**Land Ho for the Seafarer’s Festival**

The Bellerive Boardwalk rang loud on 25 October with the cry of pint-sized pirates at swordplay when Clarence City Council hosted its annual Seafarer’s Festival.

This popular free family festival, Council’s largest one-day event, attracted hordes of landlubbers and maritimers for a day full of quirky competitions, live music, comedy, fine foods and wines, stilt walking, juggling and much more.

The elegant lines of the Lady Nelson and the Windward Bound floated sedately in Kangaroo Bay, contrasting with plenty of salty characters and action on stage and water. Water activities included for-fun-only novelty events such as the Blindfold Challenge and the Tinny Pursuits race, where participants were encouraged to attempt sabotage of competitor vessels by accurate hurling of bucketfuls of water during the event. Crowd favourites, The Ranters, presented great Irish/Australian music and The Craggs played their first set since their return from a recent tour to Woodstock in the US.

**Burnie Jobs Expo a Huge Success**

Burnie City Council’s Burnie Jobs Expo, held in partnership with Centrelink on 31 August, was met with overwhelming community support, with over 900 people turning up to the Burnie Arts and Function Centre to talk about job opportunities with over 50 employer exhibitors.

According to Burnie Mayor Alwwyn Boyd, the night was a huge success and providing engagement between job seekers and potential employers was the key. “Feedback has been extremely positive, with many job seekers gaining employment as a result of attending the expo,” Mayor Boyd said. “Burnie has faced a challenging year with unemployment and it was important for Council to demonstrate leadership to help move the community forward. The success of the expo provides valuable learnings for us in Tasmania and also nationally,” he said.
New Tool Kit to Assist Event Organisers

Launceston City Council has unveiled a new Event Tool Kit to assist organisers of all levels of experience to plan and stage a successful event.

The Event Tool Kit is designed to streamline the event organising process and is relevant to all events from school fairs to major food and wine festivals. It includes information about planning, budgeting, risk assessment and management, fundraising and public safety.

Each year, organisations and individuals stage significant events that contribute to Launceston’s sense of community and identity, providing residents and visitors with meaningful experiences and this new Event Tool Kit makes it even easier to plan and stage a successful event.

The Event Tool Kit is available from Launceston City Council’s website www.launceston.tas.gov.au.

Dogs Day Out Offers Fun Fur All

It was dog lovers as far as the eye could see on World Animal Day (4 October) at Clarence City Council’s annual Dogs Day Out.

Event organiser, Sarah Bishop, said that although Dogs Day Out began through Council’s commitment to support responsible pet ownership, it has quickly grown in scope and is now a permanent annual calendar fixture with Clarence’s dog-adoring community. “While we still maintain a focus on responsibility, and this year we offered microchipping for only $25, the event has grown so that now we offer almost everything to do with dogs,” Ms Bishop said.

With help from the Hobart Canine Obedience Club, the ‘dogstacle’ course was once again very popular this year, and the Best on Day Competition brought forth a dazzling array of dogs and devoted owners. There were also competitions on the ‘dog-walk’ including best costume, smallest and biggest dog, scruffiest dog, and most-like-owner. “I think people just love to show off their dogs,” Ms Bishop said, “while some people borrow other people’s dogs just so they can join in the fun.”

The Dogs’ Home of Tasmania participated with a parade of dogs available for adoption, while three vets were kept busy throughout the day with owners taking advantage of free professional advice. “We usually achieve a few successful adoptions each year, which is always a nice feeling, but the best thing about the day is that it’s a fantastic community event for Clarence residents,” Ms Bishop said.
Food Trail Guide Launched

The Huon Valley and Kingborough Councils, in association with local tourism operators, have partnered to develop the Huon Food Trail guide for visitors to the region.

The Huon Food Trail guide is a food lover’s road trip to some of the region’s best producers, and features recipes and directions on where to find the ingredients. Recipes to be found in the guide include: slow cooked lamb shanks with mashed Dutch cream potatoes; Huon Valley Honeybrown mushrooms sautéed with garlic; smoked trout with pear chutney and fetta cheese; and pears poached in Cygnet pear cider and Tasmanian saffron.

The guide is one of a number of new guides, interpretation signs and promotional materials that have been developed as part of a review of how the Huon Trail is marketed. The guides are available from visitor centres throughout the state and tourist operators in the region.

Launch of Great Western Tiers Cycle Touring Trails

A strong partnership between the Meander Valley Council, the Great Western Tiers Tourism Association and the State Government has resulted in the opening of the Great Western Tiers Cycle Touring Trails.

The State Government provided funding of $149,200 from the Tourism Promotion Plan to develop four themed cycle touring routes - the Great Caves Trail, the Great Country Trail, the Great Gourmet Trail and the Great World Heritage Trail.

At the opening, held on 11 November, the Minister for Tourism and the Arts, Michelle O’Byrne, was joined by Meander Valley Council Mayor Mark Shelton. Ms O’Byrne said these trails have a strong interpretation element, with over eight hours of podcasts, supported by a series of markers throughout the 300 kilometres of trails. “The scenery, features and stories in the podcasts share the insights and anecdotes of people who are connected to the region,” she said. “Not only does cycling have a strong, and growing, participation rate in Australia, the project ties in well with the growing market for cycling tours. In 2008, Tasmanian visitor surveys indicate that 21,600 visitors participated in a cycling experience, spending $47 million and accounting for 376,400 room nights.

