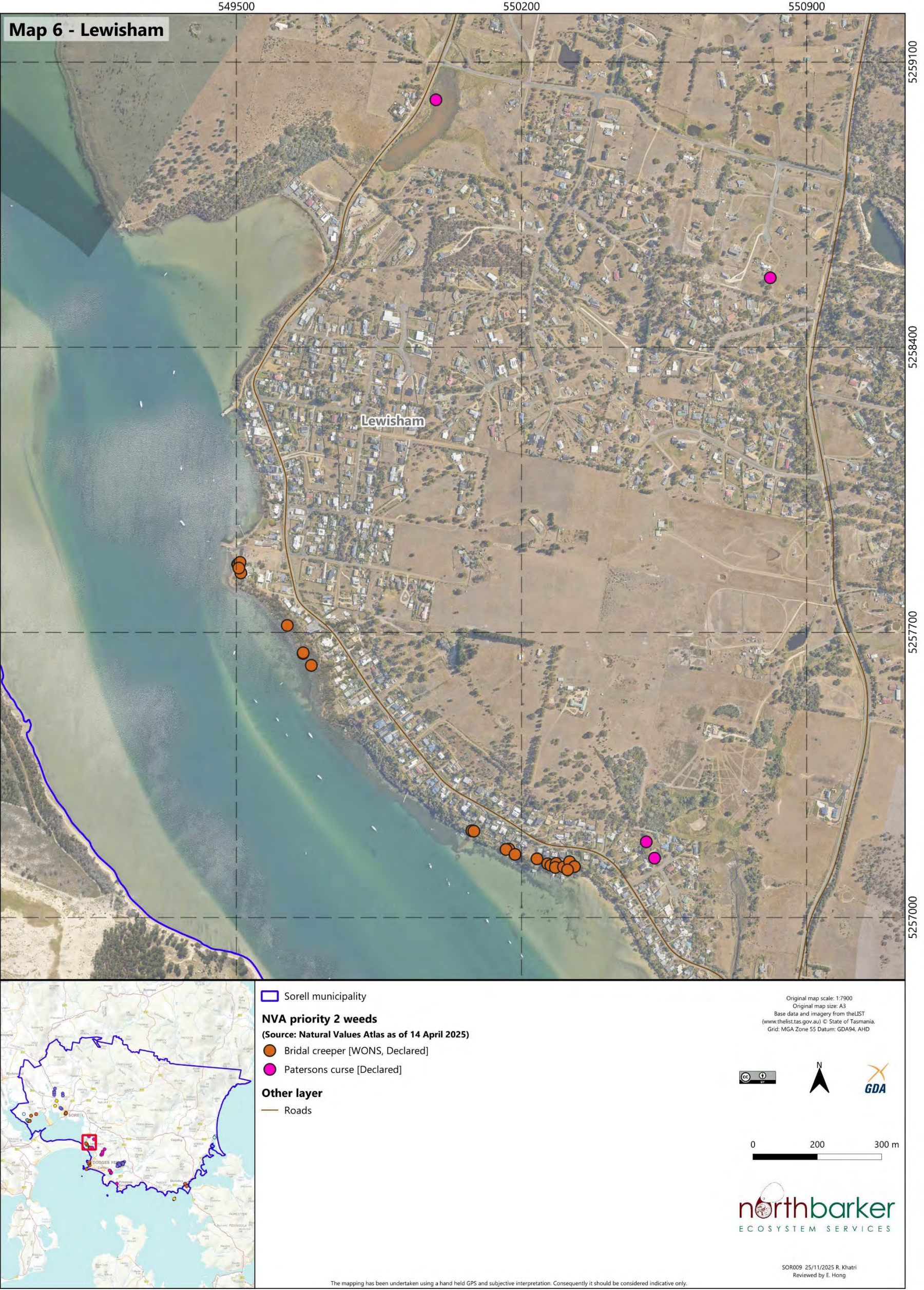


Figure 33: Priority 2 Weeds – Map 6 Lewisham

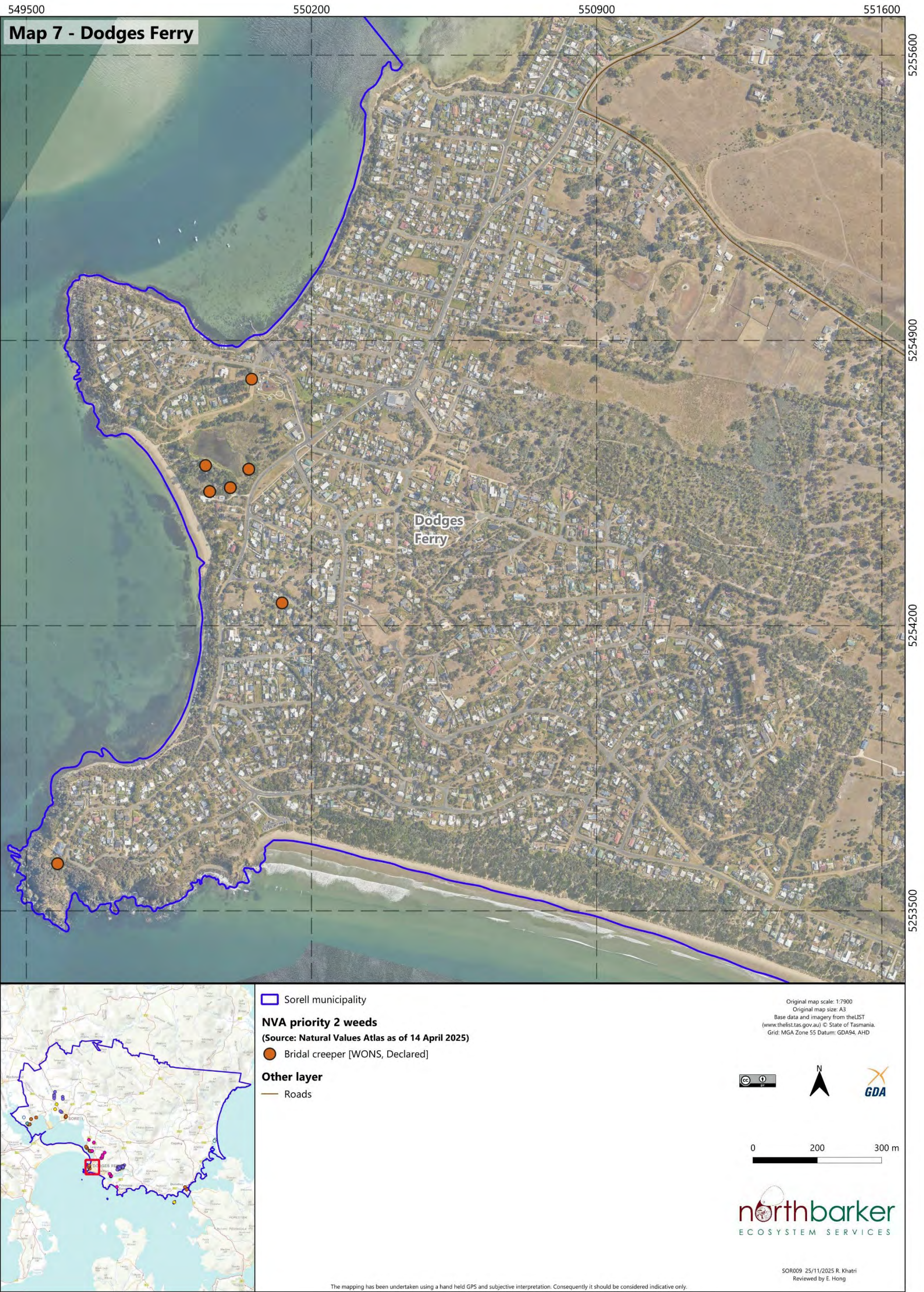


Figure 34: Priority 2 Weeds – Map 7 Dodges Ferry

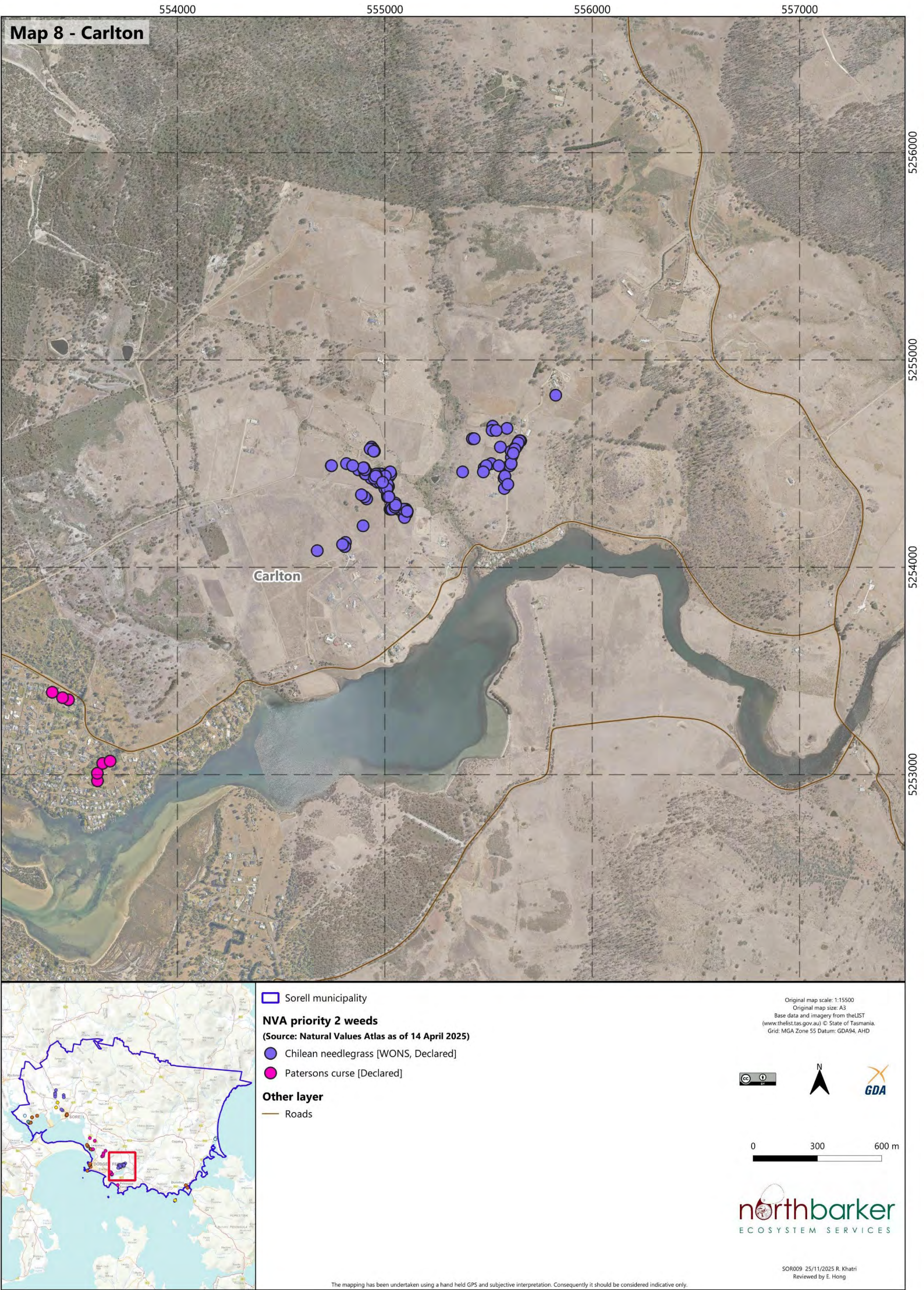


Figure 35: Priority 2 Weeds – Map 8 Carlton



Figure 36: Priority 2 Weeds – Map 9 Carlton River



Figure 37: Priority 2 Weeds – Map 10 Primrose Sands



Figure 38: Priority 2 Weeds – Map 11 Connelley's Marsh



Figure 39: Priority 2 Weeds – Map 12 Dunalley

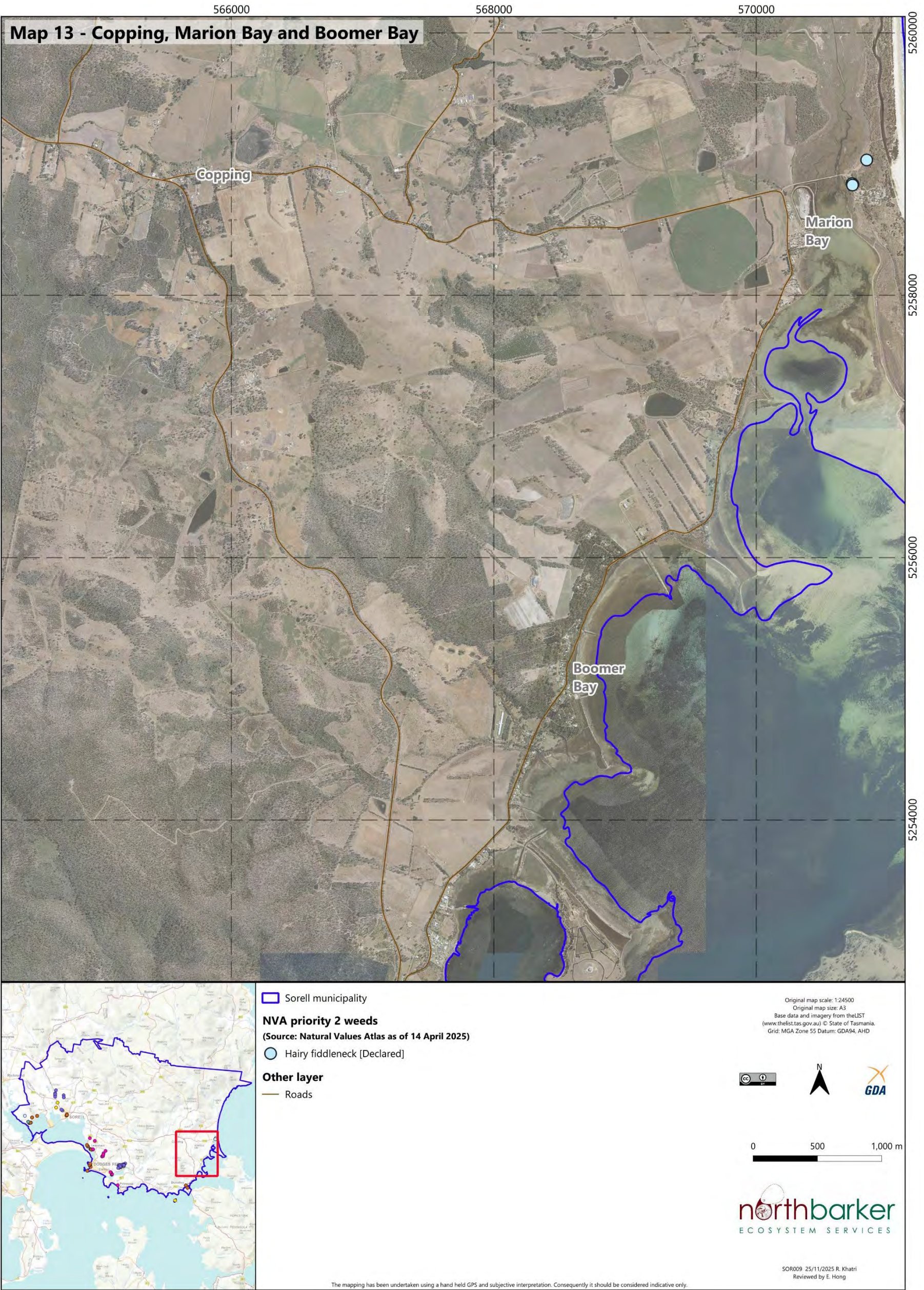


Figure 40: Priority 2 Weeds – Map 13 Copping, Marion Bay and Boomer Bay



Figure 41: Priority 2 Weeds – Map 14 Kellevie and Bream Creek

APPENDIX E – Sorell Alert List Weeds

Alert List weeds for Sorell municipality

Common Name	Scientific Name
