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South Australia

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Official Journal of NGISA



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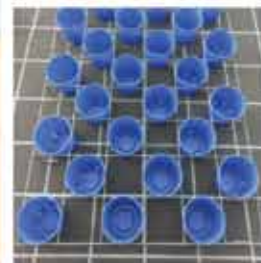
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PLATINUM



GOLD



SILVER



In this issue

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DIARY DATES

- Newman's Nursery Easter Rose Display
 - Saturday April 15 to Friday April 21, Newman's Nursery
- NGIA webinar - Mite Identification + Management
 - Thursday April 27, 10am
- Rose Society of SA Autumn Rose Show,
 - Saturday April 22 and Sunday April 23, Burnside Community Centre
- Next Gen visit to Greenstead Nursery and social event
 - Friday 28 April, starts at 3pm
- Emergency Preparedness Workshop
 - Tuesday 9 May, 9am-1pm
- IPPS Conference,
 - Thursday May 11 to Sunday May 14, Perth WA
- Advertising bookings close for Winter issue of SA Gardens & Outdoor Living
 - May 12
- NGIA webinar - Virus Identification, Vectors + Management
 - Thursday May 18, 10am
- NGISA Pests and Disease Workshop
 - Thursday, June 1 Venue TBA
- Winter issue of SA Gardens & Outdoor Living
 - on sale June 8
- Super Spring Trade Day
 - Wednesday August 23, Urrbrae Agricultural Centre
- SA Spring Garden Festival
 - Saturday September 23, Mt Pleasant
- Australia's inaugural National Gardening Week
 - October 8-14
- NGISA Awards Night
 - Friday November 24, Adelaide Pavilion



President's REPORT

Your NGISA office, board and members have been active of late with a range of activities.

Under the leadership and sponsorship of Peter Jong at Jongs Nursery, the Next Gen group has been reformed and already they have around 20 members keen to network and develop their skills. Great news for the future of our industry in SA!

Our autumn Trade Day was our best ever at Urrbrae and the positive feeling among members who had a stand there or visited was another good sign for our industry.

Gold sponsor Wholesale Plants & Products has just expanded its premises and our new silver sponsor Heynes Wholesale Nursery have begun a major rebranding – other signs that the nursery & garden industry in SA is moving forward confidently.

I am also pleased to see that our revised edition of the Grow Me Instead booklet is now into print. South Australia has been the most active state for this useful tool and with this revised edition, we will have produced 48,000 copies for the general public's use.

On the national front, things seem to be moving slowly when it comes to the next stage of the Structural Review. We are delighted that Estelle Cornell from Allora Gardens Nursery in Darwin, NT, has accepted our nomination to go onto the Structural Review Advisory Committee. She will bring a retailer perspective to the future direction, Peter Jong has also been endorsed by the NGISA Board to represent us on this committee from a growers perspective. among other nominees who we expect will be growers. We are proud that NGISA has two members who are willing to commit to the process as a couple of states have not been able to find nominees.

Best wishes
Graham Brown
President.

Nursery & Garden Industry of South Australia

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P: (08) 8372 6822
www.ngisa.com.au

Cover photo:

Heyne's Wholesale Nursery are a new silver sponsor of NGISA. For the full story page 13.



Australian Flora for Horticulture



Native Plant Wholesalers is one of Australia's larger native plant growers and proudly based in South Australia near Mount Gambier. Begun 30 years ago by Australian native plant enthusiast, Phillip Dowling, the nursery now has 6 hectares of growing area producing over 800,000 plants per annum in 140mm and 200mm pots. A staff of more than 30 full-time and casuals, work with Phillip and nursery Manager Jason Dawe to produce and promote Australian flora for horticulture.



Native Plant Wholesalers has been a NGISA Member since 2000, an NIASA accredited nursery since 2009 and in 2011 achieved Biosecure HACCP certification. An extensive stocklist is available on the Native Plant Wholesalers website which is updated weekly for ordering. We offer quick and efficient delivery.

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enquiries@nativeplantwholesalers.com.au
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••••

New Horticulture Code comes into effect with tougher penalties

The revised Horticulture Code of Conduct came into effect across Australia on 1 April 2017.

