

HBR

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Long term readers of HBR would know that the publication is always looking at evolving further, to continually improve its usefulness and to reflect the changing business world we operate in.

In coming issues you will notice some changes, but this issue introduces two new regular sections: Innovation in the Hunter and Need a Break?

HBR has always been a supporter of innovation and recognised its vital importance to business, the economy, quality of life and future prosperity.

The Hunter is rapidly evolving to be a recognised centre for innovation, with new levels of collaboration and an innovation mindset combining with our intellectual assets to drive the local economy further.

This section will cover local innovation success stories, innovation tips, startups, local research and more. By providing a greater awareness of the issues and organisations it covers, the new innovation section is also designed to facilitate improved collaboration so that our region can more fully take advantage of its inherent innovation and produce even more effective commercial outcomes.

The first Innovation in the Hunter section is fortunate in having input from innovation specialists such as Dr Sarah Pearson, Pro Vice-Chancellor Industry Engagement and Innovation, The University of Newcastle and Christina Gerakiteys, CEO of Ideation At Work.

The Need a Break? section is an acknowledgement of the physical and emotional toll that running a business can take on individuals. Having a break is a great way to refresh and recuperate. This section will discuss some of the issues around this topic as well as some of the options available to help you revive and come back to work with new enthusiasm.

We look forward to presenting these regular sections in all future issues and would welcome your comments on these sections or any other aspect of HBR.

Please feel free to email me directly at garry@HBRmag.com.au.

Garry Hardie
Publisher & Editor

On this month's cover:

University of Newcastle's Dr Jose Rodriguez and Associate Professor Patricia Saco led a new study on the role attenuation (the ability of man-made structures to restrict the flow of water) has on the decay of coastal wetlands as sea levels rise (see page 42 for more details).

Photo courtesy of UON



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HBR is essential reading for anyone wanting to stay informed on local **business news** and **issues** that affect business.



Priority Home Loans opens Hunter office

Priority Home Loans has expanded into the Hunter region with their new office located at the HIA Home Inspirations Centre in Mayfield West.

Bryan and Lorraine Coleman started Priority Home Loans in Tamworth almost 17 years ago and have since helped many clients with their residential, commercial and investment needs. They have access to over 35 of Australia's leading lenders.

Bryan and Lorraine have built their business on the foundation that 'the client's needs are our priority'. These values run deep in the family with Bryan and Lorraine's two sons, Blake and Tyler Coleman, now helping customers achieve their goals in Newcastle.

"It has been some very rewarding sixteen and a half years and we are beyond excited (as business owners and parents) to be expanding our team to include our two sons," says Lorraine.

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\$2.8m grant for Scone Saleyards

Upper Hunter Shire Council has welcomed a \$2,827,248 grant towards the Scone Saleyards from the Building Better Regions Fund, announced by Deputy Prime Minister and Member for New England, Barnaby Joyce.

The funds will go towards completing a \$7 million project at the Scone Regional Livestock Selling Centre, with the Upper Hunter Shire Council providing the remainder of funds.

Council's 10 year plan provides for the servicing of a saleyards loan of \$4.21 million. This loan is fully serviced from the saleyards operational budget. The Saleyards Committee including the Scone selling agents have agreed to increases in vendor and agent fees to accommodate this increased cost.

Mayor Wayne Bedggood said the project would increase the capacity and efficiency of the saleyards, support local jobs and increase economic activity.

"This will be the biggest upgrade to the saleyards since it was established 45 years ago," he said.

"Council has undertaken planning for this major upgrade over the past two years and with this funding, construction can commence in the 2017/18 financial year.

"The upgrade works will be carried out whilst the yards remain operational, so there will be significant logistical matters to work through for the users of the yards and the construction teams. This will be some short term pain for some major long term gains.

"The innovative design and latest technology that will be implemented as part of the project will not only result in increased throughput, turnover and efficiencies, but will increase the safety and welfare for the cattle and staff working in the facility," Cr Bedggood said.

Once complete the saleyards will be able to meet the criteria of the National Saleyards Quality Assurance Program and to upgrade the membership status from Participant level to Accredited level which meets the requirements of the Commonwealth Industry Body, SAFEMEAT as well as meeting requirements to retain EU accreditation and meet the biosecurity and animal welfare regulations.

Sandstone from the former Honeysuckle railway station to be preserved

Newcastle Light Rail managing contractor, Downer EDI, has uncovered sandstone blocks and brickwork in the former heavy rail corridor between Kuwuni Place and Steel Street over the past year or so.

Revitalising Newcastle Program Director, Michael Cassel, has announced that sandstone blocks from the former Honeysuckle railway station will be assessed for possible incorporation into the Newcastle light rail design.

"Heritage experts have verified the materials formed part of the former Honeysuckle railway station, which was built in 1872," Mr Cassel said.

"When the station was closed in 1936 with the opening of Civic and Wickham stations, part of the station was buried beneath the heavy rail corridor."

The materials will be excavated and stored in a secure location, then assessed for possible incorporation into the urban design elements of the light rail project.


"The community has told us that they are proud of their city and want to see it revitalised, but that the city's history and character should be respected as part of revitalisation activities," Mr Cassel said.

Pedestrian access through to Steel Street will be maintained while the materials are being removed.

The materials have been investigated and assessed in accordance with NSW Office of Environment and Heritage requirements.

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Maitland Council Community grants program open

Applications for Maitland City Council's Community Grants program are now open and local community organisations are encouraged to apply.

The grants assist organisations to deliver projects, community events, services, and facilities in Maitland that foster community partnerships, promote access to community resources and ultimately provide benefit to the wider community.

Organisations can receive up to \$5,000 in funding for projects that fall within the categories of cultural and local studies, community development, leisure and recreation, and community events and initiatives.

Council's Manager Community and Recreation Lynn Morton says, 'Council's Community Grants program helps provide an extra financial boost for many community organisations. Some of the organisations that have been successful in the past include City of Maitland Pipes & Drums, Endeavour Group Australia, Slow Food Hunter Valley and the Maitland Neighbourhood Centre.

'The Community Grants program can make a real difference to local groups and allows those groups to continue their good work in the community'.

To be successful, projects will be assessed on the benefit to the community, innovation, level of community consultation and the capacity for the community group to deliver the project.

Organisations also have the opportunity to apply for Community Grant funding to help run NAIDOC Week, International Men's Day, International Women's Day and International Day of People with a Disability events and initiatives.

Applications close 30 September and for more information or to complete an application form for the Community Grants program visit www.maitland.nsw.gov.au/ResidentsCommunity/ComGrants

Carroll & O'Dea Lawyers and Kinnear & Company Solicitors join forces

Carroll & O'Dea Lawyers expanded and built the experience and expertise of its Newcastle office by welcoming Anne Kinnear and Kate Walker of Kinnear & Company Solicitors.

The merger of Kinnear & Company Solicitors with Carroll & O'Dea Lawyers unites over 25 years of local service to the Lower Hunter region with the skills and experience of a 100 year old firm.

Anne, who joins the firm as Special Counsel brings with her exceptional experience and skill which greatly complements the offering of Carroll & O'Dea Lawyers.

An accredited family law specialist, Anne has more than 25 years' worth of experience in the Lower Hunter region specialising in Mediation, Collaborative Law, Family Law and Wills & Estates. As an accredited family dispute resolution practitioner and nationally accredited mediator, Anne is highly skilled in the area of Dispute Resolution.

Kate, who joins the firm as a solicitor, is an accredited family law specialist with extensive experience working as a family law practitioner. She is highly skilled in family and relationship disputes and property matters, as well as practicing in the area of Family Dispute Resolution as a family dispute resolution practitioner.

"The merger of Kinnear & Company Solicitors with Carroll & O'Dea Lawyers underpins our continued commitment to enhancing the legal services that we already provide to the Hunter region through our Newcastle and Port Stephens Offices", said Managing Partner, Howard Harrison.

"What that means for local clients is that they get a local office dealing with people they know and direct access to the expertise and resources of a premier legal firm", said Executive Partner – Hunter region, David Jones.



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Mikaela Crowfoot, Jon Black (TAFE NSW Managing Director), Jen Butler, Cameron Collins, Sandra Vodic (TAFE NSW Equine Head Teacher), Madeline Dunbar, Mike Rowlands, Cassandra Reid, Ashley Craddock, John Ringland, Sophie White, Chelsey Kowe, Melissa Wortman, Tiannah Witney.

EquiStart program delivers work-ready staff

Collaboration between TAFE NSW and the Hunter Thoroughbred Breeding Association is helping alleviate a shortage of entry-level workers in the Upper Hunter's horse-breeding industry.

The three-week program delivered by TAFE NSW Scone is designed to equip school leavers looking to enter the thoroughbred-breeding industry with key skills, including workplace health and safety, horse behaviour, grooming and handling techniques. The program also provides valuable industry exposure, with local employers offering work placements for all participants.

The first students to complete the program graduated at the annual Godolphin Stallion Parade on 25 August. From the 13 students who participated, seven have secured employment with local breeders either as trainees, apprentices or entry-level workers. The remaining students are continuing their education with TAFE NSW.

TAFE NSW Managing Director Jon Black, who attended the graduation in Aberdeen, said the program was a great example of the education innovator working closely with industry to support training and skills needs.

"Through its close industry relationships, TAFE NSW is developing bespoke training programs individually designed to meet the specific needs of employers," Mr Black said.

"By doing so, TAFE NSW is contributing to important local industries like the Hunter's equine and breeding sector as well as the regional economies they support.

"The EquiStart program is linking school leavers with jobs and offering a pathway to further training in equine, animal or vet nursing studies."

The Hunter Thoroughbred Breeders Association's President, Dr Cameron Collins, said partnering with TAFE NSW had allowed it to design a program that would provide local employers with a pool of work-ready candidates equipped with relevant industry insights and skills.

The next EquiStart Work Ready program will commence on 20 November and applications are now open.

Wests Group members back Knights acquisition

On 8 August the board of The Wests Group announced the results of the recent plebiscite, in which members were invited to vote on the proposition that The Wests Group acquire 100% of the share capital of the Knights Rugby League Club.

A total of 13,635 members voted, with 93% voting yes.

A further 212 members emailed or mailed the board with their thoughts and voting intentions. While this correspondence could not be included in the official vote count, it was assessed by the board and the vast majority was supportive of the resolution.

Given the overwhelming support for the acquisition of the Knights Rugby League Club, The Wests Group will now commence a transition period to complete all outstanding due diligence requirements in preparation for full ownership to commence on 1 November 2017.

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Boost for Hunter Valley Wine Country

Cessnock City Council has been allocated \$1.25 million under the Building Better Regions Fund (BBRF) for a \$2.5 million Hunter Valley Wine Country Tourism Signage Implementation Project.

The \$481.6 million BBRF supports the Australian Government's commitment to create jobs, drive economic growth and build stronger regional communities into the future. This Federal grant was the result of a successful application to the BBRF and Council will leverage from previous funding to match the grant dollar for dollar.

The project involves implementing new signage across the Cessnock local government area, including information bays, city gateway signs, precinct and directional signage. The new infrastructure will also include braille and QR coding technology which will assist visitors to explore key tourist areas.

Cessnock City Mayor, Councillor Bob Pynsent welcomed this much-needed funding boost and said it's the perfect opportunity to progress the new signage strategies Council has in place.

"Welcoming 1.5 million visitors per year, it's no secret Hunter Valley Wine Country is a major tourist destination and the concentration of drive-visitors makes effective wayfinding and information signage a necessity."

"Tourism is our largest employing sector and generates high economic activity across the region and it is vital we continue to support the growth of this important industry"

Additional \$150 million for Newcastle renewal

At the Property Council luncheon on 25 August, Andrew Constance, Minister for Transport and Infrastructure, announced an additional \$150 million of funding by the NSW Government for the renewal of Newcastle.

The funds will be used for a number of purposes, including public spaces, upgraded walkways and cycle paths, extra road works and streetscape improvements. The latter will include funding for making the light rail wire free.

The Minister also committed to funding of studies regarding extending the light rail, to further improve transport options in the city.



Andrew Constance,
Minister for Transport and Infrastructure

New campaign to 'Make the Upper Hunter Home'

A partnership between local businesses and Upper Hunter Shire Council is driving an upcoming "Make the Upper Hunter Home" campaign, promoting Scone and surrounds as a great place to live, work and invest.

The aims of the campaign are to increase business investment, employment opportunities, and the population of the Upper Hunter and particularly Scone. The project will also work to increase the economic benefits of the Scone by-pass.

The \$30,000 project will involve the creation of a hard copy prospectus, short videos about major employing industries (such as agriculture, meat manufacturing, clean energy, equine, retail and aged care), a library of promotional images and capacity to distribute them effectively online.

A successful grant of \$16,545 has been awarded from the NSW Government's Regional Growth Fund – Marketing and Promotion.