creeping knapweed	<i>Acroptilon repens</i>
alligator weed	<i>Alternanthera philoxeroides</i>
tumble weed	<i>Amaranthus albus</i>
espartillo	<i>Amelichloa caudata</i>
stinking mayweed	<i>Anthemis cotula</i>
asparagus fern	<i>Asparagus scandens</i>
kochia	<i>Bassia scoparia</i>
Darwin's barberry	<i>Berberis darwinii</i>
African thistle	<i>Berkheya rigida</i>
before	<i>Bifora testiculata</i>
cabomba	<i>Cabomba caroliniana</i>
heather	<i>Calluna vulgaris</i>
frosted curls	<i>Carex albula</i>
leather leaf sedge	<i>Carex buechananii</i>
weeping sedge	<i>Carex flagillifera</i>
redbase sedge	<i>Carex testacea</i>
spiny burr grass	<i>Cenchrus incertus</i>
innocent weed	<i>Cenchrus longispinus</i>
African feather grass	<i>Cenchrus macrourus</i>
star thistle	<i>Centaurea calcitrapa</i>
mallee cockspur	<i>Centaurea eriophora</i>
hornwort	<i>Ceratophyllum demersum</i>
skeleton weed	<i>Chondrilla juncea</i>
karamu	<i>Coprosma robusta</i>
common crupina	<i>Crupina vulgaris</i>
dodder	<i>Cuscuta</i> sp.
artichoke thistle	<i>Cynara cardunculus</i>
yellow nut sedge	<i>Cyperus esculentus</i>
purple nut grass	<i>Cyperus rotundus</i>
white Spanish broom	<i>Cytisus multiflorus</i>
datura	<i>Datura</i> sp.
false yellow head	<i>Dittrichia viscosa</i>
viper's bugloss	<i>Echium vulgare</i>
egeria	<i>Egeria densa</i>
water hyacinth	<i>Eichhornia crassipes</i>
parodi	<i>Eleocharis parodii</i>
Canadian pondweed	<i>Elodea canadensis</i>
spiny emex	<i>Emex australis</i>
horsetail	<i>Equisetum</i> sp.
Japanese knotweed	<i>Fallopia japonica</i>
bear-skin fescue	<i>Festuca gautieri</i>