The Horticulture Code of Conduct will now require clear written agreements between traders and agents, and allows the ACCC to issue infringement notices of \$9,000 for businesses and \$1,800 for individuals. While the Code currently applies only to agreements entered into after 15 December 2006, from 1 April 2018 it will apply to all agreements regardless of when they were created. The changes follow a review to the Horticulture Code of Conduct, which was conducted throughout 2016.

••••

IPPS PERTH CONFERENCE 2017 - 11th to 14th May 2017 'Propagating for Health, Wealth & Good Times'

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Past YATES 'Six Packers' are invited to attend this conference at a discounted rate.

••••

VALE Don Scrase

We wish to pass onto our Nursery Industry members the news of the death of Don Scrase. Many members that knew Don will remember his passion for Fuchsias.

Don was a market gardener for much of his life but his real passion was for flowers. He grew Dahlias commercially and for competitions held in the Adelaide Town Hall, he grew Erica for sale to the florists and he loved his own garden.

In 1983, together with his wife Elaine and son and daughter-in-law Roger and Chris, he opened Weald View Gardens Fuchsia Nursery. This was to be his "retirement" hobby. Right to the end, he had an active interest in the nursery and took great pride in its promotion of Fuchsias. Many new Fuchsia cultivars came from the gardens at Weald View including Donald Charles and EM's Pride (for his wife).

A new 'revised' Grow Me Instead



The South Australian edition has just been updated thanks to the tireless work of the reference committee and the funding generously provided by various bodies.

Thanks to funding from Biosecurity SA, Natural Resources regions - Adelaide & Mt Lofty Ranges, SA Murray & Darling Basin, South East and Arid Lands, plus SA Power Networks.

“The new booklet features significant changes mainly in alternative plants suggested instead of the pest plants featured. Collecting images and making sure all the information was on hand and correct was a significant task,” said NGISA Communications Manager Neville Sloss.

“Since the last edition there had been a number of new ‘Declared Plants’ in South Australia that needed to be included in the booklet too.”

“The team from Biosecurity SA played a vital role in gathering information as did committee members from Botanic Gardens and Natural Resources. Importantly, NGISA committee members Mark Thomas, Robyn Powell and Chris Lienert made sure that any new alternatives put forward were available to the public through garden centres,” said Neville.

Neville also praised the role of NGISA part-time communications officer Luci Ward. “Luci’s own knowledge of plants as a garden designer was invaluable in bringing all the information together for the designer.”

The ‘new’ Grow Me Instead has increased by several pages to include new additions and also includes a mention of plants under power lines. “SA Power Networks is strongly promoting the importance of planting appropriate species under power lines and we thought their information was a good fit for the booklet,” added Neville.

The booklet has just gone to print and will be officially launched soon. It will be distributed widely through garden centres, NRM offices and at other places and events. Stand by for details!

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Heyne's - building on their South Australian strengths



Carl Heyne (left) and father Garry (3rd left) with key staff launching their new brand recently.

Heyne's Wholesale Nursery is a true success story of the South Australian nursery and garden industry.

The story began in 1869 when Ernest Bernard Heyne established a nursery in Norwood. The Heyne's Wholesale Nursery site at Burton north of Adelaide occupies 15 acres and now occupies more than X hectares.

In 2017 the nursery is now moving to reinforce its South Australian heritage and the fact that their stock is already acclimatised to the South Australian environment.

Fifth generation member of the family, Carl Heyne, says all their stock is grown on the northern plains.

"With five generations of provenance knowledge of Adelaide and South Australia we know the right species for the home gardener or the commercial landscaper."

"That means we add value and our stock, not being from a cool climate, is ready to plant out and remain healthy, avoiding costly call-backs along the way," Carl added.

The nursery has just begun its first real branding in the marketplace with the term 'SA Grown' being prominent.

Around 50% of their stock goes to the landscaping sector and having a great diversity of stock means that the nursery is quite labour intensive, employing around 35 people.

"As we have grown we have grown our client base and the types of product they want. Growers from interstate when they hear the range of varieties and sizes of product that we offer always say 'How do you do it?!' said Carl.