The project partners; Scone Chamber of Commerce and Industry, Hunter Thoroughbred Breeders Association, Upper Hunter Energy Park, JBS Hunter Valley Quality Meats and Hammond Care (Strathearn) have committed \$6,000 towards the project and Council will match these industry contributions.

Mayor Wayne Bedggood thanked the project partners for their involvement.

"Council, the Scone Chamber and these major employers are working together to promote our region," Cr Bedggood said.

"Living here, we are well aware that the Upper Hunter is a fantastic place to live, play and work.

"We are all now investing in this project to promote our lifestyle to a wide audience who may not be as aware, hopefully growing our region's population and economy."

"The prospectus, both in hard copy and digital formats, will promote local opportunities for business relocation or start-ups, highlight our employment opportunities and also show the lifestyle that is on offer in the Upper Hunter.

"The upgraded online capacity including better use of websites and social media, will also allow local industries to advertise job vacancies, particularly senior management roles that can be harder to fill."

The campaign material will be available free to use, and available through the Scone Chamber of Commerce and Industry website, which will have a major upgrade.

The project will be completed by the end of 2017.

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Hummingbird officially opened at Williamtown Aerospace Centre

Hummingbird Electronics has completed their relocation to their new purpose-built Innovation Centre at Williamtown Aerospace Centre.

Hummingbird Electronics had been at its previous premises in Port Stephens since its establishment in 2008. In 2015, Hummingbird was acquired by Adelaide-based advanced electronic manufacturer, REDARC Electronics.

The new facilities were officially opened on 21 August in the presence of a range of staff, business and community leaders, including Parliamentary Secretary for Planning, the Central Coast and the Hunter, Scott MacDonald and REDARC owner and CEO, Anthony Kittel.

Since being acquired by REDARC Electronics, Hummingbird Electronics has undergone many changes within their business to align their manufacturing and logistical facets with that of REDARC Electronics. Their impressive growth to date has been partially due to Hummingbird's ability to bring new and innovative bespoke products to the automotive, mining and transport industries both domestically and abroad.

REDARC are currently in the middle of a significant expansion of its Lonsdale facility in Adelaide. The expansion which is fuelled by \$2.5 million Federal Government Next Generation Manufacturing Investment Program will see the creation of 100 jobs, enhance export capabilities, allow diversification into new markets such as medical and defence and provide flexibility leading into the future.

The catalyst for Hummingbird's relocation is its impressive growth and to shift with REDARC's significant expansion plan. The move to Williamtown ensures Hummingbird continues to build its longstanding relationships in the region, enhance its capabilities in defence and to put itself in the best position to deal with opportunities for future growth.

Hummingbird's National Sales and Marketing Manager, Mark Bruce, said the move represented exciting times for the both REDARC and Hummingbird.

"Establishing our NSW base by relocation to the Williamtown Aerospace Centre is a key part of our strategy to grow the business into new markets as well as strengthen our alignment with REDARC.

"Being located adjacent to Australia's largest operating Air Force Base will allow Hummingbird to be situated alongside other likeminded electronics, aerospace and air industry companies attracting highly skilled personnel, new business development and engineering opportunities."

The Williamtown Aerospace Centre enables its organisations to more easily be part of Australia's national and international defence capability. It is currently home to several large defence focused organizations such as Raytheon, Bae Systems and Lockheed Martin. On completion, the WAC will comprise of four buildings with each occupancy custom designed to suit its tenant's requirements.



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Scone Golf Course reconstruction

A new \$3.8 million Scone Golf Course is expected to be completed in mid 2018.

The reconstruction of part of the course is required because Roads and Maritime Services' (RMS) proposed route for the Scone bypass travels through the existing holes 1, 4, 6, 7, 9 and the practice range.

RMS are funding the \$3.8 million redesign and construction, with Upper Hunter Shire Council providing the additional land required for the redevelopment. Council has engaged Weidlich Golf Design to manage the delivery of the project.

The golf course is expected to be closed from September 2017 through to July 2018 during the reconstruction and grow-in of the new layout. The plans do not involve changes to the Scone Sporties Clubhouse.

The site for the new course is vacant land owned by Council, on the southern side of the existing course and the proposed bypass. The Scone Golf Course is managed by Scone RSL Club Ltd who own the clubhouse and surrounding land and lease the current golf course from Council.

Mayor Wayne Bedggood said the redesigned course would be of a standard comparable to the current course with 18 tees and nine greens, and similar course distances and slope rating.

"The new course should be just as challenging as the current one. It will be a professionally designed course with a fully automated irrigation system.

"There has been a rigorous process of community consultation and tendering to get the project to here. Several thousand games of golf are played at Scone every year and we want to get this right."

To redesign the course, Council has been in discussion with RMS, Golf Club members and the RSL Club management over the last two years.

Newcastle adopts smart city strategy

Newcastle City Council endorsed a smart city strategy on 22 August to embrace technology to make life easier and more sustainable for residents, workers and visitors.

The Newcastle Smart City Strategy 2017-2021 outlines how Council will help diversify the regional economy and encourage innovation to meet urban challenges while attracting investment and slowing the Hunter's decades-long brain drain. The strategy was refined following a six-week public exhibition period in which 74 submissions were received and an online engagement platform had 2,390 visits.

New approaches to water management and a greater emphasis on public safety and security were incorporated into the revised strategy as a result of the feedback.

"I'm delighted to say the city now has a community informed, council-endorsed blueprint to follow as we re-invent the local economy and make the city a centre of innovation," Council's Interim CEO, Jeremy Bath, said.

"Actions will now be implemented across Council and be integrated into relevant work programs and operational plans.

"For new programs and projects, funding will be sought through the usual budget processes or through external grant funding when available."

The four-year blueprint focuses on six key areas, including:

- A smart economy that invests in innovation and infrastructure to support business success and attract industry and more investment
- A smart environment in which the public, business and industry harness innovation to create a cleaner, more sustainable future
- Smart living by embracing technology in public places to improve the amenity of the city and connect with people in new ways
- Smart mobility in which walking and cycling have top billing and technology-enabled infrastructure is employed to create better travel experiences
- Smart people attracted from afar and persuaded to stay or return to pursue careers
- Smart governance marked by consultative leadership and collaboration across government, industry and business

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Federal Government invests in Lake Macquarie infrastructure

Lake Macquarie City Council has welcomed the announcement of \$2.2 million in funding from the Federal Government to extend Munibung Road, connecting Boolaroo and Cardiff in Lake Macquarie.

Mayor of Lake Macquarie, Cr Kay Fraser, said the 700 m of new road would provide an important transport link between Glendale and Cardiff.

"It's great news for local residents, who will enjoy shorter travel times, while surrounding businesses will benefit from the additional transport route."

Earlier this year, Council set aside \$2.9 million to enable this important local road infrastructure project to proceed.

"This announcement demonstrates the continued high levels of confidence that both the government and businesses have in Glendale and Cardiff.

"This project, together with the Lake Macquarie Transport Interchange, has the potential to establish Glendale-Cardiff as a new employment super-hub and regional transport interchange, and aligns with a future expansion of the light rail network beyond the Newcastle CBD to Glendale.

"We appreciate the ongoing support of the Federal and State Governments, and our local MPs. Council looks forward to working with Ferrier Hodgson (who manage the Pasminco site) to see the project come to fruition as soon as possible."

Council named a finalist for Organisation of the Year for community engagement

Lake Macquarie City Council has been named as a finalist for Organisation of the Year in the prestigious International Association for Public Participation (IAP2) Australasia's 2017 Core Values Awards.

Council's Acting Director Community Development, Laura Kendall, said the Awards recognise projects and organisations that are at the forefront of public participation and community engagement across the Asia-Pacific Region.

"We are immensely proud to be recognised for leading practice and innovation in our commitment and approach to working with our community," Ms Kendall said.

"Some of the challenges local communities and their councils face as they look to the future include how our built environments can become more sustainable and inclusive, how neighbourhoods will adapt to change, harnessing new technology and traversing the 'digital divide'.

"For several years, Council has worked to address these challenges by giving the Lake Macquarie community greater influence in decisions that affect them," Ms Kendall said.

These efforts have resulted in several successful collaborations, including Council's recent Shape Your Future engagement project, which culminated in a team of community members delivering a new vision and values statement for the City, based on more than 4000 responses and ideas gathered from the community.

Winners of the 2017 IAP2 Australasia Core Values Awards will be announced at a gala dinner to be held on 19 October in Melbourne.

Hunter Water turns 125 Years old

One-hundred-and-twenty-five years ago, the 'Hunter District Water Supply and Sewerage Board' was formed to take control of the water system and support the future of a fast developing region.

Hunter Water Managing Director Jim Bentley says 125 years on, the founding principles of 'The Board' still rang true.

"Hunter Water's original crest read 'For the public health', which was a powerful message for the time given the widespread outbreaks of cholera and typhoid caused by a deficit of clean water and sewerage services in Australia.

"After 125 years, public health is still at the centre of everything we do, but its meaning goes beyond simply providing clean drinking water and sewage services. Our role is to enable a growing, liveable, and environmentally sustainable Hunter region, where our communities have access to high quality and affordable services. Today we're guided by the United Nations' Sustainable Development Goals, we strive for carbon neutrality, and our communities' needs are at the heart of our decision making.

Mr Bentley said Hunter Water has been at the heart of shaping the region over its 125 year history.

"Reliable access to safe drinking water is something we all take for granted, however without it the Hunter would not have been able to grow to the thriving region it is today. Building Chichester Dam in 1926 was a key moment in history as it gave the Hunter the water security it needed to attract investment, preserved by what is now a World Heritage listed catchment.

"Burwood Beach Wastewater Treatment Works upgrade of 1989 transformed Newcastle forever, allowing local tourism to flourish. Whereas beachgoers once had to check for sewage plumes drifting from Burwood, our beaches are now consistently rated the cleanest in the State and the main drawcard for visitors.

"We've made a number of bold and innovative decisions over our 125 year history, and perhaps the most significant is establishing Australia's first 'user pays' pricing system in 1982. Paying for the water you used was unheard of for the time, but this is now the norm across Australia. It's helped keep our water demand down and supplies up over the years, and our average bill is now among the lowest in the country."

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Minister for Transport and Infrastructure, Andrew Constance, Newcastle Airport Chairman, Peter Gesling and Newcastle Airport CEO, Dr Peter Cock at the official opening

Newcastle Airport is international ready

On 25 August, the Hunter region celebrated a major milestone with the official opening of the international arrivals and departure fit-out at Newcastle Airport.

Opened by Minister for Transport and Infrastructure, Andrew Constance in front of dignitaries and guests, the \$1.6 million project — majority funded by the NSW Government — has been completed ahead of schedule.

The fit-out now completes the 2015 terminal redevelopment and has included the installation of the necessary security technology, IT technology, passenger screening equipment, and furniture for the border agencies.

"This was always part of the plan when we undertook our 2015 terminal expansion project. It's great to see it all come together.

"Our region is now one step closer to offering direct international services at Newcastle Airport," said Airport CEO, Dr Peter Cock.

"From a terminal infrastructure perspective, we have done everything we need to do to be ready for international flights," said Peter.

Newcastle Airport doesn't currently have any announcements on the horizon, however the completion of these fit-out works have removed the last infrastructure hurdle to bring international flights to Newcastle.

"I know our region is passionate about travel and there is an incredible desire for international travel. I know, because I'm asked almost every day that you want to be able to fly overseas from your local airport. I can assure you that my team and I are working tirelessly behind the scenes to make this a reality—our region certainly deserves to be able to fly to more destinations from their local airport.

"While my team can talk the talk to the airlines, we need you to walk the walk with the airlines. What we ask of you is for you to continue to be passionate about travel and about your local airport.

"We need you to keep travelling, we need you to choose Newcastle Airport as your point A when you travel, at the moment be it for a domestic or international trip — hubbing through Brisbane, the Gold Coast, or Melbourne. We need you to show the airlines that we want to go smarter and fly from our local airport.

"The completion of this project is incredibly exciting for our region. We deserve to have this infrastructure and we deserve to have direct international flights to our region. We've delivered the first to you and I assure you we're working hard to deliver the latter too," concluded Peter.

The project brought together a range of local expertise to produce an excellent result that well positions Newcastle Airport for further growth and contribution to the local economy.

Those involved in the project included APP Corporation (project manager), SDA (architect), Kingston Building (principal contractor, builder), Godbee Electrical (electrical) and Telstra SNP Monitoring (CCTV and security).

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APP Corporation

APP were engaged by the Newcastle Airport to provide project management expertise to deliver the fit out of the international passenger processing areas within Newcastle Airport Terminal. The project involved implementing security technology, communication & IT infrastructure, passenger screening equipment and specialised joinery and furniture.

APP's role involved detailed stakeholder coordination with Border Agency Groups, authorities, technical design consultants, Principal Contractor and the airport to manage the design development, procurement and construction phases over an 18 month period.