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Great Short Walks Republished

Tourism Tasmania has republished its 60 Great Short Walks brochure, a popular collection of walks located around Tasmania.

For visitors attracted to the outdoors, particularly bushwalkers, Tasmania is the ultimate destination. Providing high quality information on the walking opportunities available in the state and ensuring that the walks themselves are well maintained, helps secure our reputation in this sector.

The new brochure is more comprehensive than older versions and was republished after significant input from the Parks and Wildlife Service, Sport and Recreation Tasmania, Forestry Tasmania and Tourism Tasmania. It includes maps to help visitors access walks, more images, tips for safe walking and an improved classification system for the grade of the walks. All the walks in the brochure have a high level of visitation and most can be accessed by major roads.

A copy of the brochure can be found online at www.discovertasmania.com.au.

Underground Machine Captures Burnie’s Heritage

An original Elphinstone underground machine has taken pride of place at Burnie’s new $5.8 million Makers’ Workshop.

Caterpillar Underground Mining business founder, Dale B. Elphinstone, has agreed to display the first R1500 LHD underground mining machine built in Burnie, in support of the Burnie City Council development at West Park.

The machine will be part of an interactive display inside the new tourism centre. The machine display has also been backed with a substantial donation to the Makers’ Workshop building effort.

Burnie City Council General Manager, Mr Paul Arnold said the loader will be visually enticing to locals and visitors alike and represents exactly what the new centre is all about, promoting Burnie’s heritage in an interactive way. “Visitors will also get a glimpse of what it’s like to be underground in the loader through video footage,” he said.

The Makers’ Workshop opened in early November and includes an information counter, cafe, gallery, shop, creative paper production, working artist’s spaces and a significant interpretation of Burnie through various media.

The Makers’ Workshop is located at 2 Bass Highway, Burnie. For more information, phone (03) 6430 5831.
As from 1 January 2010, Councils who are currently in the Federal industrial relations systems also have new obligations.

Council’s have often asked themselves and their legal advisors: “Are we covered by the Federal industrial relations system, or the State industrial relations system?” The answer is complex. It depends of whether the Council is deemed to be a constitutional corporation, and this varies from Council to Council. If the Council is a constitutional corporation then it falls under the Federal industrial relations system; if a Council isn’t a Constitutional Corporation it is bound by the State industrial laws. Shortly, this question will no longer be relevant! This is because the Tasmanian Government from 1 January 2010 will refer most of its industrial relations powers to the Commonwealth. The effect will be that all Councils across Tasmania will be governed by the Federal industrial relations system.

As from 1 January 2010, Councils who are currently in the Federal industrial relations systems also have new obligations to comply with.

Councils currently under the Federal Industrial Relations system

From 1 January 2010, councils already in the Federal industrial relations system will need to comply with the National Employment Standards (NES) on flexible working hours, maximum weekly hours, parental leave, annual leave, personal/carer’s leave, redundancy etc. We will also see the introduction of modern awards on 1 January 2010 which will cover most businesses in the national system. This means that your employees will be subject to new terms and conditions of employment, and new pay rates may apply.

We recommend that early legal advice be sought to ensure that your Council is complying with its obligations otherwise it could face hefty penalties. Our team of lawyers can assist you with:

- Complying with the Local Government Industry Award 2010
- Identifying any terms of your current enterprise agreement (if applicable) that are inconsistent with the NES
- Amending your template contracts and letters of offer to ensure that they are NES compliant
- Amending your human resource policies to make them NES compliant (for example, does your leave policy need up-dating? Do you need a flexible working policy? Do you need to revise your policies on redundancy and notice of termination?)

Councils currently under the State Industrial Relations system

We recommend that early legal advice be sought in anticipation of the referral, to make it as easy as possible for your Council. Our team of lawyers can assist you with:

- Advising what will happen to your Award or enterprise agreement
- Advising on the state public sector process
- Amending your human resource policies to make them NES compliant
- Identifying any terms of your current Award or enterprise employment agreement that are inconsistent with the NES
- Advising you in relation to award free and agreement free employees upon referral to the Federal industrial relations system
- Drafting, negotiating and lodging new enterprise agreements in the Federal industrial relations system
- Amending your template contracts and letters of offer to ensure that they are NES compliant

Areas of expertise

Our key experience also includes:

- Defending claims for unfair dismissal, unlawful termination and adverse action;
- Drafting common law employment contracts and letters of offer;
- Defending anti-discrimination claims;
- Drafting, negotiating and lodging enterprise agreements, including strategy consultation;
- Advising employers on performance management, “KPI” development and internal disciplinary procedures;
- Conducting workplace harassment and bullying investigations and report provision for managers;
- Responding to an investigation undertaken by the Fair Work Ombudsman, or defending legal proceedings commenced by the Fair Work Ombudsman;
- Advising on industrial relations (e.g. strikes, work bans, lock-outs, union right of entry);
- Human resource and industrial relations due diligence investigations and reports prior to sale or purchase of businesses;
- Advising on all facets of occupational Health & Safety, worker’s compensation, confidentiality, restraint of trade, and freedom of association;
- Conducting employment and industrial relations training seminars for supervisors and managers.

We also offer our clients a free Monthly e-bulletin Newsletter informing them of key decisions, bills and new legislation.

To subscribe to this newsletter, please email Louisa Jeschke at louisa.jeschke@doma.com.au

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