Apart from growing here in SA, Carl says they are directly involved in the community not only employing people and putting money back into local businesses, they also support local charities.

"For example we support the Roger Rasheed Foundation which uses sport as a medicine. We recognise that plants are also a medicine for improving our lives so the Foundation fits well with our philosophies."

Looking to the future Carl is confident and says the social value of plants and gardening is increasing all the time.

"Programs like the 2020 Vision and 'Improve your plant/life balance' are increasing awareness of the need for urban green space and the value it brings to communities."



NGISA welcomes Heyne's Wholesale Nursery as a Silver Sponsor in 2017.

The new website for Heynes Wholesale Nursery is sagrown.com.au, in line with their new branding. It has a list of their five favourite trees for SA, a blog and more. They have also set up a new Facebook page - facebook.com/SAGROWN

Fantastic Autumn Trade Day is just that, fantastic!



SA Water's stand that was adjudged the best allied display.



Native Plant Wholesale - Jason Dawe always makes a popular display and again sales went well, after attending NGIV earlier in the week.



Brunnings SA Garden Products stall with Carrie Prettejohn.



caption

It was the biggest turnout ever at Urrbrae for the 'Fantastic' Autumn Trade Day on March 9.

Not only was the shed full, but the outside area was totally occupied with nurseries and allied traders creating a great atmosphere among retailers and others who came to see and buy.

Two new nurseries came from Victoria, Yarra View and Nishiki and both said they would be back. From seedling to advanced trees, from pots to business advice, there was a great variety of

plants, allied products and services present too.

Best Greenlife display went to Heynes Wholesale Nursery while SA Water received the award for best Allied display. It was the biggest trade day yet held at Urrbrae Farm precinct.

Special thanks to Platinum sponsors Van Schaik's BioGro who sponsored the day and to Matt Van Schaik and his helpers Dane and Mark who cooked the gourmet breakfast.

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Workshop to help employers



Arvin Bisbal working with the NGISA members regarding their responsibilities re staff engagement.

Associate member Workplace Partners recently conducted a workshop for NGISA members about important workplace issues and 10 members took the opportunity to learn more. The workshop provided participants with information on

employment entitlements, legislation, awards and other relevant employment practices information.

At the end of the session, all agreed that they were much better placed to handle issues such as:

- Applying minimum employee entitlements
- Understanding bullying, discrimination and general protections
- Managing the termination process
- Negotiating employment contracts

The workshop was conducted by Workplace Partner's principal, Arvin Bisbal, and her partner Tony Bisbal.

"Many employers have experienced costly disputes and unnecessary stress about pay rates and other employment entitlements simply because they failed to set in place clear written contracts and policies that frame the working relationship between employees and employers," said Ms Bisbal.

For further advice about employment contracts or other employee issues, contact Arvin Bisbal at Workplace Partners - arvin@workplacepartners.com.au

Tel: 1300 116 400.

News from SA Water - A smart network for the Adelaide CBD

We're investing more than \$4 million on emerging, smart technology to help us manage the water supply network in Adelaide's CBD. The aim of the project is to improve the reliability of our network and minimise disruption to the community caused by bursts and leaks.

Our customers are at the heart of everything we do and we are working to be more responsive to their needs.

Using smart sensors, we can also track water flow and pressure to help us better understand our network and detect leaks before they become visible on the surface.

The installation of smart meters will also help 100 large businesses in the CBD improve their water efficiency and help better manage their water use.

How we'll achieve this

The technology we're using has been proven by water utilities around the world. We are however one of the first Australian water utilities to adopt it on this scale and to use the information in real time to manage our network.

The sensors and meters will be installed by the end of June 2017, with the full benefits expected in early 2018.

Once past the testing and proving period of our project in the city, we will look to expand the use of the technology into other parts of the state. This will extend the benefits to more SA Water customers and more of the South Australian community.

This roll-out will likely begin in the wider metropolitan Adelaide area and then to major regional centres, before reaching all areas of the state covered by our water network.



WPP expands



(l to r) WPP owner Craig Norman, Simone Wirkus from TAFE and Simones Husband Dieter Wirkus.