APP's involvement ensured:

- The designs were coordinated to satisfy stringent security protocols, whilst maximising operational efficiencies for both the Border Agency Groups and Newcastle Airport;
- APP's hands on approach to managing the delivery phase resulted in the project being completed;
 - Within budget and program;
 - Without Lost Time Injuries

Godbee

Godbee Electrical installed the new lighting and power services and a Cat6A data cabling system for the Customs fit out.

The contract also included management of the necessary modifications and integration of the building's existing Fire Detection and Audio systems.


SDA


SDA were engaged as Principal Design Consultant (PDC) for the duration of the project.

SDA's scope of works incorporated the design, documentation, consultant engagement and coordination and construction of both inbound and outbound passenger processing areas for use by Border Agencies comprising Customs, Immigration and Quarantine.

Inbound processing areas include arrivals, ECP modules, interview rooms, general office areas, treatment and res, detained goods, health, baggage reclaim and collection, x-ray screening and baggage examination. Outbound processing areas include front declaration desk, departures, OCP modules, interview rooms, PAX screen and search, X-ray screening and baggage examination.


One major component of this project was the direct liaising and coordination with Australian Border Agencies, including but not limited to Customs, Immigration, Quarantine and Australian Border Force departments. This process involved initially meeting face to face in Canberra to ascertain each of their specific brief requirements necessary to operate an international passenger processing terminal. Building on this, continual coordination with each agency to ensure the proposed design and layout met their brief requirements, specifically functional and security requirements. Comprehensive Room Data Sheets were compiled to collate all of these requirements into one document which could then be used as a basis for both the initial design as well as reviewing against throughout the process.



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Kingston Building

As Hunter based builders, Kingston Building Australia were thrilled to be selected to deliver the customs and immigration office fitout for the International Terminal at Newcastle Airport. Kingston offered a value engineered, cost effective approach to suit the Airport's budget and program without impacting on current domestic airport operations.

Kingston's Managing Director, Mr Col Robards said "We are proud to have been part of the team that has facilitated International Flights to and from the Hunter Region. We completed the works under budget, ahead of program with no lost time injuries. The management of Newcastle Airport and APP

were very professional and a great team of people to work with on this project".

The works feature innovative use of sustainable timber in screening and soft, architectural designed furnishing of walls for noise attenuation. Attention to detail combined with refined craftsmanship and efficient processing facilities and equipment will provide enduring benefits for people using these facilities.

Kingston have won numerous awards for the quality and functionality of their interior fitouts. They have an enviable track record for delivering commercial, industrial, heritage and retail fitouts ahead of contract time and under budget.



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Do you need a break?

Being a business owner or senior manager can be very stressful and takes its toll, particularly mentally.

It is a large part of your life and who you are. Work days are likely to be very full, with competing responsibilities and unexpected problems making your work life often exhausting.

Even when you leave work, the mixed blessing of smart phones and other electronic devices can mean you are never really out off duty.

Your importance to your business may make it feel that it is difficult for you to take the time off to have a break and recuperate, but the very fact that you are such a vital component of your business means that you need to be near peak condition, or the business will suffer. And there is no better way to get back to peak condition than to have a break, clear your mind, recharge and come back to work with renewed enthusiasm and in a more productive state, both physically and mentally.

It is recommended that you should try to have several smaller breaks and one longer break a year to keep in peak condition. Even if you don't feel it totally necessary, it is still wise to have an occasional break to prevent you becoming exhausted and heading towards burn out.

Signs you need a break

There can be many signs you need a break, and these will vary a little depending upon the individual and the nature of their work.

Common things to look for are:

- Falling productivity – you just cannot seem to fire on all cylinders
- Continual tiredness – perhaps through lack of sleep or perhaps you still feel tired after an 8 hour sleep
- Mistake rates – you are making more errors than previously
- Forgetfulness – your usual good memory seems to be deserting you
- Continually feeling stressed – stress is a normal part of being in business but if you feel stressed nearly all the time, then it may be time to take a break
- Falling levels of enthusiasm – you don't feel as motivated as normal and don't look forward to coming to work
- Physical health is failing – if you are continually stressed and exhausted, then sooner or later there will be repercussions for your physical health

Having a break

This is all very well I hear you say, but my business needs me to be there! If this is the case then you must look at the operations and how you can empower staff to cope with most day to day responsibilities.

During this process, and perhaps to test how your business can operate without you, you may consider to start with some short breaks – perhaps just a Friday off to make a long week end away. It is amazing how even a few days' break can help.

This new regular section in HBR will provide you with some options for getting away and recuperating, so you can return to work with more vigour and effectiveness.

In future issues we will also be covering some of the associated issues associated with having a break, including the psychology, operational structures and other factors.

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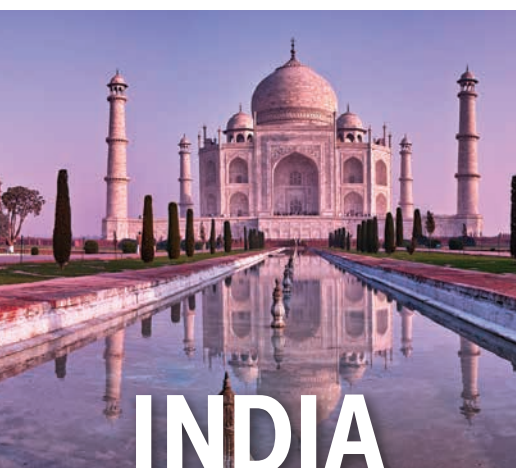
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Travelling from Newcastle Airport



As one of Australia's fastest growing regional airports, Newcastle Airport offers many advantages for passengers.

It has just opened its new international facilities (see story in this issue) and there are strong prospects for new routes to be announced in the near future.

But even without these additional routes, you can currently fly direct from Newcastle Airport to eight destinations in Australia, and one-stop hub through to more than 65 destinations around Australia or overseas.

Airlines operating out of Newcastle Airport include:

- FlyPelican, with direct flights to Canberra, Sydney, Ballina and Dubbo
- Jetstar, with direct flights from Melbourne, Gold Coast and Brisbane
- Qantas Link, with direct flights to Brisbane
- Rex, with direct flights to Sydney and Taree
- Virgin Australia, with direct flights to Brisbane and Melbourne

Newcastle Airport also offers a range of other advantages for passengers wishing to travel to these direct locations or the vast array of other one-stop destinations.

For Hunter residents as well as those in the Central Coast and other adjoining areas, access to Newcastle Airport is easy, with no tolls to pay and no big city parking fees. It offers quick and easy parking close to the terminal, easy check-in, excellent facilities and less crowds – a much more relaxing experience.

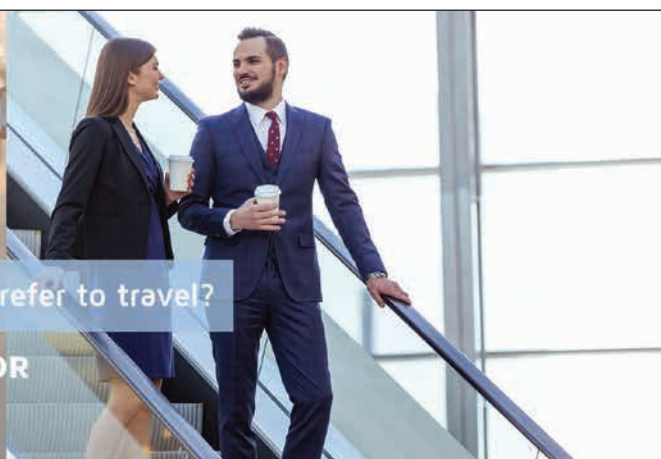
These reasons have contributed to the impressive growth in passenger numbers for the airport. More than 1.25 million passenger flights were services for the 2016/2017 financial year, a 6.6% increase on the previous year. The airport has experienced 20 consecutive months of growth up to and including the latest figures available when going to print (July 2017).

For your next trip, even if it is overseas, it makes sense to consider Newcastle Airport as your departure point.



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Anna Mahoney &
Alex Gallagher

HUNTER INNOVATION WRAP

Christina Gerakiteys Ideation At Work

Welcome to the inaugural Local Innovation section of HBR. Innovation has been featured annually in HBR for many years. With so much progress and so much passion for innovation, the Hunter Business Review is committing to a regular innovation section. And what better place to start than with a report on an event that celebrated its tenth anniversary and one that made its debut.



Christina Gerakiteys is the Chief Enabler at Ideation At Work and the producer of #HIF18. She is an ideator and innovation and creativity expert, opening hearts, minds and businesses to what is possible.

Happy anniversary!

The Hunter Innovation Festival celebrated ten years in May. Over the years the event has continuously adapted and grown in order to best serve an ever-changing innovation landscape. Isn't that what innovators do? The 2017 festival continued to break records and push boundaries and saw the youngest ever winner of the Smart Ideas competition pitch like a professional.

Year Six Lambton Public School student Annabelle Mahoney won the judges votes with her simple and effective idea to combat the region's obesity dilemma; paint staircases inside and outside of buildings with inspiring colours and patterns, and with motivational phrases. That will make more people take the stairs. Give people an experience and a reason to change their behaviours and they will.

The Hunter is bursting with new and vital collaborations, an expanding innovation ecosystem, new incubators and co-working spaces. Continued diversification of ideas, communities and resources are vital if this trend is to continue.

The word 'Exponential' will soon become as common to community and business survival as the words Creativity and Innovation. Gordon Moore, the Moore behind Moore's Law, has warned that it has become irrelevant. Exponential is now the term used to describe the increasingly rapid rate of change. The trajectory is upward!

Innovation for innovation sake is futile. At the centre of all innovation should be a human-centred need, a problem seeking a solution. The human connections made at the Hunter Innovation Festival are the reason why planning for HIF18 has already begun.

For further information contact Christina on 0425 236 156, email christina@ideation.global or visit www.ideation.global

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THE GROWTH OF INNOVATION IN THE HUNTER

Dr Sarah Pearson
The University of Newcastle

The Hunter Innovation scene is on the verge of exponential growth - all the pieces needed for driving a growing, globally competitive, diverse economy fuelled by leading edge knowledge is here. Pretty soon we will be talked about as an overnight success - one of those ten years in the making overnight successes. Many experienced, passionate and dedicated innovators have been working hard over the last few years to get to this point, and now they can see it all coming together to drive visible impact. As a Newby to Newie I am thrilled to be part of it, and have been asked to share what I have noticed in my first few months here.

Successful ecosystems have many similar ingredients - a world class university, engaged companies that want to innovate, support programs for startup growth, funding, entrepreneurs and an entrepreneurial culture for instance - and from what I have seen the Hunter has them all. The additional standouts for me have been the large number of Small-and-Medium sized companies (SMEs) that are innovating their way into becoming globally competitive, the predominance of technology based startups and SMEs, the diversity of support programs and innovation communities, the strong engagement of the University of Newcastle (UON), and the integration of the creative sector.

Every innovation meetup or event I go to have a new group of people to get to know, and creatives see themselves as key to the region's innovation success. I haven't seen that in similar sized ecosystems and it will be important for our success. UON - an ideas factory for the Hunter - is fully committed to engaging with the region's companies and community to grow our social and economic infrastructure, and our vision statement says this. Not many universities actually commit to this, but UON has, and visibly so - our innovation hubs and the innovation programs they run are one demonstration of that.

The fact that the Hunter is building on our history and our strengths will make a big difference for us. The Hunter has over a century of manufacturing innovation under its belt - it is great to see the growth of high-tech companies that will lead to advanced manufacturing thriving here. Local government is also playing an important role - the smart city initiatives, the Hunter Innovation Project, the Regional Incubator program to name just a few crucial initiatives that they drive and support.

For the next phase I think there will be two important activities we need to get right: Collaboration and Communication. Communication that attracts innovative companies, entrepreneurs and investors (thanks HBR for getting the ball rolling); collaboration that means more can be done with what we have, fast.

We have all the pieces, we just need to bring them together and tell our story to make sure our overnight success has impact, and Australian innovators see the Hunter as a great place to innovate and grow.

For further information contact Dr Pearson on (02) 4921 5565 or email Sarah.Pearson@newcastle.edu.au



Sarah Pearson is an experienced innovator with an eclectic career spanning innovation ecosystem building, industrial innovation, academia, management consulting, government, and science communication. She is Pro Vice-Chancellor, Industry Engagement & Innovation at the University of Newcastle, where she connects the university to innovation ecosystems, delivering economic and social impact.

REGIONAL INCUBATOR PROGRAM PITCH

The Business Centre proudly hosted the 2017 Regional Incubator Pilot Program pitch at their new location in Newcastle West.

The 14-week program consisted of intensive workshops, business advisory support and one-on-one mentoring sessions. Eight start-ups were then prepared to launch their business and pitch to potential investors.