Common Name	Scientific Name
false cleavers	<i>Galium spurium</i>
three-horn bedstraw	<i>Galium tricornutum</i>
flax leaf broom	<i>Genista linifolia</i>
common heliotrope	<i>Heliotropium europaeum</i>
giant hogweed	<i>Heracleum mantegazzianum</i>
orange hawkweed	<i>Hieracium aurantiacum</i> subsp. <i>carpathicola</i>
hawkweed	<i>Hieracium</i> sp.
hydrilla	<i>Hydrilla verticillata</i>
St John's wort	<i>Hypericum perforatum</i> subsp. <i>veronense</i>
square-stemmed St John's wort	<i>Hypericum tetrapterum</i>
holly	<i>Ilex aquifolium</i>
oxygen weed	<i>Lagarosiphon major</i>
lantana	<i>Lantana camara</i>
Elisha's tears	<i>Leycesteria formosa</i>
cape tulip	<i>Moraea</i> sp.
parrot's feather	<i>Myriophyllum aquaticum</i>
Uruguay needlegrass	<i>Nassella charruana</i>
cane needlegrass	<i>Nassella hyalina</i>
Texas needlegrass	<i>Nassella leucotricha</i>
Mexican feather grass	<i>Nassella tenuissima</i>
meadow parsley	<i>Oenanthe pimpinelloides</i>
cotton thistle	<i>Onopordum acanthium</i>
stemless thistle	<i>Onopordum acaulon</i>
prickly pear	<i>Opuntia stricta</i>
lesser broomrape	<i>Orobanche minor</i>
broomrape	<i>Orobanche</i> sp.
creeping yellow cress	<i>Rorippa sylvestris</i>
arrowhead	<i>Sagittaria montevidensis</i>
sagittaria	<i>Sagittaria platyphylla</i>
seeding willow	<i>Salix cinerea</i>
pampas lily of the valley	<i>Salpichroa organifolia</i>
salvinia	<i>Salvinia molesta</i>
holly-leaved senecio	<i>Senecio glastifolius</i>
silver-leaf nightshade	<i>Solanum elaeagnifolium</i>
apple of Sodom	<i>Solanum sodomaeum</i>
rice grass	<i>Spartina anglica</i>
witchweed	<i>Striga</i> sp.
caltrop	<i>Tribulus terrestris</i>
karoo thorn	<i>Vachellia karroo</i>
burrs	<i>Xanthium</i> sp. ³²
wild rice	<i>Zizania</i> sp.

³² Previous known records of Bathurst burr (*Xanthium spinosum*) adjacent to Sorell Rivulet ("Kidbrook" Sorell). No current records in municipality (pers. com. Sandy Leighton 1 October 2025)

APPENDIX F – Additional Non-declared Weeds from Sorell Reserve Management Plans

1. Dodges Ferry Reserve

lion's tail *Leonotis leonurus*
yellow pigface *Carpobrotus edulis* subsp. *edulis*
snail vine *Vigna caracalla*

2. Parnella Reserve

panic velt grass *Ehrharta erecta*
cocksfoot *Dactylis glomerata*
lesser quaking grass *Briza minor*

3. Payeena Reserve

hair grass *Aira* sp.
panic velt grass *Ehrharta erecta*
greater quaking-grass *Briza maxima*
brome *Bromus* sp.
cocksfoot *Dactylis glomerata*
panic veldtgrass *Ehrharta erecta*
haretail grass *Lagurus ovatus*
ribwort plantain *Plantago lanceolata*
common centaury *Centaureum erythraea*
clover *Trifolium* sp.
common vetch *Vicia sativa* subsp. *sativa*
golden everlasting *Xerochrysum bracteatum*
rough catsear *Hypochaeris radicata*
spear thistle *Cirsium vulgare*
tufted gazania *Gazania linearis*
yellow pigface *Carpobrotus edulis* subsp. *edulis*

4. Samual Thorne Reserve

garden geranium *Pelargonium X domesticum*
panic velt grass *Ehrharta erecta*
cocksfoot *Dactylis glomerata*
greater quaking-grass *Briza maxima*

5. White gums Reserve

rough catsear *Hypochaeris radicata*
garden geranium *Pelargonium X domesticum*
rough catsear *Hypochaeris radicata*
hair grass *Aira* sp.
cocksfoot *Dactylis glomerata*
panic veldtgrass *Ehrharta erecta*
lesser quaking-grass *Briza minor*
great brome *Bromus diandrus*
kikuyu grass *Cenchrus clandestinus*

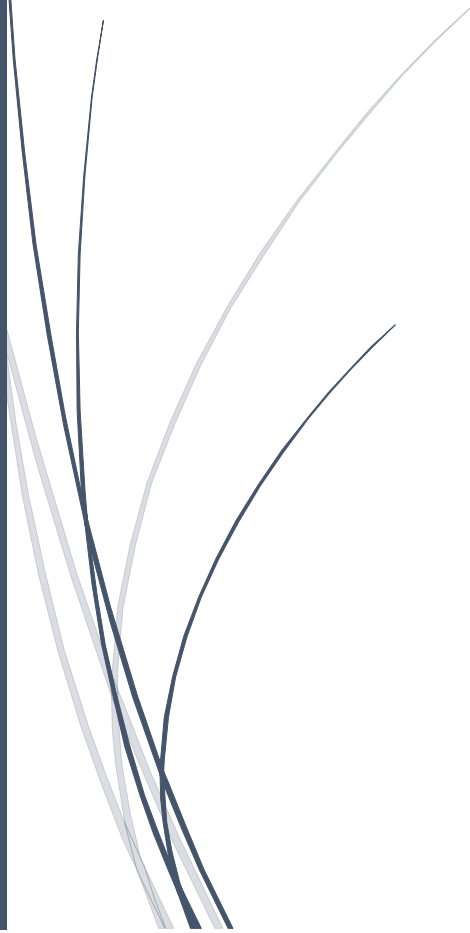
APPENDIX G – Sorell Roadside Standard Operating Procedures

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6/23/2026

Safe Operating Protocol

Weed Hygiene & Management for Council
and contractors

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Sandy Leighton, North Barker Ecosystem Services for
SORELL COUNCIL

Safe Operating Protocol

WEED HYGIENE & MANAGEMENT FOR SORELL COUNCIL AND THEIR CONTRACTORS

Applies to: All contractors engaged by Sorell Council for Capital works, roadside mowing/slashing and herbicide spraying within the municipality.