Wholesale Plants & Products (WPP) celebrated the opening of its new expanded premises at the end of March with a barbeque and over 60 people attended.

Owner Craig Norman was able to secure the premises next door to WPP in Duncan Road, Dry Creek.

"The site has gone from two acres to four, enabling much more room for

greenlife and four more times space for undercover product," Craig said.

In another sign of confidence in the nursery and gardening industry in SA, Craig has also increased his full time workforce from five people to 13.

"The expanded premises has really helped the business meet our aim of being a one stop shop for landscapers, garden designers and retailers."



At the official opening barbeque were (l to r) David Hurst, Beryl Bredon, Robyn Powell, Jennie Martin and Ian Powell.



Looking across the enlarged greenlife space at WPP.



WPP have taken over the premises to the east of the existing business.



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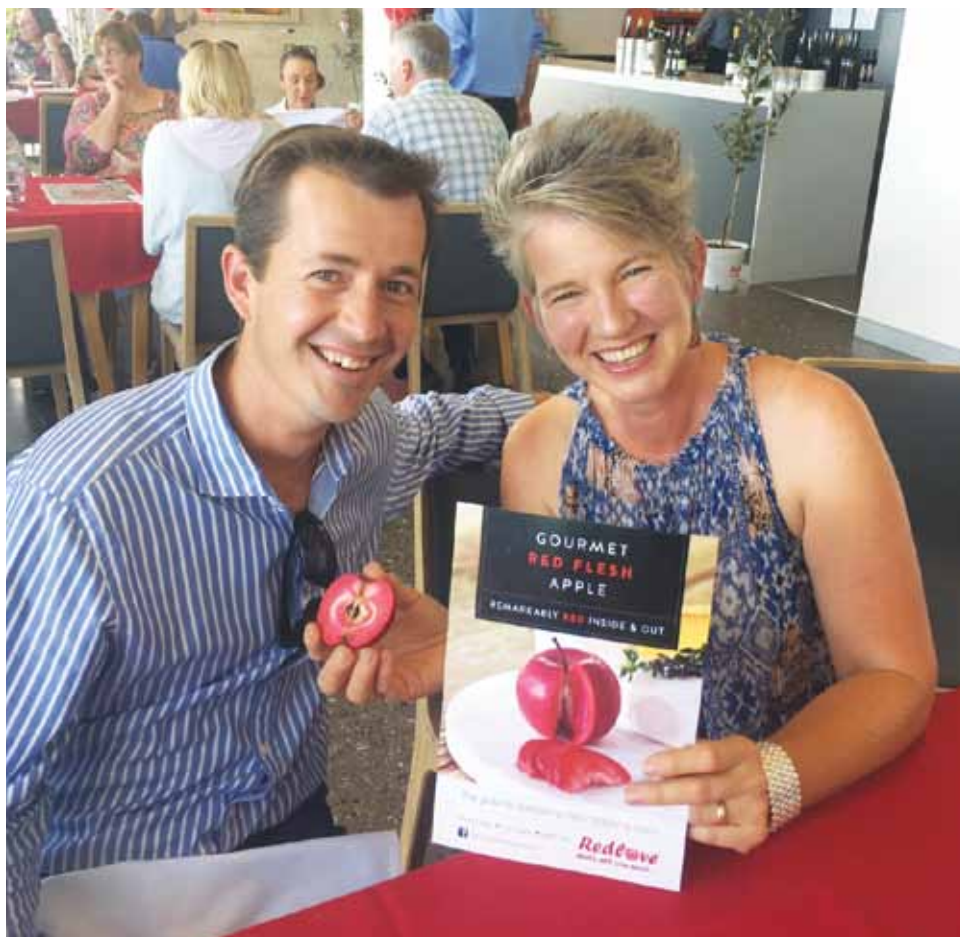


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**No other magazine
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Red Apple born and bred in SA



Gardening personality Sophie Thomson with Sam Luke from Balhannah Nurseries at the Red Love launch. The flesh of Red Love is a real red colour!

After 20 years in development the new truly red apple, Redlove (TM) has been launched across Australia.

Redlove is being grown by NGISA member nursery Balhannah Nurseries, and 12,000 were initially released through Bunnings stores. In June it will be available to and through independent garden centres.