Progressing through to pitch at the IQ Event to be held this month were ScrubIt, Mobito and Corridor Insights. Gordon Whitehead, Business Advisor at The Business Centre said how impressed everyone was by the ideas and strength of the teams involved in the inaugural program. "The hard work each of the start-ups have put into the program was noteworthy," said Gordon.

The idea of pitching an innovative idea to investors can be terrifying. For new ideas to prosper, delivering a great pitch with confidence is crucial. The program serves as a reminder that from little things big things can certainly grow.

The Business Centre will continue to serve as an incubator for businesses under its Start House 100 program. Start House will accelerate the successful development of 100 innovative start-ups over the next five years. It intends to see 50 women founders graduate and to create 500 high value jobs across the Hunter and Central Coast regions.



STANDOUTS FROM THE REGIONAL INCUBATOR PILOT PROGRAM

Mobito

Mobito is a mobile platform designed by medical specialists for medical specialists. Self-proclaimed to challenge outdated methods of clinical management, Mobito has developed several products to improve the efficiency of public and private hospital operations.

CoverMe Medical is one of their products, pitched to sharks Naomi Simson and Dr Glen Richards at the Newcastle Business Club recently. CoverMe allows specialists to seek work in specific regions. It also provides specialists a platform to find colleagues who can cover shifts and assist where needed to cover theatre and medical lists.

Simple, efficient, effective and secure, the site also offers a place for medical contact lists.

Corridor Insights

Nick Smith is a tech-savvy entrepreneur who has developed a platform that offers automate big-data capture and insights to road and rail corridors. Nick pitched the Corridor Insights concept at the HRF Centre's Innovation Breakfast in May. The system offers comprehensive monitoring for a range of applications using laser scanning, high-resolution imagery to create virtual representations of valuable corridor assets.

"Traditional laser scanning technology is prohibitively expensive and our system is exactly the opposite," Nick said. "We can permanently install it into any vehicle, then set and forget it as it continuously scans the environment for a fraction of the usual scanning cost per linear kilometre captured."

The SmartCorridor technology uses artificial intelligence to streamline corridor data capture, visualisation and management, therefore making it easy to remotely manage, inspect and identify critical corridor-based infrastructure.

SPOTLIGHT ON HMRI: WORLD LEADING MEDICAL RESEARCH IS HAPPENING IN OUR REGION

Nanotechnology in the Hunter

Nanotechnology is increasingly being used to deliver medicines to specific sites in the body. This results in a reduction of side effects and toxicity. Dr Susan Hua is designing and manufacturing the carriers these medicines will be placed in, and then modifying them to act like a GPS to direct the medicine to the targeted organ or body site.

Nanotechnology is being trialled in cases of premature birth, still the most common cause of neonatal deaths. "We have developed a mechanism for targeting the delivery of drugs to the uterine tissue, which we believe can be used to prevent or block preterm labour", Dr Hua said. "The targeted drug delivery system will enable us to administer drugs to women for the treatment of preterm labour that previously were unable to be administered to women due to affects on other organs."



Dr Susan Hua

Myth Busting Tall Poppy

Dr Emma Beckett, a postdoctoral fellow in molecular nutrition at UON's Ourimbah campus and a researcher with the Hunter Medical Research Institute, was recently announced as a Young Tall Poppy. The prestigious award acknowledges the achievements of Australia's outstanding young scientific researchers and communicators.

Dr Beckett's work focuses on gene-nutrient-environment interactions. Simply put, how what we eat changes the way our genes are switched on and off, and how our genes change what we eat and how we respond to food.

"Studying these interactions is important, because our genes, nutrition and environments all contribute to our risk of diseases, but our nutritional recommendations are universal and ignore the fact that we are all unique. Everyone eats food; however, nutrition is an area plagued by misinformation, misunderstanding, and marketing. As a nutrition scientist, I feel responsible for myth busting. It's important not just to communicate facts, but to empower people to critically assess information" Dr Beckett said.

HELLEN is Helping

HELLEN, (Hunter's Exoskeleton for Lower Limb Exercise and Neuro-rehabilitation) is a purpose-built bionic robot. She makes it possible for individuals with neurological conditions to stand, walk and participate in robotic exercise therapy. HELLEN is being used in a world-first clinical trial to assist stroke survivors take their first post-stroke steps.

According to senior researcher Jodie Marquez, "Prior to HELLEN, physiotherapists would have to drag people up. It's very labour-intensive, requiring three or four therapists, so patients are often denied the option of ongoing upright therapy. HELLEN takes all the work away from us, and the patient."



UON STUDENTS MARKED AS ENTREPRENEURIAL TRAILBLAZERS

Seven students from the University of Newcastle (UON) are set to pioneer the future of innovation as they undertake studies at the new Sydney School of Entrepreneurship (SSE) in Ultimo.

An offshoot of the successful Stockholm School of Entrepreneurship, SSE aims to provide access to practical training, support and mentoring and will focus on developing an entrepreneurial mindset among students.

UON students will participate in SSE courses and activities as part of their degree program, and be embedded into the entrepreneurial ecosystem through connection with peers, industry experts, policy makers, entrepreneurs and mentors.

UON Bachelor of Business / Bachelor of Innovation & Entrepreneurship student, Vanessa McDonald, said she was thrilled to be part of the first SSE pilot course and had found it a great way to compliment her studies and further her horizons.

Committed to nurturing the next generation of innovators, UON recently commenced the delivery of the unique Star4000 program which, developed in collaboration with accelerator company Slingshot, provides students with skills in entrepreneurship and assists in building an understanding of the key elements of business creation, providing pathways for innovation and future self-employment.

Funded by the state government through the Hunter Infrastructure and Investment Fund (HIIF), UON has played a key role in developing an Integrated Innovation Network (I2N) of regional incubator spaces to kick-start a networked innovation ecosystem across the Hunter region.

SSE is a partnership between all 11 NSW universities and TAFE NSW to drive the next generation of innovators.

The UON students commencing with SSE as part of their studies are:

- **Michael Hanlon** – Bachelor of Commerce
- **Liam Jewell** – Bachelor of Development Studies (Honours)
- **Vanessa McDonald** – Bachelor of Business / Bachelor of Innovation & Entrepreneurship
- **Kaylee Mendonca** – Bachelor of Business
- **Liam Scanlan** – Bachelor of Business / Bachelor of Innovation & Entrepreneurship
- **Ryan Sweeney** – Bachelor of Business / Bachelor of Information Technology
- **Paige Vernon-Smith** – Bachelor of Business / Bachelor of Innovation & Entrepreneurship

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5. What advice would you give to someone just starting out in your field?

The Craft Brewing sector is in a period of rapid growth at the moment and I meet a lot of people looking to start out in this field pretty much every week. My advice for what it is worth is that you need to ask yourself if you really LOVE what you do. Small brewing means long hours, lots and lots of cleaning, a lot of repetition of key tasks and compared to other industries the financial returns are modest. If you really love the process and get really buzzed by creating magic in the glass that is what will keep you going. It is called a Craft for a reason. Respect the Craft. The other key is to stay true to your vision for your beers and for your business. When you are brewing beers to 'meet the market' or copying the biggest seller in your area that is when you'll struggle. Make your own market. In my experience I've been most successful when I've taken a risk with flavour or done something a little out of the box. People buy our beers because they want to drink something different. If they want mainstream they'll buy mainstream – an imitation of the mainstream just doesn't work in our sector.

Shawn SHERLOCK

1. In a few words tell us about your current role.

I am the Co-Founder and Chief Brewing Officer at FogHorn Brewhouse. I brew the beer that fills our taps and an increasing number of taps in venues around Newcastle and the Hunter.

2. How have you reached this point in your professional life?

Basically I have followed a passion and managed to turn it into a career. I began brewing at home under the house with my father around 1989 and pursued it as a hobby off and on from then. I was completing a PhD in Australian History in the early 2000s and teaching at the University of Newcastle and seemingly had a career path in Academia mapped out. Increasingly my brewing obsession was taking over and after winning a few awards for my beers I eventually decided to follow the dream and took an Assistant Brewer's job in mid-2006. By 2008 I was Head Brewer at Murray's Craft Brewing Co. In 2014 I left there to start FogHorn Brewhouse with business partner James Garvey.

I have done a series of short training courses in brewing and have a qualification in beer judging but most of my learning has been years of practice at home and then 'on the job'. Running an independent Craft Brewery is such a multi-faceted role – it isn't really something that a single Tertiary type course can prepare you for. When I walked away from Academia in 2006 it was a massive gamble for my family and myself, but one I'm very happy I made.

3. When you're not at work, where can we find you?

Family is key – I have very limited time away from the brewery at the moment so when I do I try to spend as much of it as I can with family. I'm also a Knight's tragic and you will find me at the home games. I also enjoy music, reading, cooking....and thinking about the next brew.

4. Where do you find inspiration?

What really inspires and motivates me is creativity – I love starting with the same raw materials as everyone else and coming up with something unique and (hopefully) great. I'm always inspired by creative people, particularly people who enact lasting change in their chosen field.

6. What's something most people don't know about you?

I'm a frustrated songwriter... If I could write songs and lyrics as brilliant as Billy Bragg, or Paul Kelly or Thom Yorke I could die happy... Unfortunately that is a talent I just don't have.

7. How would you like to see the Hunter evolve over the next decade?

In broad terms I love what is already happening in Newcastle and the Hunter. I love the new energy in the city, I love the new small businesses opening, I love what Renew Newcastle has brought, I love the mix of business, creativity and the arts that is making Newcastle and the Hunter one of the most exciting and vibrant places to be in the country right now. I love that I don't exactly know what Newcastle will look like in 20 years – change can be difficult but it is exciting and far better than stagnation. The obvious challenge is to manage this change and growth in such a way that we don't lose the soul of the place in the process. I'm as proud a Novocastrian as you'll meet and I'm a firm believer that there is something special about our community and our people that make our town different. Striking the balance between freeing business up while regulating growth and maintaining our region's soul is the big challenge for our local leaders and for all active and engaged members of the local community. Investment and change is coming regardless – I think we are on the tip of the iceberg – getting involved in directing this change to maintain the best of what we already have rather than just opposing out of fear of the new is the challenge for all of us.

8. What's your favourite Hunter restaurant/café/bar?

Barrio 2304 Mayfield.

9. Do you have a favourite sport or team?

The Mighty Newcastle Knights!



Five tips to consider when using emails to negotiate business transactions

Kym Butler
Butlers Business & Law

Emails provide us with the benefit of instantaneous and reliable written communication. Furthermore, this modern business tool provides an environmentally friendly and sustainable alternative to paper correspondence. However, for those who regularly use emails in business transactions, it is crucial to be aware that email exchanges may have significant legal implications. As indicated by the Supreme Court, it is possible that a binding agreement can be inferred from email dialogues, in the absence of a signed contract and while terms are still being negotiated.

Here is our list of five tips to consider when using emails to negotiate business transactions:

1. Don't be lulled into a false sense of informality

Australian courts have responded in the shift to online communication by accepting emails as a means of creating binding agreements. As a result, it is crucial to treat all business correspondence with the same caution and precision that you would a formal document.

2. Be aware of the use of legal terms

The use of legal terms found in business contracts, such as "offer" and "acceptance" may be used as evidence by the courts to infer the intention to create a binding contract. As a result, it is important to be mindful of including such terminology in your email exchanges.

3. Clearly and consistently state that there is no legally binding agreement

In assessing whether or not the parties have entered into a legally binding agreement, the courts will look at the broader context of communications between the parties. This includes factors such as whether there is any indication that the parties intended to be legally bound immediately by the negotiated terms.

4. However, don't be fooled by the phrase "subject to execution of the contract"

The Queensland Supreme Court recently provided that a binding contract for the sale of land had been made by email. Significantly, the disputed offer and acceptance emails referred to the agreement being "subject to contract" and "subject to execution".

5. Check emails from your solicitor

The NSW Supreme Court recently found that a binding settlement agreement between parties had been made through email negotiations between their lawyers. As a result of this decision, it is advisable to check that emails from your solicitor contain the phrase: "This is subject to final instructions from our client".

Considering the needs of your business

Email negotiations are a fast and effective way to conduct business. However, it is important to be mindful that your email exchanges may constitute a binding contract. If you're unsure on whether your online behaviour has formed an unintentional contract, it is critical to seek legal advice.

For further information call (02) 4929 7002, email contact@butlers.net.au or visit www.butlers.net.au



Kym Butler is the founder of Butlers Business and Law. He has decades of experience both as a legal practitioner and chartered accountant. He is an expert in business structuring, asset protection and taxation.



Business and Law

☎ 02 4929 7002

✉ contacts@butlers.net.au

💻 www.butlers.net.au

📍 1/17 Darby Street,
Newcastle NSW 2300

ARE YOU LOOKING FOR A BUSINESS LAWYER IN NEWCASTLE?