Objective: Prevent the introduction and spread of declared and environmental weeds via roadside maintenance activities, while meeting Council service levels and legislative duties.

Reason: Council is responsible for vegetation management within the road reserves and properties it owns/manages. Management methods for the control of vegetation include slashing, burning and the use of chemical herbicides.

The following Safe Operating Protocol is to be used by all Council staff and contractors whilst operating within municipal road reserves, Reserves and other Sorell Council property.

1. Legal and Policy Framework

Tasmanian *Biosecurity Act 2019* (General Biosecurity Duty – GBD).

Biosecurity *Regulations 2022* and relevant Statutory Weed Management Plans.

Sorell Council Integrated Pest Management (IPM) Policy (2016).

Sorell Council Mowing/Slashing of Grassed Areas under Council Management Policy (2016).

Sorell Council No Spray Policy (2016).

Applicable herbicide labels and APVMA permits (e.g. PER84775) and relevant Codes of Practice.

Contractual condition: Compliance with this SOP, referenced policies/permits, pesticide labels, and WHS legislation is mandatory.

2. Roles and Responsibilities

2.1 Depot Operating Manager (Council):

Provides pre-start induction covering weed hygiene, site risks and this SOP.

Issues weekly/shift work orders and the map of high-risk road sections (declared weeds).

The NRM officer is to be notified of any works to be undertaken in identified sections of road containing priority natural values. Maintenance works in these areas must be undertaken by specific council staff with appropriate identification skills.

Approves Hygiene Management Plan (HMP) per contractor and reviews logbooks, clean down checklists and clean down ledgers.

Conducts pre-works inspection and post-works sign-off for specified road sections.

2.2 Contractor Company (Principal Contractor):

Nominates a Site Supervisor responsible for implementing this SOP.

Ensures all operators hold required competencies (e.g. ChemCert AQF2 where applicable) and wear appropriate PPE.

Guarantees that all plant (including vehicles and machinery) and equipment are cleaned down and audited prior to coming on site within the municipality, and

that all personnel, including their clothing and footwear, are clean and free from weed propagules (e.g. seeds) and/or dirt.

Maintains clean, fit-for-purpose plant (including all vehicles, machinery and attachments) and implements; ensures clean-down and documentation when leaving one site and prior to entering another.

Vehicle inspection/ clean down checklist forms and ledgers submitted to Council prior to invoice payment.

2.3 Operators/Crews:

Follow the sequence of works, hygiene zones, and clean-down triggers.

Record activities (spray/mow logs, clean-down logs, material movement logs) daily.

Immediately stop work and report any non-conformance (e.g. visible seeds on plant and/ or equipment).

3. Planning and Hygiene Management

3.1 Hygiene Management Plan (HMP)

Contractor level

Each contractor must maintain an HMP that includes:

Weed risk register for Sorell road segments assigned (declared species present; seed set timing).

Hygiene zones (Clean → Buffer → Infested) and traffic flow between zones.

Location of approved clean-down areas/wash bays and effluent capture; method to manage discharge.

Clean-down standards and checklists for vehicles, mowers, slashers, booms, other machinery, PPE and hand tools.

Material hygiene controls (source and disposal of soil, gravel, vegetative waste and seedheads).

Logbooks/templates for: pre-start, equipment inspection, clean-down, spray/mow records, material movements.

Training/competency register and toolbox talk schedule (seasonal weed risks and procedures).

3.2 Work sequencing and timing

Schedule **from clean to dirty** roads/sections; avoid backtracking from infested to clean zones.

Schedule at least one spot spraying at least 2 weeks prior to mowing/slashing in known weed infested roadsides.

Program at least one mowing/slashing, at the latest when flowering and well prior to seed set of target weeds.

Avoid operations in wet conditions that elevate mud/seed transfer or when high winds risk chemical spray drift.

3.3 Mapping of high-risk sections

Council will issue georeferenced PDFs and/or GIS weed maps and lists of road verges where declared weeds are present.

Contractors must:

Review maps at induction and carry copies in vehicles.

Mark on the daily sheet all segments where enhanced hygiene applies.

Identify new weed infestation sites and report.

4. Induction and Pre-Start Requirements

Before commencing works on any shift:

- Attend Council induction (on first mobilisation and refreshers as advised) and daily toolbox talk.
- Review the day's run order, hygiene zones, known weed locations and clean-down points.
- Complete the **Pre-Start Equipment Inspection** (check for soil/seed on undercarriage, decks, radiators, guards, cabs; check spray gear filters, nozzles, hoses; check PPE).
- Ensure spill kits, seed waste bags, stiff brushes, scrapers/crowbars, portable blower/compressed air, and wash-down kit are on the vehicle.

5. Operational Controls – Mowing/Slashing

Cut height & method: Avoid scalping; raise decks when passing through obvious seedheads; do not mulch visible seedheads where feasible – cut, rake and bag where practicable.

Sequence: Complete “Clean” segments first, then “Buffer”, then “Infested” segments.

Vehicle hygiene on route: Stay on formed surfaces; avoid unnecessary verge entries in clean zones; avoid driving through slash piles containing seedheads.

Stop-work triggers: If seed contamination is visible inside cab, on decks/undercarriage/tyres, or if entering a clean zone after an infested pass – perform **intermediate clean-down** before proceeding.

6. Operational Controls – Herbicide Spraying

Spot spray to apply herbicides **only** to identified target weeds; blanket spraying is discouraged and causes off-target damage including bared areas that are susceptible to subsequent weed invasion.

Follow label directions and any APVMA permits; ensure products near waterways are registered for aquatic use.

Manage drift: adhere to label weather/wind limits; use coarse droplet nozzles and drift-reducing practices; maintain buffer distances to sensitive areas. If windy then use a spray cone (Figure 1).