It was formerly launched in Lenswood in the Adelaide Hills, the home of Lenswood Co-op the owners of the IP for Red Love. Held at the cellar door and restaurant of Pike & Joyce wines, several impressive courses were served featuring the apple to show its versatility.

Redlove has a red flesh and tastes like a Granny Smith. It is ideal for baking, garnishing and juicing will produce a claret-coloured juice. The tree will make a great ornamental in itself with bright pink blossoms in spring.

Sam Luke from Balhannah Nurseries says the tree is easy to grow, is disease resistant, comes in both dwarf and columnar versions and is equally suited for planting in the garden or in a pot.

Fruit will be ready to harvest in mid/late February each year.

All you ever need to know about capers

A new book all about capers was launched in Adelaide in February by NGISA member Brian Noone.

Brian has made capers his life since 1995 and in 2002 was successful in gaining a Churchill scholarship to study them in the Mediterranean. He has even developed his own PBR variety called 'Eureka'.

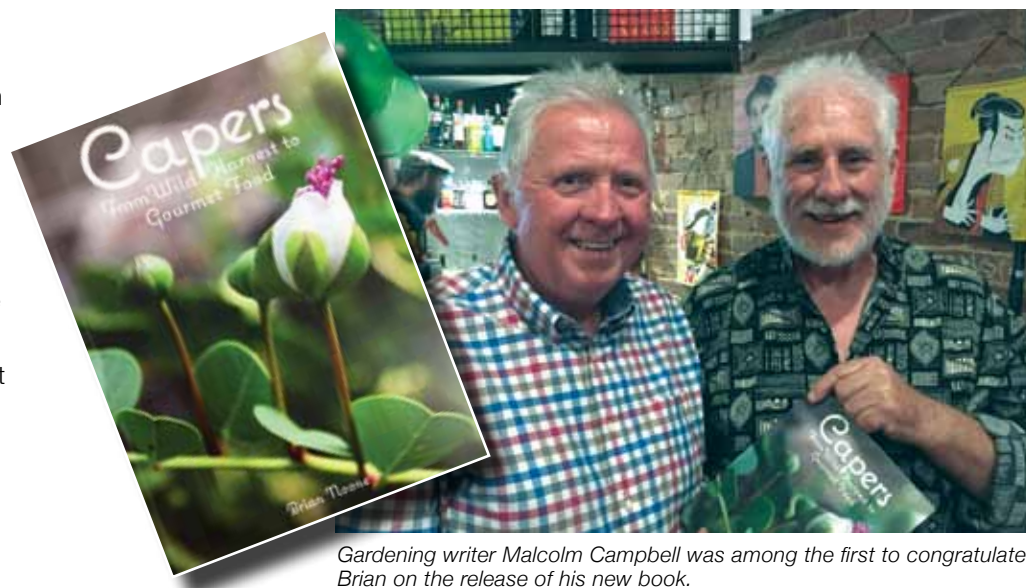
The caper plant is a small shrub which is harvested for its flower bud (the caper) and its fruit (the caperberry). They grow best in well-drained soils and love hot dry conditions. The secret to their success in very hot conditions is their root system - researchers have discovered roots of 6-10 metres long! The book 'Capers - From Wild Harvest to Gourmet Food' is a comprehensive look at capers and covers the history of the plant, how to grow, harvest and preserve them. It includes recipes and advice about their medicinal use as well.

In the forward, ABC's Gardening Australia host, Costa Georgiadis, says:

"Here is a book compiled by a journeyman slowly but surely piecing together the puzzle behind a plant that keeps a poker face and gives very little away. Brian's patience and commitment

to the plant are a joy to behold and this book is a pleasure and a treasure for everyone."

For a copy (softcover, 160 pages) contact Brian direct on 0407 189 716 or brian@caperplants.com



Gardening writer Malcolm Campbell was among the first to congratulate Brian on the release of his new book.

Nursery SIP soon

The Nursery Strategic Investment Plan (SIP) for 2017 to 2021 is almost complete with a final draft now circulated among industry.