Butlers Business Lawyers offers cutting edge legal services in Newcastle, Sydney and the Hunter. Our solicitors strive to provide the best and most cost-effective outcome for our highly valued clients. Whether you're looking for a legal strategy aligned with the direction of your business, or simply require a one-off legal service, our experienced team are here to help.

Crowd sourced equity funding

Megan Faraday-Bensley
Prosperity Advisers Group

In 2017 we are seeing the introduction of major changes to crowd-sourced funding and the ability for companies to raise capital from “the crowd”. The following is an overview of recent changes to legislation for Crowd Sourced Equity Funding (CSEF) and a look at what this could mean for private companies.

Crowdfunding has been around for nearly a decade with IndieGoGo launching in 2008. In 2015 it was estimated that approximately US\$34billion was raised globally through crowdfunding. The World Bank predicts that crowdfunding investments will be a US\$96billion a year market in developing countries alone by 2025, while Goldman Sachs describe it as “potentially the most disruptive of all the new models of finance”. So what is it and how will it benefit SMEs?

To date, Australia has somewhat lagged behind the rest of the world, partly due to the inability for start-ups to provide equity in their venture with only rewards based crowdfunding available. Recent developments for how companies can use crowd sourcing will mean a dramatic change to how businesses finance growth, new product development and other strategic initiatives.

What is Crowd Sourced Equity Funding (CSEF)?

It's essentially a financial service where SMEs and start-ups can raise money from a large number of people for a specific project or venture and in return provide equity in the company.

Local developments

A national Crowd Sourced Funding bill was passed into law recently and has provided start-ups and small businesses with an opportunity to be able to raise capital directly with investors.

It allows for unlisted public companies, with annual turnover or gross assets of up to \$25million, to utilise CSEF to raise capital up to \$5million a year from retail investors.

Retail investors include ‘unsophisticated investors’ who will be able to invest up to \$10,000 each and every 12 months in whatever ventures they choose.

There is no restriction on the amount of investment from a ‘sophisticated investor’. This type of investor is one which is deemed to have sufficient investing experience and knowledge to weigh the risks and merits of an investment opportunity.

As part of the 2017/18 Federal Budget, draft legislation was released allowing SME private companies - a structure used by the vast majority of Australian businesses - the opportunity to participate in CSEF.

This means proprietary companies will no longer need to become a public company (reducing cost and compliance burdens) to access CSEF. The legislation seeks to protect investors through additional obligations of CSEF proprietary companies including a mandatory 5-day cooling off period.

CSEF offerings must be made through eligible CSF intermediaries, who hold an Australian Financial Services Licence and are responsible for publishing a CSF offer document that complies with regulations.

When will CSEF be available?

The Federal Government has already passed legislation that will establish a CSEF regime for public companies and this will start on 29 September 2017.

The draft legislation, extending the regime to proprietary companies, is now being reviewed in light of comments provided to government. No date has been set for when the bill will be before Parliament. The current draft legislation sets the commencement date as six months after the legislation receives royal assent.

What does it mean for SMEs?

Capital raising for SMEs has been challenging, often tying up personal assets as security with banks, and for some it has involved going down the road of a costly and time consuming IPO.

CSEF allows SMEs and start-ups to by-pass the traditional methods of raising capital and to source funding from the public in exchange for an equity share in the business.

Before companies move down this path there are a number of aspects that will need to be considered and prepared, including:

- Market research to ensure your offer is attractive
- Marketing plan to validate your offer to potential investors
- Corporate structuring to ensure you have the most tax effective structure in place
- Intellectual property assessment to ensure your ideas and business is well protected
- R&D strategies covering how you will invest the funds raised to the benefit of investors
- Business plan which is robust and long term
- Budgeting and cashflow forecasts to demonstrate that the business or product is sustainable
- Information memorandum to set out the key elements of the offer
- Corporate governance requirements are in place and the business is well prepared to satisfy its obligations.

While there may be substantial upside to sourcing capital in this way, there are also a number of compliance obligations which will need to be considered:

- An annual financial audit if more than \$1million in CSEF is raised
- A minimum of two directors of the proprietary entity
- Financial reporting in accordance with accounting standards
- Restrictions on related party transactions
- Minimum shareholder rights to participate in exit events (such as an IPO or similar).

What else can SMEs do to raise capital?

Although it sounds attractive, CSEF may not be the best option for your product or company - it really depends on individual circumstances and timing. Other forms of raising capital can provide attractive benefits too, such as:

- Early Stage Innovation Company (ESIC) set up which provides for a 20% tax offset to certain investors that can be used with or without the CSEF concessions regarding regulation of raising capital.
- Section 708 of the Corporations Act Capital Raising' which provides for long-standing exemption from capital raising reporting requirements when capital is raised from 'sophisticated investors'.

Depending on whether your product is at the exploration, validation, demonstration or launching stage, there are numerous government grants available through The Department of Industry, Innovation and Science, Austrade, Australian Taxation Office, CSIRO and other Government organisations.

To discover more about CSEF or other capital raising methods available, including government grants, contact Prosperity Advisers on 1800 855 844 or mail@prosperityadvisers.com.au



Megan is a Director of Prosperity Advisers Group based in Newcastle. Megan has over 18 years' experience providing business and financial advice to a diverse range of clients across sectors including construction, government, property, professional services, health, services, manufacturing and technology. Megan works closely with her clients, assisting them to identify and capitalise on business and growth opportunities by understanding their needs and tailoring appropriate solutions for business management and restructuring, business improvement, valuations, financial and cashflow forecasting and tax planning.

How can you lead an integrated life?

Scott Douglas
SiDCOR Chartered Accountants

The concept of work life balance is an interesting one. Why do we want to balance work with life? It seems to me that part of life is work! After all, the work week for many is no longer 9 to 5 Monday to Friday and has become a big part of who we are. How important is it for you then to integrate work into your lives, and not treat it as a separate piece? There is no "work you", there is just you, and you should show up authentically at work just as you would in any other area of your life; whether it's time with family and friends, contribution to community or time for self. Remember that all these areas are important, yet all can't be your priority at any one time. Some weeks your business may be more consuming than others, other times a family vacation may mean the majority of your time is spent with those you love.

In a TED talk by Nigel Marsh, he talks about the need to expand the period of time in which we would like to achieve work-life balance. No one achieves so called balance in a day, and not a lot of us even achieve it in a week. However, if you reflect on where your time has been spent across the last month or two, ensure that you are taking the time for self and others, and not just the tasks that are pressing on you. A date with your partner, lunch with your parents, a footy game with the kids, fund raising for the local charity, that massage at the day spa and brunch with your best friend should seamlessly integrate with all those important business priorities that have you scrambling around day in day out.

Work is one part of your life; so live it authentically and bring the whole of you to all that you do, and remember to spend time in all the important areas of your life. It just doesn't have to be all today.

For further information contact SiDCOR on 1300 743 267, email scott@sidcor.com.au or visit www.sidcor.com.au



Scott Douglas, the CEO at SiDCOR Chartered Accountants, has over 20 years' experience in accounting and taxation, having begun his career with international accounting firm KPMG. With extensive experience in a variety of industries and with all types of businesses from local entrepreneurs to national organisations, Scott is perfectly suited to provide solutions needed to minimise tax and maximise wealth. Scott has a Bachelor of Commerce from Newcastle University and is a member of the Institute of Chartered Accountants.

Prosperity Adviser ranked in Australia's Top 50 Financial Advisers

Prosperity Advisers is very proud to announce that Financial Services Director John Manuel has been listed among Australia's top 50 financial advisers in the inaugural list of Australia's top advisers by Barron's, a prestigious US based financial publication.

John was ranked in 13th position and is the only Adviser on the list from the Newcastle region.

Barron's conducts the study to highlight a group of leading advisers as examples of the tremendous skill, passion, and acumen represented within the industry. Their goal is to recognise excellence in wealth advisory and educate the investing public on the value of a talented adviser.

2017

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Changing our habits

Grace McLean
NFP Connect

When you woke up this morning what did you do? Put the kettle on, suit up in gym gear, make a cuppa, go for a run, check your phone, or jump straight into the shower? Usually, we have a morning pattern that we follow that kick starts our day into gear. This pattern is a habit, a daily routine that either we established or was passed down to us.

In his book 'The Power of Habits' Charles Duhigg explains that our habits control a majority of our life, in fact, "a paper published by a Duke University researcher in 2006 found that more than 40 percent of the actions people performed each day weren't actual decisions, but habits."

This would mean in a 24-hour period if we get at least 7 hours of sleep, 10.2 of the hours left of our day are routines we follow.

No wonder time flies – working from our habits is like a robotic action! We just function, we are not consciously participating in what we are trying to achieve.

Changing a habit uses up a lot of energy and staying as you are often easier but can often mean we lose the will to grow or learn new things. I have heard Tony Robbins say that when you set New Year's resolutions, they are usually put in the too hard basket by January 15.

This statistic rings true for many, but most of us don't really think much about why. We would save ourselves a lot of money and lost time if we understand how to push through the barriers that hinder us from sticking to our goals.

We live in a quick fix-it type of world, and one of the things I've noticed people say in my planning sessions is that when they set goals and don't accomplish them, they feel like they are constantly letting themselves down. Unmet goals and targets deflate us, they make us feel like a failure, and we might find we stop setting goals altogether, so we don't set ourselves up to fail.

Sound familiar? Not all is lost, here's why. Once we realise what goes into forming a habit and what our brain and body are doing, we might be a little less hard on ourselves when we 'fail' because we know what's going on mentally and physically when we try to change a habit or create a new one.

Our brains take up 2% of our body mass and 20% of our energy trying to process new information. We feel stupid when we don't understand things, but the 'stupid' feeling is just our brain trying to create new pathways of understanding and collating the information so that it makes sense to us. Our brains are innately

lazy and want us to live out of the part of the brain from where habits come from (the amygdala). It's the place of least resistance.

So how do we start to change our habits?

Firstly we need to identify the habits we have the good and the bad, then decide which ones we want to keep and the ones we want to change.

To make any definitive change, we must try and start to work from our Thinking Brain (prefrontal cortex) and be mindful that to change a habit is like building a muscle, it needs time to form and build strength so it can override the old ones.

In his book 18 minutes Harvard Business Graduate Peter Bregman writes "The key is cognitive control of the amygdala by the prefrontal cortex," Dr Gordon told me. So I asked him how we could help our prefrontal cortex win the war. He paused for a minute and then answered, "If you take a breath and delay your action, you give the prefrontal cortex time to control the emotional response."

It only takes a breath to move from reactive thinking (emotional response) to proactive thinking (a practical thought based response).

Yep, a breath; that sounds simple enough, so first, we have to learn to take a breath.

When trying to create new habits, we will naturally get distracted and move back into old habits but the more we become aware of what we're doing, we have a better chance of being able to pull ourselves up and bring ourselves back to our preferred outcome or goal that we have set for ourselves.

Instead of just living from a robotic state, think about what you want to change, this gives you an opportunity to start to create boundaries and ultimately get more focused about what we want to accomplish in work and life. You now know you can start controlling your life, not your life controlling you!

There is a newfound confidence in knowing when you're trying to change an aspect of your life and you don't quite get there, remember that it takes a while. So instead of giving up and feeling like a failure, we now have permission to fail until we get it right, one breath at a time.

To contact Grace about her planning sessions and workshops on time and self-management email ask@nfpconnect.com.au



Grace McLean has dedicated her career to working within not-for-profit (NFP) & charities. With ten years of fundraising & building community connections under her belt, Grace realised there was a gap between how charities, business & community talk to each other & in 2015 established NFP Connect.

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BAKER LOVE LAWYERS

Janine Wilson has joined Baker Love Lawyers as a Partner. Janine is an accredited specialist in dispute resolution, with more than 18 years' experience across a range of disputes, and acting for clients at both State and Federal level. Despite, or perhaps because of, her extensive experience with litigation, Janine is a strong proponent of alternative dispute resolution.



MCGRATH HUNTER VALLEY & CHARLESTOWN

After 12 years in the real estate industry and 4 years as a marketing consultant, **Kyle Cable** has been appointed as head of Commercial Sales & Leasing for McGrath Hunter Valley & Charlestown. He combines his honest and ethical approach with exceptional industry knowledge and a love for the industry to give his clients the best possible real estate service and advice.



PRDNATIONWIDE PORT STEPHENS

Dane Queenan, a multi national award winning agent, is now a partner at PRDnationwide Port Stephens. Dane commenced his real estate career as a property management trainee in 2004 and has now worked in all facets of the real estate industry. Graduating to residential sales in 2006, Dane completed 12 months as a personal assistant to office principal Bruce Gair. Dane has now been selling real estate for 10 years.



BAKER LOVE LAWYERS

Zasco von Rooyen has joined the Baker Love's commercial team. Zasco has a strong background in residential and commercial property law, as well as significant experience in business sales and general commercial matters. Zasco's experience adds depth to an already strong property team working in an exciting time of growth in the property and business markets in Newcastle and the Hunter.



