



BOWLS
TASMANIA

OPERATIONAL PLAN

2022-25

BOWLS TASMANIA OPERATIONAL PLAN 2022-25

1. SEE IT

Elevate our sport to a new place of prominence, drawing greater numbers of participants and larger audiences to the sport and connecting more people with bowls in positive ways.

Objective	Actions	Action Officer	Time Frame	Current Status	Performance Indicator
The bowls brand is a united, relevant and purposeful brand, connecting more people to bowls in Tasmania.	Develop marketing, communications and media plan to drive increased visibility of bowls in Tasmania.	CEO	2022-23		
	Increased media releases, up to date BTAS website and elevation of social media engagement.	CEO & Board	Annually		
	Promote bowls to all levels of government in Tasmania.	CEO & Board	Annually		
	Liaise with BA to approach the Tasmanian Government to provide funding to enable The Nationals to be played in Tasmania in 2024-25 and 2025-26.	CEO & Board	2022-23	Done - BA has approached Events Tasmania – no funds available.	As per Actions

<p>Accurate member and participant rates.</p>	<p>Educate clubs on keeping accurate data on participation numbers for the coming season for inclusion in the annual survey.</p> <p>Annual survey of clubs.</p>	<p>CEO & RBM Tasmania</p> <p>CEO & RBM Tasmania</p>	<p>September Annually</p> <p>April Annually</p>	<p>Email to clubs 28-Sep-22.</p>	<p>Return from at least 60% of Clubs.</p>
<p>Enhanced relationships with media stakeholders in Tasmania across print, radio and television.</p>	<p>Contact media in Tasmania annually – print, radio and television – to let them know what is happening in bowls in Tasmania.</p>	<p>CEO</p>	<p>Annually</p>		<p>As per Actions</p>
<p>Development and promotion of more digital content especially live streaming major events in Tasmania.</p>	<p>Increased live streaming of BTAS major events.</p> <p>Offer to live stream at least one major regional event or Premier league pennant game in each region annually.</p>	<p>CEO & RBM Tasmania</p> <p>CEO & RBM Tasmania</p>	<p>Annually</p> <p>Annually</p>	<p>Delivered: 1. BPL Cup Final at Burnie 18-Sep-22.</p> <p>Delivered: 1. Launceston International at East Launceston 1 & 2-Oct-22 (Lent equipment to East Launceston)</p> <p>2. BNW Premier game Burnie v's Penguin at Burnie on 14-Oct-22.</p>	<p>Deliver at least ten live streamed events each year.</p> <p>Deliver at least two regional live streamed events each year.</p>

<p>More people are aware of bowls opportunities relevant to them and where to access them in Tasmania.</p>	<p>Develop and implement a Communications Plan which includes improving the BTAS website and social media.</p> <p>Investigate ways to increase community awareness of available bowls opportunities in Tasmania.</p>	<p>CEO & Board</p> <p>CEO & Board</p>	<p>2023-24</p> <p>Annually</p>		
<p>More bowls clubs in Tasmania promoting and delivering meaningful bowls opportunities for their communities.</p>	<p>Investigate ways to increase community participation at bowls clubs.</p>	<p>CEO & Board</p>	<p>Annually</p>		
<p>Greater levels of diversity within all elements of the Tasmanian bowls community – multicultural programs, women in sport, bowling arm programs, disability bowls programs and schools – i.e. participation, membership, boards and committees, coaches, officials and staff.</p>	<p>Regular meetings (at least quarterly) of the Disability Bowls Tasmania Committee.</p> <p>Regular meetings (at least quarterly) of the Bowling Arm Tasmania Committee.</p> <p>Assist in the organisation and promotion of the 2023 National Bowling Arm Sides Championships in Devonport.</p> <p>Engage positively with people of diverse backgrounds and abilities.</p>	<p>CEO & Disability Bowls Committee</p> <p>CEO & Bowling Arm Committee</p> <p>CEO & Event Organising Committee</p>	<p>Quarterly</p> <p>Quarterly</p> <p>November 2022</p>	<p>Currently meeting almost every month via Zoom.</p> <p>Currently meeting almost every month via Zoom.</p>	<p>As per Actions</p> <p>As per Actions</p> <p>Increased participation of people from diverse backgrounds and abilities.</p>

	Encourage bowling club communities to be inclusive of their wider communities.	CEO & Board	Annually		
	Encourage participation in diversity education and training that is offered.	CEO & Board	Annually		
	Develop multicultural programs and disability bowls programs.	Disability Bowls Committee	Annually		
	Investigate development of a round-robin competition for all disability players and use able body players to create a pairs competition.	Disability Bowls Committee	2023-24		
	Promote and develop lawn bowls as a school activity.	RBM & Junior Development Committee	Annually		

2. PLAY IT

More people playing bowls in more ways more often.