The SIP is developed by Hort Innovation who manage the nursery levy funds, which is currently set at 5% of the wholesale value of the container, in which a plant is grown for resale. In 2015/16 the collected nursery levy was \$2,288,718.

The plan 'represents the Australian nursery industry's collective view of its R & D and marketing needs over the next five years (2017-2021) and has been developed in consultation with Australian nursery industry levy payers through a synthesis of various processes.'

For the 2017/18 year already \$1.2m is committed to ongoing funding for two biosecurity projects and two industry communications projects and \$1.58m is committed for the following three financial years.

The plan will set the parameters for

the spend of the remaining levy funds collected so that they align with the industry outcomes sought. Outcomes and Investment priorities include:

- Demand and sales of green life products to increase by 4% per annum plus CPI
- Industry knowledge increased to enhance marketing efficiency/better business decisions/targeted marketing programs
- Australian nursery assets protected from exotic, emerging and endemic pests and disease
- Improved productivity, profitability and professionalism through the creation and adoption of innovation and industry best practices
- Better career development.

The SIP presents a whole range of strategies under these outcomes and possible deliverables to achieve the outcomes in the years ahead.

The plan outlines key performance

indicators (KPIs) and data collection methods and sources to monitor and evaluate the plan's achievements.

The final plan will be shared with nursery levy payers and others in the industry soon.

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Garden Festival grows each year

Special guests at this year's SA Autumn Garden Festival at Clare were Gardening Australia's Jane Edmanson and Kim Syrus from 'In the garden' on the 9 Network.

There were 65 stands for greenlife, sculptures, gardening products and foods of all kinds – the biggest yet, but the crowds were down a little because of the weather.

The heavens opened only for about 10 minutes but that didn't dampen the enthusiasm of the people who attended, nor stopped their buying.

NGISA is a major supporter of the Festival while its major sponsor is SA Water.



Part of the crowds at this year's event.



A view of the crowd listening to guest speaker Jane Edmanson.

SA's revitalised Next Gen group is now up and running with over 30 people signing up to be involved.

NGISA's board decided it was time to bring it back to life and the response has been fantastic.

A survey was conducted among early participants and tours of nurseries rated highly so the next event will be a tour of Greenstead Nursery at Tea Tree Gully, followed by a social get together. That is happening on April 28.

The group is aimed at younger people under 35 years old in the industry and NGISA board member Peter Jong and Jongs Nursery have taken on the role of supporting Next Gen in 2017.



The first meeting of Next Gen this year was held at Jongs Nursery and Peter Jong provided a short tour of the nursery.

The national objectives defined for NextGen include:

- to work towards a unified industry where retailers, wholesalers and allied traders understand each other's needs and work together
- to promote exciting careers and career paths within the industry
- to ensure the horticultural industry maintains its reputation as a world leader with innovative and knowledgeable young staff members and business leaders
- to ensure young people in the industry have a voice
- to acknowledge excellence and initiative in the industry
- and to enjoy each other's company!

If you are interested in joining Next Gen contact the NGISA office on info@ngisa.com.au or call 82711012.

Winning garden

Well done to South Australia's own Tim Harper of Space Capsule Design for a stunning garden design that he and his team tirelessly constructed for the Melbourne International Flower and Garden Show.

Tim's entry 'The Five Boroughs', is a cosy garden reflecting the New York roof garden vernacular of rough brick, rusted steel, warm timber and lush planting.

With sponsorship from Heyne's Wholesale Nursery, Van Shaik's Bio Gro, Peats Soil and Manning Sculptures, Tim Harper was awarded 3rd place in Landscaping Victoria's Boutique Garden Award.



A proud designer Tim Harper with NGISA Board Member, Amanda Stewart from Barrow & Bench Mitre 10 in front of the award-winning garden.



High density Urban Design needs to consider mental health

According to the Centre for Urban Design and Mental Health, city dwellers have a 40% increased risk of depression and double the rate of schizophrenia. Layla McCay, the Director at the Centre, believes that these negative impacts can be mitigated with increased green spaces and opportunities for social interaction.

In the meantime, BUPA has been conducting the Backyards Project which has been rolled out and customized for over 30 Bupa Care Homes in Australia to reflect their communities. It is about designing the outdoor spaces to provide meaningful moments and destinations that engage and occupy residents especially people living with dementia in our care homes.