Record: product, rate, adjuvants, weather, target species, location, start/finish times, and operator.



Figure 1: cone over spray nozzle to reduce herbicide drift

7. Clean-Down Protocols

7.1 Triggers for Clean-Down

- Before entering Sorell municipality from external worksites or after working on a known infested road section.
- When moving from Infested Buffer or Clean zones.

- When visible soil/plant material is present on plant, tools or PPE.
- At shift end (minimum: blow-down and brush; full washdown if contamination was encountered).

7.2 Standard Clean-Down Steps (vehicles/plant)

- Park at an **approved clean-down area** (hardstand or temporary mat with effluent containment).
- **Dry removal first:** scrape/brush off clods; remove guards/plates as needed; vacuum/blow out radiators, grills, wheel arches, decks, cabs and footwells.
- **Pressure wash** with clean water from a treated or rainwater source; work underside → wheels/arches → sides → attachments → upper body.
- Inspect and repeat until no loose soil or plant material is evident.
- Manage effluent: do **not** drive through wash effluent; ensure sump/drain capture and dispose per Council direction.
- Log clean-down in the **Hygiene Logbook** (who, what, where, why, photos).

NOTE: If working in a Chilean needle grass (CNG) area do not use water to clean down. Applying water to CNG seed will cause awned seed to lodge deeper into crevasses resulting in it being transported to another site.

7.3 Hand tools & PPE

- Brush/blow soil and seed from tools; wash if contaminated; store clean tools in sealed containers.
- Knock/brush soil from boots; bag and remove seedheads from clothing; launder contaminated clothing.

7.4 Follow species-specific clean-down requirements

General Advice

Learn how to identify the weeds in your contracted area.

Avoid mowing any seeding weeds (woody weeds, annual/perennial weeds) as this will result in transporting them to other work areas across the municipality.

Avoid mowing through mature seedheads; if cut, immediately bag/rake heavy seed material; perform full clean-down before entering clean zones.

If collecting seeding/fruiting material, double bag and DISPOSE IN GENERAL WASTE ONLY.

African boxthorn

- Avoid mowing at all times.
- Large thorns will puncture tractor tyres/innertubes and remain lodged in rubber after repaired.

Amsinckia/ Paterson's curse

- Avoid mowing when flowering/seeding (spring-summer).

Blackberry

- Avoid mowing when fruiting (February to April).
- DO NOT SPRAY blackberry when fruiting, collect heavy fruiting material where practicable.

Creeping weeds with underground runners (Californian thistle/St John's wort/white weed)

- Avoid close mowing as this may result in underground runners (rhizomes) collecting on slasher deck and further spreading the weeds.

Invasive grasses (African lovegrass, Chilean needlegrass, feathertop, serrated tussock)

- Avoid operating in mature seedheads; if unavoidable, slow speed and raise deck to minimise seed shredding. Bag visible seed material.
- After clean-down carefully inspect for any remaining seed. Remove and bag as required.
- African lovegrass can flower at any time of the year including winter and produces apical seed only.
- Chilean needle grass flowers from November to January annually and produces apical seeds. It also produces stem and basal seeds (cleistogenes).
- Do not mow feathertop
- Serrated tussock flowers from November to February annually and produces apical seed only.

Chilean needle grass

Prioritise air-blow of radiators, grills, decks, undercarriage and cab interiors before removal of all soil and other material. and inspection.

Spanish heath

- Avoid mowing when flowering (winter to early spring) as plants contain large amounts of minute seed that is readily spread along roadsides.

8. Material and Waste Management

Seed/biomass: Double-bag seedheads or high-risk vegetative material and dispose at an approved facility in GENERAL WASTE. Keep bags sealed during transport.

Soils/gravels/water: Do not import materials from infested sources. Keep stockpiles in designated, signed areas; protect from run-on/run-off.

Wash effluent: Use only approved wash bays/temporary sumps. Never discharge into drains, watercourses or soil.

9. Inspections, Assurance and Non-Conformance

9.1 Council inspections

- Pre-works: Depot Operating Manager (or delegate) confirms HMP in place, clean plant on arrival, maps and run order understood, and clean-down gear present.
- During works (spot checks): verify sequencing (clean→dirty), spray drift control, and clean-down after infested sections.
- Post-works: verify road segments and plant are clean; review logs and photos; sign off or raise corrective actions.

9.2 Contractor self-checks

- Supervisor conducts at least one mid-shift hygiene inspection on infested days and records actions.
- Non-conformance (examples: operating without induction; no clean-down after infested section; effluent mismanagement; spread observed):
 - o Immediate stop-work, contain and remediate (additional clean-down; re-mow/spray as required; recover dropped material).
 - o Notify Depot Operating Manager; complete a corrective action report within 24 hours; attend retraining if directed.
 - o Repeated non-conformance may result in removal from site and contractual remedies.

10. Records (minimum)

- Daily Pre-Start Checklist (plant/tools/PPE; maps reviewed; weather; site hazards).
- Spray Records (per label and IPM Policy requirements) and Mow/Slash Logs.
- Hygiene Logbook (clean-down events with location, trigger, method, photos).
- Material Movement Log (source certification/destination of soils, gravel, general waste, seedheads).
- Induction register and toolbox attendance.

Retention: Keep all records for minimum 5 years or as specified by Council.

11. Templates (include in contractor HMP)

11.1 Daily Pre-Start Checklist

Crew & vehicles/plant listed; maps reviewed; PPE present; spill kit; blower/air; pressure-washer; brushes/scrapers; seed bags; camera/phone; wash bay booked if needed.

Plant inspected (undercarriage, decks, belts/guards, radiators, tyres, cab/footwells).

Spray gear checked (filters/nozzles/hoses/calibration). Weather within label limits.

11.2 Clean-Down Checklist

Location (approved hardstand/sump); trigger (entry/exit/zone change/visible contamination/end-of-shift); dry clean (scrape/brush/blow/vacuum); wet wash (underside→wheels→sides→attachments→upper body); inspection passed; effluent captured; photos taken; log completed.