BAKER LOVE LAWYERS

Matthew Wicks joins the Baker Love's commercial team. Matthew specialises in general commercial, commercial property and commercial disputes, with experience gained both in Australia and the UK. Matthew's breadth of experience gives his clients the benefit of advice that takes in more than one perspective, helping his clients achieve practical, commercially sensible solutions across a range of matters.

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Aesthetics versus Numbers

Steve Dick

Raine & Horne Commercial

Commercial and industrial real estate is a numbers game, and it's this factor that makes it such a gratifying industry for me.

As commercial agents, we contact people and eventually we'll find an owner who wishes to sell a property or a lessor seeking a quality tenant. We bring the property to market and eventually after showing it enough times, someone will decide it is suitable to buy or lease. The more you do this, the more hours you are prepared to invest, the more transactions take place. If only it was this simple!

The numbers game

Industrial and commercial property is more influenced by numbers than residential real estate. With a residential property, the number of bedrooms, car spaces and toilets is critical. However, there is also the aesthetics that can underpin its appeal and value. Aesthetics are not a natural or measurable phenomenon. But it's linked to the principle that beauty is in the eye of the beholder – every man's home is his castle.

In the industrial and commercial sphere, the dollars are the key numbers. A commercial property's affordability will be determined by the floor space (m²) and whether it can cater to a business' storage, manufacturing, display and staffing needs.

Other numbers will indicate the health of a region. The Property Council, for example, issues an annual state of the office market that measures the vacant floor space in every major Australian capital city and regional centre. There is also Newcastle's very own Raine and Horne Industrial Average which measures the vacancies in (m²) in the major industrial suburbs around our

region (see www.raineandhorne.com.au/cms_lists/2/cms_pages/20622)

The Raine & Horne mid-year survey indicated an improvement in industrial real estate, denoted by a 1% drop in the vacancy rate. This is equivalent to approximately 30,000m² of space being taken out of the supply pool by either leasing or selling. This has occurred in just 6 months, and every square metre of space corresponds to part of a new job.

Raine & Horne Industrial Average Index, July 2017

Suburb	July-17 Vacancy rates (%)	Jan-17 vacancy rates (%)
Beresfield	5.8	6.2
Cardiff	4.2	6.1
Carrington	3.8	15.2
Inner Suburbs	7.7	6.7
Mayfield West	3.2	11.2
Rutherford	4.4	5.1
Sandgate	2.5	2.6
Thornton	6.3	7.3
Tomago Hexham	8.3	5.5
Warabrook	5.8	3.4
Wickham Maryville	2.5	2.0
Average	5.3	6.3



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5-steps to lower commercial vacancies

Despite my views on aesthetics, the staging of a commercial or industrial property could be the difference between a short-term and an extended vacancy. Here are some tips for minimising commercial property vacancy rates:

1. **Retain current tenants** – vacancy times can range from a few weeks to almost a year. Listen to your current tenant's concerns and explore ways to overcome minor issues if you can, to help keep them.
2. **Presentation** - fill the holes, paint the walls, clean the carpet, landscape the grounds and keep everything in shipshape order - don't let the cobwebs settle.
3. **Don't be greedy** – cashflow is central to your investment in an industrial and commercial property. Simply put, if it is vacant there is no cash flow, and often this is caused when a lessor is unrealistic about rental expectations.
4. **Market the property** – I like to say, "You don't see Gerry Harvey buying \$10,000,000 worth of lounges and sitting back waiting for a customer to walk-in." You must be pro-active and use the latest marketing and public relations tools to get as many eyeballs to your property.
5. **Know your competition** – how many buildings comparable to yours are in your area? As part of your research, find out what rents and prices they are achieving.

These are five simple steps that can help you increase the occupancy rates of your commercial property. However, I'd urge you to be patient and to seek professional help too. Commercial agents, such as Raine & Horne Commercial, have the contacts and expertise to help you maximise the returns from your commercial property.



For further information contact Steve Dick on 0425 302 771, email steve@rhplus.com.au or visit www.rhplus.com.au



Steven Dick has had a varied background with experiences in geotechnical engineering to hospitality and catering. He also represented at NBL Level Basketball. His expertise, experience and analytical skills have seen him involved with a number of companies at board level. He has also attained the highest level of recognition in the LJ Hooker and Raine & Horne Commercial Organisations.

NEW PARTNERSHIP



Bruce & Deanne Gair are proud to announce that Dane Queenan, a multi national award winning agent, is now our partner in **PRDnationwide Port Stephens**.

We are looking forward to a new and exciting future providing our clients with an ongoing superior service.

This new partnership will ensure **PRDnationwide Port Stephens** remains at the forefront of the real estate industry.

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Cessnock development boom continues

Cessnock City Council blew forecasted development and building approval figures for 2016/17 out of the water, which was highlighted in a performance report at the council meeting on 16 August. The Hunter Regional Plan outlined Cessnock City Council will have a projected increase in dwelling approvals of 6,350 between 2016 and 2036, which averages out to be 318 applications per year.

Council exceeded this figure by a whopping 44% in the 2016/17 financial year by approving approximately 459 residential buildings across the region.

With this, the total number of DAs determined (excluding s96) was up 7.7%, reaching 784 and the total value of Council's DAs was \$207,097,876, an increase of 23% on the 2015/16 financial year. Complying development value for the same period was another \$61 million on top of this.

This boom is reflective of an increase in housing activity across the region, in particular the growth occurring in greenfield Urban Release Areas, including Huntlee and Cliftleigh.

Council staff have also been working hard to improve both processes and timeframes when it comes to building approvals and in 2016/17, the average processing time was 52 days, yet the median time was just 28 days.

Cessnock City Mayor, Councillor Bob Pynsent, said these figures are a combination of our reputation as a thriving, attractive and welcoming place to live, along with the dedication and fantastic work of Council staff.

"We are going through a period of rapid growth and our staff are committed to working closely with key stakeholders to continuously improve processes to ensure we are meeting increased demand effectively and efficiently."

Newcastle building approvals top \$1 billion

Newcastle's building boom continues unabated after the value of construction approvals topped \$1 billion for the first time ever in a financial year. Council approved \$995 million in development applications in 2016/17, with \$83 million in complying development certificates issued in the same period. The combined \$1.078 billion total was up from \$875 million in 2015/16.

"Commensurate with the increasing number and value of private developments, the nature and complexity of applications have also increased," Newcastle City Council Interim CEO Jeremy Bath said.

"Our building and development team has done a fine job keeping processing times steady despite the growing demands on them."

"While evidence of the building boom is clear to see in the CBD's rapid transformation, other indicators and new efficiencies we're introducing point towards a sustained period of unprecedented growth for around the next 18-24 months."

Council will continue the city's infrastructure renewal and revitalisation under a sustainable budget as the building boom rolls on.

The 2017/18 delivery program and operational plan features a record \$90.3 million program of projects focused mainly on addressing the city's infrastructure backlog.

"Amid this strong growth, Council aims to achieve a sustainable infrastructure backlog by 2022," Mr Bath added.

"We reduced it from \$117 million in 2011 to \$99 million last year and we have scheduled eight years and \$8.8 million of civil works in Newcastle East leading up to the inaugural Supercars event."

"Council has also prioritised upgrades in the city's suburbs through flood-mitigation improvements in Wallsend and Carrington and road and public space improvements there and elsewhere."



RECENT SALES



59 Darby Street, Cooks Hill **\$6,850,000**
The property forms the gateway to Darby Street and is strategically linked to the Civic Precinct and broader Newcastle CBD. The site provides multiple mixed use redevelopment outcomes or an adaptive re-use of existing improvements (STCA).
SOLD BY: Peter Macadam & Adam Leacy - Colliers International Newcastle



5 Farrier Place, Rutherford **\$1,125,000**
Great commercial warehouse office space and hardstand. This property offers exceptional street appeal, and is fully fenced and gated.
BUYER: Local Business Owner
SOLD BY: Brendan Sarroff - Starr Partners Maitland



338-342 Pacific Highway, Belmont North **\$1,240,000**
(4) residential lots with street frontage shops, (2) houses and a vacant parcel of land fronting Pacific Highway.
BUYER: Sydney Developer
SOLD BY: Steven Dick - Raine & Horne Commercial Newcastle



89 Church Street, Maitland **\$1,100,000**
Prime Maitland CBD freehold hotel. 3 level building with 15 accommodation rooms including; Poker Machine Permits, TAB, dining room, and on site car parking.
SOLD BY: Brendan Sarroff - Starr Partners Maitland



54 & 58 Robert Street, Wickham **54 - \$565,000**
58 - \$810,000
Two Torrens title free standing warehouses sold separately. Both zoned R2 low density residential and located in one of Newcastle emerging hot spots.
SOLD BY: Jason Morris - Raine & Horne Commercial Newcastle



484 Hunter Street, Newcastle **\$1,630,000**
Positioned at the centre of the University of Newcastle's NeW Space education precinct in the Newcastle CBD, only 50m from Stage 1 and adjacent to the planned Stage 2.
SOLD BY: Matt J Kearney & Adam Leacy - Colliers International Newcastle

Real estate gives women a flexible and rewarding career

A leading Hunter real estate agent and mum of three-year-old twins says real estate has given her an amazing career with opportunity and flexibility.

Diana Apostolovski has joined PRDnationwide Newcastle & Lake Macquarie as a Residential Sales Agent specialising in Lake Macquarie properties, especially Warners Bay.

Mrs Apostolovski was born in and has lived in Lambton and New Lambton her whole life but has spent the past 12 years in residential sales around the Lake.

She has more than 17 years of experience in all facets of real estate including as a business owner. After a year as a receptionist she spent four years in property management.

"When I finished high school mum said I needed to get a job and I started at a family owned real estate agent," Mrs Apostolovski said.

"I loved it from the first moment and continue to love it," she said.

"In those days the receptionist did everything from getting photos developed at the chemist and creating display boards, to client service and arranging inspections; I saw every aspect of the business."

She became a partner in her last firm but sold up and went back to sales when expecting the twins.

"I wanted to focus on my family and on helping people to buy and sell property rather than owning a business."

"I decided to join the high performance team at PRDnationwide because of the industry leading business model which supports me to do what I do best."

"I love to see the excitement in a person's face when I have helped them buy a dream home or to sell their home."

"Celebrating with a client or buyer after a sale is done is so rewarding."



Diana Apostolovski

She says her very high referral and repeat business rate comes from simply doing the right thing by people and guiding them through the process to ensure a fantastic experience.

Her advice to other women considering real estate is "go for it".

"It is no longer a male dominated industry and it offers me a great deal of flexibility with my young family."

PRDnationwide Newcastle & Lake Macquarie Director Mark Kentwell is pleased to have an agent with the depth of Mrs Apostolovski's experience on his growing team.

"Diana is a great addition to our talented team who all work as one, across our three locations, for our buyers and sellers of project and residential sales," Mr Kentwell said.

"We have the largest residential real estate sales team in Newcastle and Lake Macquarie," he said.

"We have a female CEO and are appointing women as agents and in other roles as part of our program to bring more women into the industry."

"I hope other women see Diana as a role model and consider real estate as a great career option."

Mrs Apostolovski speaks fluent Macedonian and has strong ties to the local Macedonian community.

"THE TEAM WERE QUICK TO RESPOND TO OUR BRIEF FOR THE PROJECT SALES AND DELIVERED THE RESULTS FASTER THAN ANTICIPATED."



"We have recently worked with the project sales and marketing team at Newcastle New Projects (a division of PRDnationwide Newcastle & Lake Macquarie) on our Abode Terraces Tighes Hill project. The team were quick to respond to our brief for the project sales and delivered the results faster than anticipated."

Ian Summers, Stronach Property

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An opportunity exists here to purchase a prime commercial property for further information please contact

Brendan Sarroff: (0400) 986 779

MAITLAND

FOR SALE
Expressions of Interest



Starr Partners is excited to present to the market for sale by expressions of interest, this rare opportunity to secure a large, corner freehold development site with passing income in the heart of Maitland.

Situated only meters from rail, bus, and road transport networks, 30 minutes from Newcastle and 2 hours from Sydney, this property is ideal for residential unit development (STCA) or investment.

Key highlights include:

- Land Area: 1688 m² approx
- Zoning: B4 Mixed Use
- Building area: 300m², masonry warehouse
- Plenty of parking
- Corner location

An opportunity exists here to purchase a prime commercial property for further information please contact

Brendan Sarroff: (0400) 986 779

CESSNOCK

FOR SALE
Expressions of Interest



DEVELOPMENT OPPORTUNITY (STCA)

Starr Partners are pleased to present 9 Church Street, Cessnock for sale by Expressions of Interest.

This property is being sold with vacant possession and is an opportunity to occupy, invest or develop.

Only moments from the CBD and a short walk from transport, the location is key to the future of this site with potential to capitalise on the development of but not limited to; Boarding Houses, Mixed Use Residential, Child care facilities, Hotel/Motels (STCA).