The backyards feature destinations such as raised garden beds and potting stations, aviaries or rabbit hutches, some homes have chooks! They also have clothes lines, men's sheds, activity sports lawns and post boxes.



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Wholesale Plants & Products is a proud member of NGISA and an Accredited Greenlife Market.



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Saturday 7.30am - 12 noon



The Mediterranean garden By Rosey Boehm

Last year I had the great privilege to receive a scholarship from the Mediterranean Garden Society SA to travel to Greece. The purpose was for me to work at Sparoza a garden in the care of the International Mediterranean Garden Society.

As well, thanks to NGISA for providing a special grant to assist me in my time in Greece.

The distinctive Mediterranean climate type is a long, hot and dry summer with the majority of the annual rainfall occurring in a cool winter. Outside of the Mediterranean basin this climate zone occurs between 30 – 40 degrees latitude north and south (see map) and usually occurs only in rather small areas on the west coast of continents.

As Adelaide has a true Mediterranean climate it was an ideal location for me to learn about the gardening practices of a similar climate.

Sparoza is situated around 30kms east of Athens in the Attica region and I was fortunate to stay at this wonderful place for four weeks.

Jacqueline (Jacky) Tyrwhitt (1905-1983) bought the land in 1963. It was an overgrazed hillside with few remanent trees and shrubs. Jacky was an English woman, professor at Harvard University, a distinguished town planner and amateur botanist.

Her vision was to create a garden using native Greek plants and to encourage the endemic vegetation. This practice was highly unusual at this time. On Jacky's death the Sparoza estate was bequeathed to the Goulandris Natural

History Museum (Athens).

The climate and conditions at Sparoza are harsh and the rainfall can be unpredictable. The annual average is 555mm, however the extremes range from 150mm in 1999/2000 and 914mm in 2002/03. The garden is approximately three acres and is divided into seven distinct zones. The terra rossa soil is very rocky, many of the first trees planted by Jacky required dynamite to create holes.

Today there are more than 400 different species of plants recorded in the garden.

I found Sparoza to be a very calm garden. The Terraces in particular is a garden to quietly meander, to stop and observe the vast array of plants and trees. There are many birds, lizards, butterflies and insects.

"Its philosophy of matching the aesthetic sensitivity of the gardener with the limitations and opportunities offered by the difficult and typically Mediterranean conditions of this Attica hillside. It is, in other words, a place where beauty and climate compatibility go hand in hand".

Sally Razelou, current custodian

Some of the first trees Jacky planted were the *Cupressus sempervirens* to provide protection from the winds and to provide a shaded area. Many of the original trees are still standing strong including pomegranates, (*Punica granatum*), Judus tree (*Cercis siliquastrum* Jerusalem Thorn (*Parkinsonia aculeate*) Carob, (*Ceratonia siliqua*) Seville orange, (*Citrus x aurantium*) and Chinese

elm, (*Ulmus parvifolia*). The stonewall terraces are constructed of local material and are still in good original condition.

GARDEN PHILOSOPHY

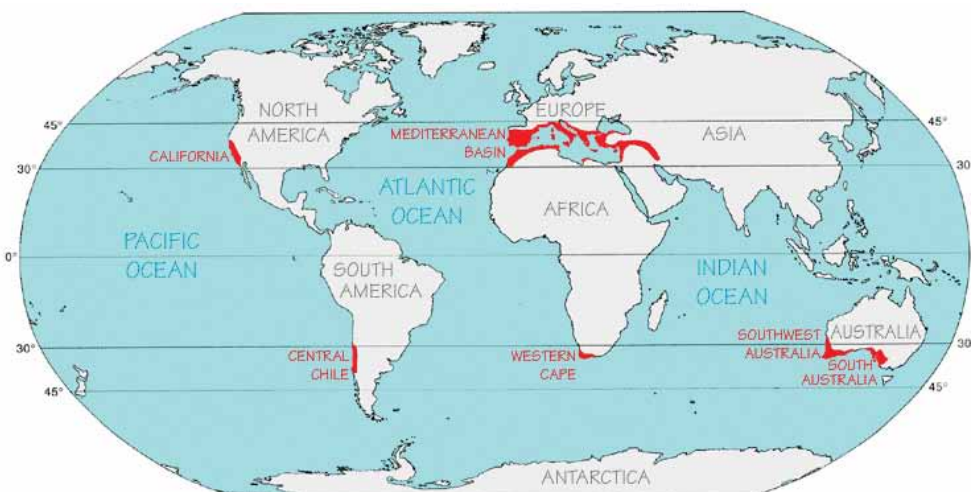
Almost all of the waste from the garden is composted. The only refuse that is taken off the property is large timber and prickly pear trimming. All of the small shrubs, cuttings, weeds (without seeds) etc are put though an electric garden mulcher and then put into three of the in-ground compost bins.