11.3 Hygiene Logbook Page

Date/time; operator; plant ID; road/chainage; trigger; actions; effluent management; disposal location; photos; supervisor sign-off.

11.4 Material Movement Log

Material type; source (incl. quarry/site); destination; certification/weed status; control measures; disposal receipts.

12. Practical Notes & Good Practice

- Keep speeds low in infested sections to minimise seed flick.
- Fit mowers with easy-remove guards for faster cleaning (Figure 2,3); carry ramps to access underside safely.
- Prefer non-chemical methods where effective; use cut-and-paint for woody weeds near waterways.
- Toolbox talks: update crews on seasonal weed risks (e.g. Chilean needle grass seed set) and refresh clean-down technique.



Figure 2: slasher cover to minimise weed seed lodging on slasher deck



Figure 3: slasher cover to minimise weed seed lodging on slasher deck

Appendix 1: Clean down checklists

The Tasmanian Weed and Disease Planning and Hygiene Guidelines (DPIPWE 2015) provide the following checklists for various machinery.

CLEANING/INSPECTION LIST FOR UTILITY/4WD				
Date:		Site:		
Vehicle:		Registration/ID:		
Area	Contamination point	Inspected	Cleaned	Method
Engine bay	Front grill			
	Radiator and other cooling cores or fins			
	Grill or recess under wipers			
	Engine mounts			
	Top of gearbox			
	Battery recess/tray			
	Any recesses on engine or manifold			
	Air cleaner (including element)			
Cabin	Footwells			
	Carpets and mats			
	Seats			
	Tool boxes			
	Air vents			
Wheels and arches	Tyre treads			
	Rims and wheel caps			
	Wheel arches			
	Mud flaps and brackets			
	Brakes			
Tray	Body of tray (especially any recesses)			
	Mats and toolboxes			
	Around fuel tank caps			
Under carriage	Chassis rails			
	Struts and stabilisers			
	Steering components			
	Axels and differentials			
	Spare tyre and mounts			
	Guards			
Attachments	Fuel Tank			
	Bull bar			
Cleaning method: Mechanical (M), Compressed Air (CA), Vacuum (V), High Pressure Water (HPW), Low Pressure Water (LPW)				
Inspected by:		Signature:		
Cleaned by:		Signature:		

CLEANING/INSPECTION LIST FOR AN EXCAVATOR				
Date:		Site:		
Vehicle:		Registration/ID:		
Area	Contamination point	Inspected	Cleaned	Method
Engine bay	Engine bay floor			
	Fan shroud and radiator cores			
	Air filters (shake/tap filters to determine if clean)			
	Glacier plate (near radiator)			
Cabin	Footwells			
	Carpets and mats			
	Seats			
	Tool boxes			
	Air vents			
Excavation body	Hollow section chassis channels			
	Channels for hydraulic hoses from driven motor			
	Counterweight void spaces			
	Removable track adjuster guards and lubrication points			
	Turret pivot area			
	Arms/booms - pivot points			
Bucket/Blade	Between teeth of adapters			
	Wear plates			
Rear blade (Stabiliser)	Wear plates			
	Hollow section arms			
	Hollow section blade			
(Cleaning method: Mechanical (M), Compressed Air (CA), Vacuum (V), High Pressure Water (HPW), Low Pressure Water (LPW))				
Inspected by:		Signature:		
Cleaned by:		Signature:		

CLEANING/INSPECTION LIST FOR WHEELED LOADERS & COMPACTORS

Date: _____

Site:

Vehicle:

Registration/ID:

[illegible]

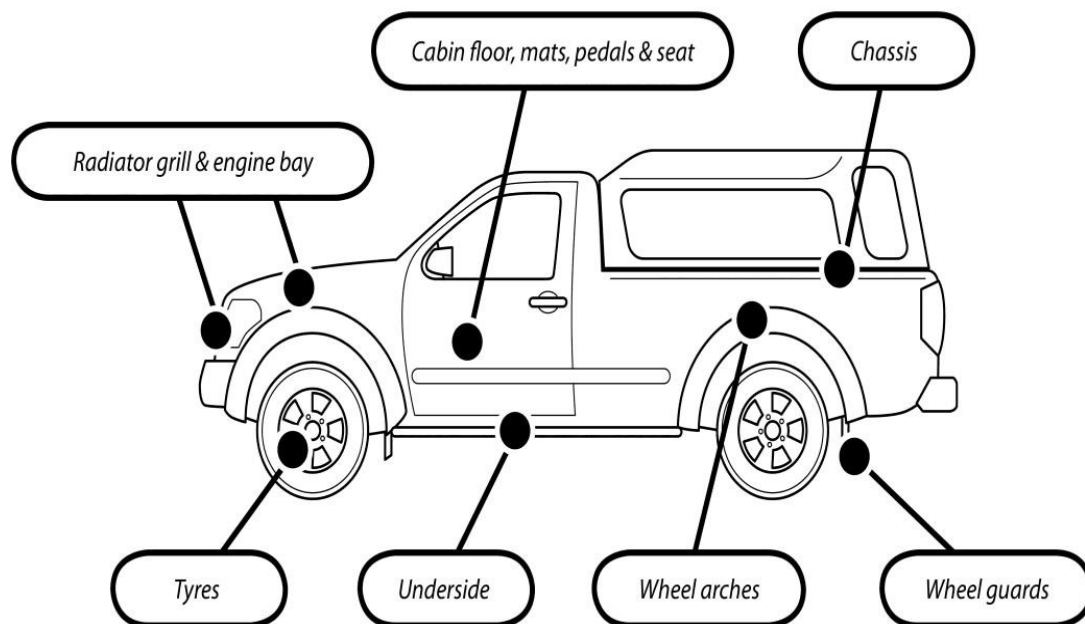
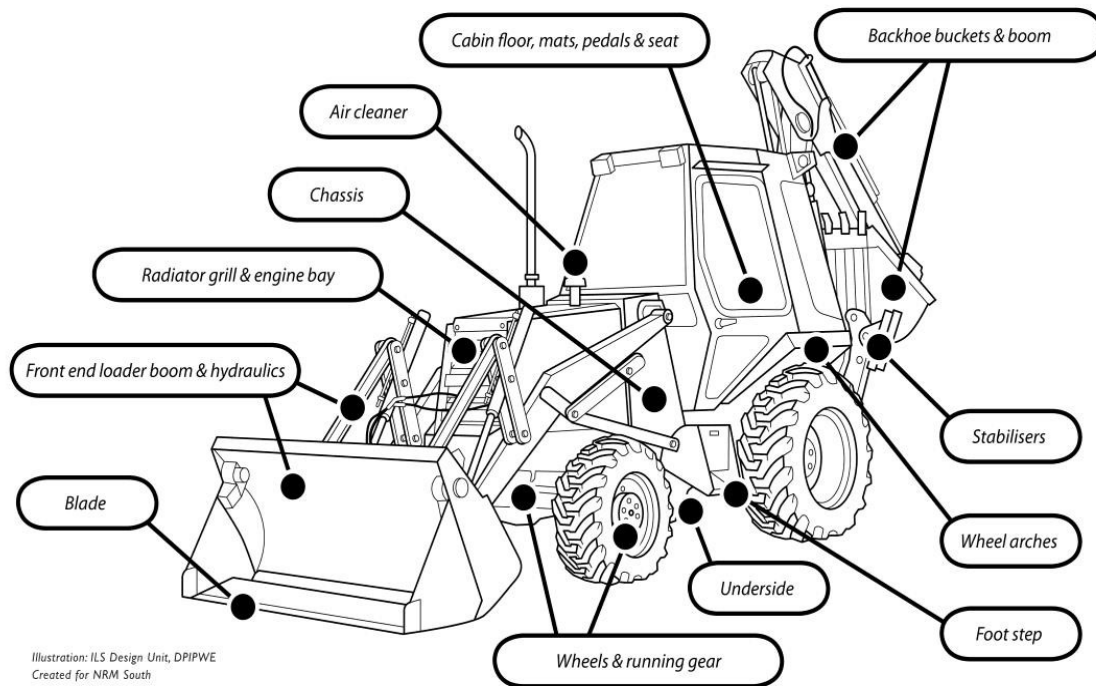
Cleaning method: Mechanical (M), Compressed Air (CA), Vacuum (V), High Pressure Water (HPW), Low Pressure Water (LPW)