Objective	Actions	Action Officer	Time Frame	Current Status	Performance Indicator
We listen to the changing needs and wants of our marketplace and members. We will adjust and create game formats to reflect the needs of our marketplace and members.	Regional forums to listen to needs and wants of members.	CEO & Board	2023-24 2024-25		
More people continuing to play bowls. More first-time players participating in bowls. More people playing social bowls.	Establish a Working Group to develop plans to assist clubs to increase participation and keeping existing players in the game.	CEO & Board	2022-23		Annual growth of 5% in participation in people playing bowls.
Increased participation in Bowls Tasmania events.	Expansion of Gala Weeks to include more events for bowling arm and disability bowlers.	CEO & BTAS Match Committee	2022-23	Seniors Championships in 2023 have been expanded to include Bowling Arm Pairs and Fours.	Increased participation in BTAS events.
	Consider expansion of Seniors Week by introducing Over 50's events.	CEO & BTAS Match Committee	2023-24		

	Review each event annually to ensure that it meets the needs of the membership.	CEO & BTAS Match Committee	April Annually		Annual growth in participation in BTAS events.
More volunteers, coaches and officials entering and continuing in the bowls workforce.	Ensure accreditation of Presenter & Assessor in the North to enable regular officiating and coaching courses to be conducted.	CEO	2022-23		As per Actions
	Introduction and promotion of on-line officiating and coaching courses through Bowls Learn.	CEO	2022-23	BowlsLearn launched by BA 17-Oct-22.	As per Actions
	Ensure sufficient officiating and coaching courses are conducted in each region each year.	CEO	Annually	Courses have been conducted or arranged in NW, North, East Coast and South from Sep-Nov-22.	Ten percent annual growth of officials and coaches.
	Delivery of programs to existing coaches and officials to keep them up to date with best practices.	CEO & Board	Annually		
More junior and youth participants.	Regular meetings (at least quarterly) of the Junior Development Committee.	CEO & Junior Development Committee	Quarterly	JDC met on 8-Aug-22 and 12-Sep-23 to date.	As per Actions

<p>More clubs delivering contemporary social bowls offerings to more people.</p>	<p>Examine existing social bowls activities and develop a range of contemporary social bowls activities that meet the needs of individual communities.</p>	<p>Working Group</p>	<p>2023-24</p>		
<p>Continuation of Bowls Tasmania's annual Try Bowls Month.</p>	<p>Organize and advertise the annual Try Bowls Day.</p>	<p>CEO</p>	<p>October Annually</p>	<p>Done- Oct-22.</p>	<p>As per Actions</p>

3. WIN IT

More Tasmanian players in pathways and national teams.

Objective	Actions	Action Officer	Time Frame	Current Status	Performance Indicator
An integrated, performance driven, coach led, athlete focused, and expert supported Bowls Tasmania high performance system is in place.	Meeting of all selectors and coaches to develop high performance program for the year (including multi-disability players).	CEO, Selectors and Coaches	Annually		As per Actions.
Effective promotion and delivery of the Bowls Tasmania high performance program to increase the size and quality of the athlete talent pool.	Deliver coaching clinics to athletes throughout the state.	High Performance Coach	Annually		
	Mentor and assist coaches throughout the state.	CEO & Board	Annually		
	Pathway players required to regularly report back to Pathways Coach regarding training drills/activities (both coach assigned and personal choice) they perform each month.	Coaches and Selectors	Monthly		
	Organise State squad/team training days (within region or as a whole) on a regular basis (including multi-disability players).	Coaches and Selectors	Annually		

	<p>Requirement all state players undergo Sport Integrity Australia Anti-Doping Fundamentals online course or update annually.</p> <p>Requirement all state players undergo Sport Integrity Australia Competition Manipulation and Sports Betting online course.</p> <p>Review and investigate value and opportunities for BTAS players to play Test Series against other states including funding of same</p> <p>Review and investigate value and opportunities for BTAS players (including intellectual players) to play disability inclusive competitions with other states.</p>	<p>CEO</p> <p>CEO</p> <p>CEO & Board</p> <p>Disability Bowls Committee</p>	<p>Annually</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>All Open, Senior and Under 18 players and officials completed course prior to The Nationals 2022.</p>	<p>No positive drug tests.</p>
<p>Effective promotion and delivery of Tasmania Tridents in the Bowls Premier League utilising only local players to provide them with a pathway to progress their bowls.</p>	<p>Regular meetings (at least quarterly) of the BPL Committee.</p> <p>Conduct at least one clinic in each region annually to promote BPL.</p>	<p>CEO & BPL Committee</p> <p>CEO & BPL Committee</p>	<p>Quarterly</p> <p>Annually</p>	<p>BPL Committee met on 26-Sep-22</p> <p>Next clinic to be held in Devonport.</p>	<p>As per Actions</p> <p>As per Actions</p>

	Meet with State Government to arrange renewal of sponsorship agreement.	CEO & BPL Committee	2023-24		As per Actions.
	Approach other potential sponsors.	CEO & BPL Committee	2023-24		As per Actions.
Number of players in pathway and national teams rather than success in Bowls Australia events.	Ensure that an integrated, performance-driven, coach-led, athlete focused state based high performance system is in place.	Pathways Coach	Annually		

4. SUPPORT IT

Tailor our support to regions, clubs and people facilitating community bowls programs, to inspire and empower them to create outstanding local experiences.