Sparoza is an excellent example of creating a garden that actually enhances the environment that it nestles in.

By using plants suited to the local environment, (soil and climate) minimal water, reuses most of the garden 'waste' as compost, the garden is in balance.

The design of the garden works with the climate, seasons, topography, endemic plants, visually, tonally rather than opposing it. Jacky and now Sally have taken their inspiration for the garden from the immediate environment.

I appreciate that the model used at Sparoza is not for everyone, their aesthetic, time, knowledge, skills or for many other reasons. My time in Greece was personally and professionally a great inspiration. I will endeavour to use this experience to enhance my contribution as a garden designer.



The Mediterranean garden zones.



The Terraces at Sparoza.

NGISA Member Profile: Ecodynamics



(l to r) Nursery Manager Chris Francis with propagator, Brayden Fitzpatrick and team leader Natasha Ilcesin.



The nursery showing some of the variety of native plants grown at Ecodynamics.

One of our 'quiet achiever' members is Ecodynamics, a landscaping company which specialises in landscape construction for State and local government clients on infrastructure and natural resource management projects. It includes an in house indigenous plant production nursery to service their projects and the industry.

The company originates from Victoria where it has been operating since 1989 and started up in South Australia in 2008 after winning a contract to work on the new Northern Expressway (NEXY).

It was towards the end of the NEXY project that Chris Francis joined the company as a landscape labourer and began his ascent through the ranks. Has been Nursery Manager since 2012 and is now also running general and project operations at their Penfield site.

"I became a leading hand in the company and led planting crews and maintenance crews on NEXY which was then our number one and pretty much only project," Chris describes. He cites his highly motivated work ethic and maturity as the key factors to his success within the company and now looks for these same factors when interviewing new applicants.

"Something I learnt a few years ago was you hire for attitude and train for skills, it's often a lot more productive to hire someone who's got a good attitude even if they've got no experience or skills."

Skills and experience are two things Ecodynamics offer in spades with opportunities for their 25+ person team in SA to be a part of large-scale landscape construction at all levels, from growing the plants to planting on site, to maintaining the landscape.

Even when tackling jobs that require upwards of two million plants, Ecodynamics will cultivate their seeds and plant material from around the job site itself. This allows them to repopulate the area with plants that have proven to be successful growers in that area and doesn't add any foreign stress to the environment.

Ecodynamic's self-sustaining process is something unique to the company themselves. Chris expanded on this, "I think there are not many other landscape companies that have dedicated production nurseries. I know in Adelaide there's not many native plant nurseries that have the facility to the scale we have."

"Vice-versa our competitors do different

work to us that they do well so at the moment it feels like there's a good balance in the market." Chris praises the inclusivity and positivity of the nursery and garden industry, stating that while there is healthy competition, most companies aim to help each other out where they can.

"We always aim to outsource a percentage of our work to other growers and suppliers, it keeps people happy. I think it's better to be both a cooperative industry as well as a competitive industry."

While they've found immeasurable success with their current business model, Ecodynamics are not ones to rest on their laurels. "In terms of the nursery it's a continual improvement cycle, we've worked at improving our drainage, nursery surfacing, greenhouses and production systems."

Many of the improvements Chris cites have come as employee suggestions, further solidifying the transparency between the company and its workers.

With all the new construction work firing up across South Australia, 2017 is set to be a busy year for Ecodynamics and their nursery team.

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