Inspected by:

Signature:

Cleansed by:

Signature: _____



APPENDIX H – Kingborough Council Weed Management Planning Provisions – a summary

Weed management bond

A weed management plan with a costed 5 year maintenance program is required as a condition on the permit,

A weed management bond is required to ensure the 5 year maintenance program is completed with an independent compliance process, This ensures that work has been carried out in accord with the Weed Management Plan.

Generally the Plan's implementation is the developer's responsibility, particularly for primary treatment.

When the titles are released, the costs for any remaining outstanding weed management actions must then be bonded to Council. All primary treatment is to be completed prior to commencement of on-site works and then 4 years of follow up.

The bond includes the actual treatment as well as the costs of monitoring and reporting on the treatment ensuring a built-in compliance.

The bond is costed on the basis of market rates and includes administration and CPI. The bond should be sufficient to cover the costs of Council taking over the process and contracting the works and reporting to a contractor/consultant.

Council reserves the right to take over the responsibility for implementing the works

Weed Management Plans implemented by Council

In the event that Council takes over the implementation process; the bond is replaced by a payment to Council of all costs associated with Council engaging a contractor.

Permit condition wording

Due to the presence of environmental weeds, prior to the commencement of on-site works, a Weed Management Plan developed by a suitably qualified consultant and to the satisfaction of Council's Manager – Development Services must be submitted. This Plan needs to include:

- *timeframes and methods of primary and follow up treatment for all declared and environmental weeds on site;*
- *weed hygiene measures required to ensure the risk of the spread of weeds from the site during clearing and construction is minimised;*
- *a fully costed implementation, monitoring and reporting plan for a minimum of five years (including actions and timeframes).*

Primary treatment of all weeds is required in accordance with this Plan and to the satisfaction of the Manager - Development Services prior to the sealing of the Final Plan of Survey.

Additionally, a weed management bond equivalent to the costs of implementing, monitoring, compliancing and reporting on the weed management plan is to be bonded to Council prior to the commencement of on-site works. This Bond will be refunded upon completion of implementation of the plan to the satisfaction of Council's Manager – Development Services.

Reporting on the progress with respect to the Weed Management Plan outcomes for the site is to be to Council no less than twice a year for a minimum of 5 years.

APPENDIX I – draft Checklist for Developers and Consultants



Weed & Hygiene Management Plan Development Checklist (for Consultants and Developers): October 2025

Weed & Hygiene Management Plan Checklist to Satisfy Planning Condition:

- ☐ References any Weeds of National Significance (WoNS) and Declared Weeds under the *Biosecurity Act 2019* and associated *Biosecurity Regulations 2022*; and refers to their priority rating in *Sorell Weed Strategy 2025-2040* (1-4; and whether they are Class A eradication or Class B containment & control)
- ☐ References any environmental weeds with a focus on those identified on the Sorell Local List (SLL) within the *Sorell Weed Management Strategy 2025-2040*
- ☐ Make reference to any Vegetation Management Plan (VMP) or flora and fauna assessment / Natural Values Assessments, undertaken previously as part of the planning process
- ☐ Identifies initial (primary) treatment, on-going (secondary treatment) management and maintenance of all declared and locally significant weeds – can also include revegetation/competition/mulching options
- ☐ Must include an Action/Implementation Plan which includes a timeframe for weed control implementation and monitoring and reporting for a 5-year period
- ☐ Map of known declared weeds and SLL environmental weeds from site survey
- ☐ Must include a detailed breakdown of ALL estimated costs – including initial works, annual follow-up, annual auditing and reporting for the 5-year period – to be borne by the developer for the life of the WMP or until all lots are sold
- ☐ Outline of responsibilities for implementation, audit, reporting, and compliance
- ☐ Suggested Appendix - Vehicle hygiene ledger / inspection report
- ☐ Suggested Appendix - WMP implementation / hygiene audit form / template

Other Suggested Actions:

- ☐ GPS data from weed survey to be added to Natural Values Atlas by consultant

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