Features Include:

- Large warehouse and rear yard
- 2 separate office areas/tenancies
- Residential Flat
- Storage Shed
- Land Zoning: B4 Mixed Use
- Land Area: 1,624m² approx

An opportunity exists here to purchase a prime commercial property for further information please contact

Brendan Sarroff: (0400) 986 779

P: 4933 6299 W: starrpartners.com.au

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Ground-floor office suite with exposed landmark position. Featuring: (5) carparks, 258m² (approx), ducted air-conditioning, security alarm, amenities and data cabling throughout. Inspect to appreciate.

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Solid double-brick building 288m² (approx), air-conditioned, new paint and carpet and on-site parking for (6) vehicles.

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Three tips to create an engaging workspace

Britt Cook
performHR

It seems almost too obvious that a well-designed space has the power to influence how people within that space think and act. But what if I told you that it also has the power to support and even influence motivation and engagement in your team? Want to hear more now?

Ultimately, your workplace should be designed to allow employees to work as their best and most effective selves, contributing the most they can to the companies' strategic goals and bottom line. Here are three tips for helping you achieve such a space:

Use colour! Humans are naturally most relaxed in the presence of balanced colour – think relatively bright, including patterns, but used sparingly in spaces. At all costs, avoid plain or large undecorated spaces as they instinctively make us feel uncomfortable and tense.



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Get the team involved – Ask your employees for their own ideas, and their thoughts on your proposals for the work space layout and design. Ask the key questions... Will it be practical? Are they energised by the spaces and ideas? What are the concerns? What are their needs in the context of performing duties effectively?

Utilise the "Chipmunk Test" – As humans, our instinctive need to feel secure and comfortable is linked to our ability to operate in a positive mindset. Scientists have found that we feel safe and comfortable in the same types of spaces that chipmunks do. The Harvard Business Review developed the concept of The 'Chipmunk Test'. This 'test' is based on this principle and can be applied to determine whether or not a space will create positive or tense mood. Specifically, chipmunks are in positive moods when they are sitting in a shielded tree with an overlooking view of their surroundings, much the same as people like to sit at a place in a room where their back is "protected" and they can survey the whole room and see the door or their entry/exit points. The flipside of this is that we (like chipmunks) will not be positive or working at our best when we are not engaged with our surroundings; for example, when we are sitting with our backs to hallways/walkways, passers-by etc in an open space or "glass box".

The design of your office or workplace can be critical in your journey toward highly engaged employees. Generally, work spaces that are built based on the traditional office format, the look of another companies' space, or something seen in a magazine or movie; and quiet often these designs are not representative of the companies' business model, culture and Values, nor are they overly inviting. We know that engaged employees operate from a mindset of positivity and that our surroundings can greatly impact upon our mood – for example, feeling down, reclusive and laid-back in rainy, cold weather. So it makes sense that environmental psychologists are now working with top employers (think Google, Yahoo! etc.) on how design affects mood; and how creating spaces which create positive thoughts and moods will transpire higher levels of engagement.



If you would like further tips on supporting your engagement strategy, or advice on assessing or improving your employee engagement, contact performHR on 1300 406 005, email info@performhr.com.au or visit www.performhr.com.au



Britt Cook has over 5 years of experience in Human Resources, with expert knowledge in the Employee Relations space. Priding herself on the clear and detailed advice she provides to her clients, Britt's commitment to ensuring thoughtful options and support to her clients, is what keeps her client base growing.

Workplace the focus on new mental health plan

The serious impact of mental health issues in the workplace will be addressed in a new strategy launched on 29 August in front of businesses, academics and non-government organisations (NGOs).

"At any given time, one in six working-age people suffer from a mental illness, the equivalent of more than 800,000 people in NSW," said Minister for Better Regulation Matt Kean.

"People will spend up to one third of their lives at work, which means the workplace is a huge opportunity to help support individual's mental health."

With mental health-related absenteeism estimated to cost the NSW economy \$1.5 billion annually, Mr Kean said addressing this challenge was also critical to improving the state's productivity.

"Without proper workplace support networks in place, mental health illness can cause greater absenteeism, increased compensation claims, and higher worker turnover," he said.

"Government bodies and organisations, including the Mental Health Commission of NSW, WayAhead and NSW Health, are already spear-heading some great mental health initiatives across NSW.

"We want to tap into their knowledge and work together to develop a plan that will for the first time attempt to find solutions to the challenge of mental health in the workplace, and better support NSW businesses to effectively manage it."

Minister for Mental Health Tanya Davies said the industry gathering was an important opportunity to hear from those directly affected by mental health in the workplace.

"This is about putting people, not process, at the centre of the mental health care system, and is a decade-long whole-of-government enhancement of the services we provide in NSW," she said.

"We know mental illness does not discriminate, and can touch the lives of people anywhere, including the workplace, which is why a key reform focus is to strengthen prevention and early intervention supports."

The briefing was part of SafeWork NSW's Work Health and Safety Roadmap for NSW 2022, a six-year plan that aims to reduce work-related serious injuries and illnesses, including mental illness by 30%.

Salt therapy in Newcastle

A pub lunch, or boozy night out were once a common way to show staff appreciation and reward for hard work, long hours and commitment. But with a growing awareness of health and fitness, gifting your employees with experiences that enhance their physical and mental wellbeing are fast becoming a popular alternative to the usual food and alcohol-based events, which often only result in foggy memories and headache!

Employee wellbeing is a practical concern for business - investing in fun, creative ways to care for staff can make a positive impact on the overall health of the entire company. Benefits are twofold: staff feel valued and pampered, plus the business itself profits from a happier, more productive workforce that is less likely to require costly sick leave.

On any given day, as much as 5% of the Australian workforce will call in sick, citing common illnesses such as colds, flu and headache as the reasons for staying home. When one person calls in sick, of course others have to take the load, which could lead to stress, resentment and illness, creating a vicious cycle within the office environment. It makes sense to do all you can to keep your people healthy.

The Salt Therapy Centre in Newcastle offers two custom-built salt 'caves' (complete with salt on the floors and walls) illuminated by the soft glow of several Himalayan salt lamps. Salt Therapy offers an enjoyable experience to boost health and happiness that is 100% natural.

Owner of The Salt Therapy Centre, Shawna Hartley, says that during a 45 minute session, a quiet halogenerator pumps microscopic particles of dry salt into the room.

"Simply by breathing, the salt reaches deep into the respiratory system, cleansing the lungs of germs and impurities. Salt's natural anti-inflammatory and antibacterial properties help heal and soothe a variety of respiratory issues, from coughs and colds to asthma and allergies. Skin conditions like eczema and psoriasis also respond well to Salt Therapy. Plus, the salty atmosphere creates a negative-ion rich environment which boosts immunity, productivity and clarity of mind."

The Salt Therapy Centre Newcastle can tailor 'Salty Staff' packages for employees as well as events - ranging from a half-day celebration, healthy going away party, to weekend wellness retreats. They also have relationships with local yoga studios, meditation teachers and wholefood cafes should clients wish to add more to their booking.



New hope to stop the female biological clock

In an encouraging step for female fertility, researchers from the University of Newcastle (UON) have been successful in identifying an antioxidant which has demonstrated potential to halt the aging process in female eggs.

With the average childbearing age continuing the climb in developing nations, the findings may provide a future solution for women who want to fall pregnant at an older age.

PhD student and lead researcher, Bettina Mihalas, along with a team within UON's Reproductive Science Group, made the discovery by applying a model widely used in sperm research, to female eggs.

"What we found is a link between the deterioration of a certain protein in the female egg, which worsens with age, and its subsequent effect on the ability of chromosomes to separate.

"Further to this, we investigated the application of an antioxidant, which we observed to be successful in restoring the integrity of chromosome separation.

"The results are really encouraging as, with further study, this method could be explored as a possible solution to improving egg quality in mature women," Ms Mihalas said.



Why a healthy workplace?

A workplace health program is an activity or range of activities that aim to support and promote the health of employees.

A workplace health program can be something simple and low cost, like providing fruit at work or providing opportunities for physical activity at lunchtimes, or it can be used to describe something more complex, like developing a healthy catering policy.

www.healthyworkers.gov.au contains a range of Australian and international resources that can be drawn on to create a healthier workplace.

Healthy workplaces can help to make businesses more productive and employees more engaged. Therefore, promoting and supporting health in the workplace is not only common sense, but it makes good business sense too.

Here are some facts and figures about the positive benefits a workplace health program could have in the workplace:

- It has been estimated that the healthiest Australian employees are three times more productive at work than their colleagues
- The increase in preventable disease and workplace injury resulting from unhealthy living is a major cause of workplace absence or disruption
- Lifestyle risk factors such as smoking, excessive drinking, poor diet, inactivity and excess body weight can contribute to time away from work
- Loss in productivity due to obesity through absenteeism, attending work when sick and premature death is estimated to cost \$6.4 billion a year.



Benefits of a healthy workplace for employers include:

- Improved work performance and productivity
- Reduced absenteeism and sick leave
- Decreased incidence of attending work when sick (presenteeism)
- Decreased frequency and cost of workers' compensation
- Improved staff morale, satisfaction and motivation
- Improved corporate image and attraction/retention of employees
- Increased return on training and development investment
- Improved employee engagement and employee relationships

Benefits of a healthy workplace for employees include:

- Increase in health awareness and knowledge
- Increase in physical health and mental wellbeing
- Improved morale, job satisfaction and motivation
- Improved opportunities for a healthier lifestyle
- Greater capacity to enjoy life both in and outside the workplace

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Early engagement leads to tertiary success

Professor Tim Roberts of the Tom Farrell Institute for the Environment says that an environmentally sustainable world can be pictured as a fried egg on a plate. The yolk or innermost circle represents an economy where there are jobs for all, and this sits within a fair and equitable society represented by the white of the egg, which itself sits on the plate which is the earth itself being left in a state that we would like our grandchildren to inherit. Central to achieving such a world is the generation in our children of the necessary skills and enthusiastic interest to be able to contribute to these three concentric rings of sustainability. Skills and interest in STEM are seen as critical to this process.

Prof Tim Roberts and A/Prof Peter Howley have taken Sustainability, Statistics and STEM to rural and remote communities, travelling the NSW countryside for a fortnight visiting schools and running teacher workshops, as part of their equity-oriented HEPPP grant project "Early Engagement – Tertiary Success: Sustainability meets Statistics and STEM".

The project, won along with A/Prof Maree Gruppeta of the Wollotuka Institute, aimed to engage students and teachers with innovative and industry-oriented practice, and assist those in low SES, remote and rural regions connect with, aspire to, and succeed in, higher education.

The team delivered activities targeted at addressing barriers to higher education success, namely an understanding of science and statistics. Electric vehicles, mushroom kits, designing clinical trials for new medicines, modelling human features in forensic anthropology and reflections about pizza were but some of the activities and discussions within this cross-disciplinary outreach in environmental sustainability (renewable energies), statistics and STEM.

The Road Trip engaged 85 teachers from 16 schools and 408 students from 8 schools across 4 NSW locations. It was an exhilarating experience, with teachers and students welcoming the chance to be part of the project. The research surrounding this work will inform STEM Education and Outreach at state and national levels.



Urban development boost for archaeology

With several projects on the go Umwelt's Archaeology team are becoming an integral part of the wave of urban renewal in Newcastle city. With a strong reputation for managing and undertaking environmental, archaeological and social assessment for diverse and complex projects, Umwelt expertise is now firmly established in the Newcastle City Centre.

Managing Director, Barbara Crossley said Umwelt's reputation for delivering quality outcomes in the urban development, rail and foreshore environment is valued by their growing client base in the City Centre.

"We are proud of our ability to navigate challenging project outcomes with multiple stakeholders – and the opportunity to apply our archaeology and heritage skills at such an important time in the City's growth is thrilling for our growing team of 10 archaeologists and our broader group of over 100 environmental professionals."

With over two decades of experience in the Hunter, and strong established relationships with relevant stakeholders, Umwelt efficiently provides integrated Aboriginal and Historical Archaeology services to major projects within the Newcastle CBD. Works undertaken include obtaining and implementing approvals, completion of detailed archaeological excavation and supervision of ground disturbance works.

Umwelt continues to see strong growth in consulting opportunities for local companies with a track record in delivering consistent and reliable services.

"A majority of our staff live and work in the Hunter, went to university here and send their kids to school here – we are very pleased to be applying in our backyard the skill and expertise gained from delivering over 4000 projects nationally" said Barbara.



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The business benefits of installing solar

An increasing number of local businesses are recognising the benefits of installing solar systems in their workplaces. As of July 1, we saw a 20% price rise in electricity costs making the benefits to business even more attractive.

Solar makes sense. With an exceptional annual return on investment for businesses of up to 35% and a major reduction in electricity bills. Businesses are also eligible for the Government renewable energy incentives discount of up to 40% on commercial solar installations, plus tax benefits with accelerated depreciation.