Objective	Actions	Action Officer	Time Frame	Current Status	Performance Indicator
Actively promote the services that Bowls Tasmania provides to regions and clubs.	Regular communication with Clubs.	CEO	Annually		
	Place all Board minutes on BTAS website and forward to regions within 14 days of every meeting.	CEO	Monthly		
Enhance Club Help Desk online to provide resources for clubs.	Review and enhance Club Help Desk online each year.	CEO	Annually		As per Actions
Collaborative approach to organisational planning and management in Tasmania.	Annual meetings with Regional Boards	CEO	Annually	Met with BN Board 19-Sep-22.	As per Actions.
Encourage regions and clubs to use Bowls Link to its full potential.	Consult with regions and clubs to encourage the use of Bowls Link.	CEO	Annually		As per Actions

	<p>Conduct annual IT training sessions on the BowlsLink competition management system.</p> <p>Conduct regular relevant BowlsLink training sessions on other aspects of BowslLink in all regions.</p>	<p>CEO</p> <p>CEO</p>	<p>Annually</p> <p>Annually</p>	<p>BA conducted Competition Management training in Hobart on 22-Sep-22 and in Ulverstone and Launceston on 23-Sep-22.</p>	<p>As per Actions</p> <p>As per Actions</p>
<p>Have a greater and more valued presence and impact on clubs, via the work of the Regional Bowls Manager.</p>		RBM			
<p>High quality resources, systems and training opportunities are in place to attract, develop, support and retain the bowls workforce (both volunteer and professional).</p>	<p>Introduction and implementation of BowlsLearn systems for all officiating course and other areas such as use of the BowlsLink system.</p>	BA / CEO	2022-23		As per Actions
<p>Improved communications at all levels.</p>	<p>BTAS Board to meet with each regional board at least annually to meet each other, to share information and to identify and develop possible collaborative actions and member services.</p>	CEO & Board & Regions	Annually		As per Actions

	Ensure a BTAS presence at all BTAS events.	CEO & Board	As required		As per Actions
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5. MANAGING OURSELVES

Continuously improve the governance of the sport in Tasmania in line with good governance principles and practice.

Objective	Actions	Action Officer	Time Frame	Current Status	Performance Indicator
The financial sustainability of Bowls Tasmania, its regions and clubs are enhanced with Bowls Tasmania having sufficient levels of liquidity and, in the long term, at least breaking even.					
Our governance and operating models are industry leading and well placed to support the entire Tasmanian bowls community into the future.	Alignment with BA's national planning framework – supported by a roles and responsibilities framework.	Board	2023-24		
	Ensure that BTAS has a representative on BA's National Optimal Governance Review Working Party.	Board	2022-23	IPP Graham Hay is on WP.	As per Actions
	Undertake a comprehensive induction program for all new Board members.	President & CEO	As required	Inductions held for Jane Pickett on 27-Jun-22, Phil Prouse on 18-Sep-22 and Leonie Price on 27-Sep-22.	As per Actions
	Undertake a Board performance review.	Community Sport & Recreation	2024-25		As per Actions

	Promote club constitution template developed with support of Communities Sport & Recreation to clubs.	CEO	Annually	Email to clubs 15-Jun-22.	As per Actions
An aligned planning framework is in place between Bowls Australia and Bowls Tasmania which clearly articulate respective roles and responsibilities.	Prepare detailed roles and responsibilities chart	CEO	2023-24		As per Actions.
Bowls Tasmania meets all Sport Australia Governance Standards.	BTAS Board members will be encouraged to undertake a number of relevant online governance courses offered by Sports Integrity Australia.	Board	Annually	Online course details provided to Board members – CEO report for September 2022.	At least 60% of Board have undertaken at least one course per annum.
A comprehensive, best practice policy framework is in place and implemented and reviewed on a regular basis.	Review and update all BTAS policies at least every three years. Ensure that there are always at least two Member Protection Information Officers (MPIO) in each region.	CEO CEO & Regions	One Third Annually 2024-25 & Annually		As per Actions As per Actions
An appropriate model of raising revenue from the regions.	Undertake a review of the current capitation model.	Treasurer & Regions	2023-24		

Sustainable Bowls Tasmania annual operating budgets are in place.	Prepare balanced budget each year. Review funding of high-performance program with a view of equalizing costs to all players.	CEO & Treasurer CEO & Treasurer	April Annually 2022-23	Done Apr-22.	As per Actions
Three-year rolling calendar of events are in place.	Update rolling calendar each year.	CEO	April Annually	Done Apr-2022	As per Actions
Commitment to innovation and new ideas.	Consider innovation and new ideas in all BTAS activities.	CEO & Board	Annually		
An appropriate and best practice approach to human resource management.	Develop and implement a Staff Development Plan. Annual review of all staff. Develop staff succession plan.	President & Treasurer President & Board President & Board	2023-24 April 2023 & Annually 2024-25		As per Actions As per Actions As per Actions
An appropriate level of technology is in place.	Develop and implement a BTAS Technology Plan.	CEO & Board	2024-25		As per Actions

Date of Review / Updates:

1. October 2022.