Solar can also be part of a broader energy saving strategy for businesses. This could include more energy efficient lighting in the workplace. Improvements in battery technology also offer businesses the opportunities to further reduce electricity costs and safeguard against power outages.

Solar Australia is a 100% Australian owned and locally operated business which has helped hundreds of local businesses enjoy the benefits of solar. Operations began as Solar Newcastle over 10 years ago, and they are now recognised as an industry leader and one of Australia's trusted solar experts in solar and storage solutions for both home and business.

Solar Australia have a highly experienced in-house team of engineers and Clean Energy Council designers. This ensures clients receive a tailored solution to maximise their benefits.



Solar Australia also specialises in battery storage solutions for businesses who want that extra power readily available, and the added security of blackout protection. They provide full turnkey solutions from start to finish making choosing solar easy.

Amongst their long list of commercial clients is WHO Printing, also a locally based company that has been operating for over 30 years. Daniel from WHO said "We made the move to solar energy because it aligned well with their values regarding respect (respect for the environment), excellence (excellence in process) and family (being sustainable for future generations). We chose Solar Australia because they shared these same values. They made the process seamless from start to finish. Since installation our electricity bills have reduced by approximately 50%."

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Research warns of wetland wipeout

Dr Jose Rodriguez and Associate Professor Patricia Saco

A new study published in prestigious Nature Communications has found that the world's coastal wetlands, which have existed for thousands of years, may now have the same average life expectancy of a human being - approximately 80 years.

Led by the University of Newcastle's (UON) Dr Jose Rodriguez and Associate Professor Patricia Saco, the new study factors in for the first time, the role of attenuation (the ability of man-made structures to restrict the flow of water), predicting a decay far quicker than previously expected of coastal wetlands as sea levels rise.

Dr Rodriguez said the new model predicts a 50% increase in the velocity at which wetlands will disappear.

"Under a high sea-level rise scenario, most wetlands of South East Australia within a 1km coastal fringe will disappear due to submergence in about 80 years," said Dr Rodriguez.

Until now, scientists have used what is known as the 'bathtub' model to predict how sea level rise will affect coastal wetlands. The bathtub model assumes that, like a bath, water flows in and out of a wetland with no disruption.

Dr Rodriguez explained that man-made structures upset the movement of tidal waters and significantly increase a wetland's vulnerability to sea level rise.

"When we build a road across a wetland, the tide is forced to move from one side of the road to the other through culverts or bridges, instead of freely flowing over the tidal flat. As a result, it takes more time and energy for the water to reach the other side. This results in water sitting in the wetland longer and in a reduction of the high tide water level. Then at low tide, some areas of the wetland are not able to fully drain resulting in ponding."

"Coastland wetland vegetation relies on a specific inundation regime to survive, and changes such as prolonged water exposure will essentially drown the vegetation," said Dr Rodriguez.

Associate Professor Patricia Saco said that wetland vegetation would be more vulnerable to sea-level rise than previously thought, resulting in a much faster loss of coastal wetlands in heavily developed areas.

"Our results are particularly relevant for wetlands in heavily developed coastal areas including eastern Australia, eastern US, eastern China and Western Europe. As sea level rises we'll see these attenuation effects exaggerate," said Associate Professor Saco.

"We'll start to see noticeable wetland decay in these areas in as little as 20 to 40 years and a total loss in 80."

Mangroves and saltmarsh provide a critical role in ecosystem food webs, providing habitat for fish, crabs, birds, bats and marsupials.

A threatened ecological community itself, saltmarsh provides habitat for many vulnerable species including migratory birds protected under federal legislation and international treaties.

Both environmental engineers, Dr Rodriguez and Associate Professor Saco combined their strengths in hydraulic modelling with their passion for conservation as a key driver for the project.

"We have been looking at preserving migratory bird habitat. Our study site is an important roosting site for migratory birds in the estuary and we wanted to investigate the long-term evolution of the wetland and its suitability as a future roosting site," said Associate Professor Saco.

"Coastal wetlands also offer important protection from erosion, storm surges and tsunamis. This valuable habitat is in decline globally and in Australia due to sea-level rise and human pressures. In fact, saltmarsh has been declared an endangered ecological community in NSW," said Associate Professor Saco.

The research team hopes that by more accurately understanding the outlook for mangroves and saltmarsh, their survival can be assured.

"Our model can help assess different alternatives for saltmarsh and mangrove survival including removal of man-made structures and barriers to wetland migration and implementation of targeted tidal flow management strategies that minimise sea-level rise effects," said Dr Rodriguez.

The research team also included postgraduate student Steven Sandi Rojas from UON, Professor Neil Saintilan from Macquarie University and Professor Gerardo Riccardi from the University of Rosario, Argentina.

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Steven Dick
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Community Energy, where communities take renewable energy into their own hands

Alec Roberts

CLEANas

Tom Farrell Institute for the Environment

Community Energy is where a community develops, delivers and benefits from renewable energy projects, such as community funded energy solutions for electricity supply to local organisations and businesses.

Samsø

Community energy projects underlie the success of renewable energy in Denmark. Samsø, a Danish island of about 4000 people, won the national competition to become Denmark's "Renewable Energy Island". Over its 10 year life, the Renewable Energy Island Samsø community energy project managed to transform Samsø's energy system from largely fossil-fuel to one based on renewable energy. The project implemented district heating using biomass and solar thermal, energy efficiency in buildings, onshore and offshore wind turbines and individual renewable energy installations such as heat pumps and solar PV. The majority of the investments are owned by local cooperatives, farmers or businesses. Samsø also became a net exporter of electricity offsetting its transport sector reliance on fossil fuels.

The project's success was in part due to government support, including a national energy policy with clear guidelines, technology support, and establishment of local information centres to promote renewable energy use and energy efficiency.

Local conditions that helped included Samsø's long experience with agricultural cooperatives, a strong innovative drive and entrepreneurial ethos, previous experience with renewable energy, and an active community and community spirit that included inclusiveness and respect for alternative opinions.

The project's master plan translated national goals and guidelines into concrete local action and a common vision on Samsø. Local community interests and the plan were successfully combined through numerous meetings in the Island villages. Communities were given the ability to adapt plans to their local context, focussing on local development. The project was a "true" community energy project with broad local participation.

De Windvogel

In 1988, 18 people got together in Reeuwijk, The Netherlands. They saw that the future of energy lies in renewable sources, and to help their community, decided to build a wind turbine.

The job of selecting a wind turbine was fairly easy as there wasn't a great deal of variety available. The supporting organisation setup was a cooperative association named "De Windvogel" (The Wind Bird).

De Windvogel grew from 18 to 100 members in its first year and raised \$53,000 in member capital. The wind turbine was commissioned in 1993 at a total cost of \$160,000.

The social model behind this is that everyone should be able to participate in renewable energy. The business model follows that every house needs electricity and pays for it (buying power), which provides collateral for the bank. The loan from members is used as leverage for a bank loan which is repaid with this buying power. The cooperative now has 3400 members, 4 debt free turbines with equity of \$7.3 million and \$3 million which will leverage \$30 million.

Australia

In Sydney last year, the community energy cooperative Pingala funded a solar installation at Young Henrys, Newtown. In

Newcastle, CLEANas successfully funded the solar installation at Hunter Wetlands Centre, and are looking for opportunities for community energy installations in the Hunter.

For further information contact Alec Roberts on 0434 189 454 or email gunnrimacalpin@gmail.com

\$30 million solar farm proposed for Vales Point

Delta Electricity has lodged plans with the NSW Government to construct a solar farm at the site of its Vales Point power station that would produce up 45 MW, enough to power approximately 15,000 homes.

Expected to cost in excess of \$30 million, the farm would be located on 70 hectares of rehabilitated land currently part of the Vales Point Ash Dam site bordered by Rutleys Road, the Pacific Highway and Wyee.

Once environmental and development approvals are obtained, a final investment decision will be made and construction could commence in 2018. Construction is expected to last about 18 months.

The project is expected generate 100 construction jobs over and five full time ongoing positions.



Donaldson Conservation Trust

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2017 HSEC Conference Award Winners

The 2017 NSW Minerals Council Health, Safety, Environment and Community Conference Award Winners were announced on 14 August at the Crowne Plaza Hunter Valley.

Each award recipient has been acknowledged for their innovation and excellence in 'workers health', 'mine safety', environmental sustainability' and 'community engagement'.

"As always, our awards entrants were all of a very high calibre, demonstrating mining's commitment to innovation and the pursuit of excellence," NSW Minerals Council CEO Stephen Galilee said.

"These awards are an important part of our industry's continuous improvement and will deliver better outcomes for our industry, our workforce, and local communities."

The winners were:

**Health Excellence: NCIG Bounce Program
Newcastle Coal Infrastructure Group**

In 2012 NCIG introduced a Health and Wellbeing Program called Bounce to positively impact the health and welfare of NCIG



Minister Don Harwin MLC, Aaron Johansen (NCIG), Nathan Juchau (NCIG), Stephen Galilee (NSW Minerals Council)

employees, contractors and their families by managing safety risk together with overall productivity of the NCIG workforce. The program incorporates assessment, prevention and treatment strategies. However, the key element that sets this program apart is setting health initiatives based on ongoing identified workforce health risks and needs.

Safety Excellence: Project Arrive Alive Evolution Mining - Cowal Gold Operations

In 2016, Cowal Gold Mine identified two incidents had been caused by micro-sleeps. There were a number of employees who had a commute that prevented them from being able to have at least 8 hours sleep between shifts, causing fatigue and in numerous cases stress. During Project Arrive Alive, workplace changes were implemented including a maximum of 14 hours door-to-door, mandatory use of buses where buses operated, fatigue education, sleep and fatigue management through technology and psychological training to help employees understand the long term impact of fatigue.

Environment Excellence: NCIG Offset Delivery Newcastle Coal Infrastructure Group

Since 2012, NCIG has progressively implemented its Compensatory Habitat and Ecological Monitoring Program (CHEMP). The program is focused on conservation and offset measures for the endangered Green and Golden Bell Frog (*Litoria aurea*) as well as species of migratory shorebirds protected under international and federal environmental laws. NCIG has restored degraded land and areas previously occupied by Endangered Ecological Communities (EECs) to sites of high biodiversity value, all within a National Park. This has been done with numerous stakeholders including government and non-government organisations to help deliver enhanced ecological outcomes for the Hunter Wetlands National Park.

Community Excellence: Enterprise Facilitation Rio Tinto Coal & Allied

Coal and Allied's Enterprise Facilitation program was established in 2015 in response to the economic impact of the previous mining downturn, the need for economic diversification in the Upper Hunter region and as a Social Licence improvement project. Free advice is provided to assist local entrepreneurs, business owners and community groups to establish, strengthen or expand local businesses and social enterprises. This work is supported by a network of volunteers with experience and networks across various business disciplines. More than 100 clients have been helped, at least a dozen new businesses have commenced operation and a number of Social Enterprises have also been assisted.

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Having a bulk bin or compactor onsite can help you reduce waste transportation costs and increase waste management efficiencies. Bulk bin collections can be scheduled to suit operational requirements and are also available on request for large one-off volumes of waste and recycling.

We work closely with customers to analyse operational waste streams. Using a comprehensive waste assessment, we can work with you to tailor a total waste management solution for your business.

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Bulk bin features

- General, recycling and construction waste bulk bins systems are available
- Capacity for large amounts of waste and recycling
- Range of sizes available 7, 10, 15, 20, 30 cubic metre bins
- Allows safe, easy depositing of waste through walk in doors and large open tops
- Tippler feeder bin options are available to reduce manual handling
- Reduces traffic movement onsite
- Automatic tarping system fitted to vehicles and where required to individual bins.

Bulk bin applications

- For large volumes of commercial, industrial and building wastes
- Ideal for bulky waste, large non-compactable waste and recyclable materials
- Suitable for both recyclable and non-recyclable waste
- Suits businesses with enough space to store the bin onsite



“The people who work here at Port Waratah don’t just move coal. We’re also involved in our local community.”

Giving back to our local community means supporting the very areas we work, live and play in. We are passionate about contributing to the Newcastle and Hunter region because it’s our community too.

We support our employee’s participation in the community in events and initiatives like the world-first DADEE program (Dads And Daughters Exercising and Empowered), focusing on fathers as positive role models to improve their daughters’ physical activity levels and social-emotional wellbeing. It’s just one of the many charities or local community organisations we support.

Each year we provide \$750,000 of funding to local projects, initiatives and events. If you have an organisation that would like support from our Community Partnerships, then find out more at pwcs.com.au.

Contributing to a smart, sustainable and vibrant Newcastle

– It’s who we are.



PORT WARATAH
COAL SERVICES

Pioneering Through Partnership

Glencore agrees to acquire 49% interest in Hunter Valley Operations

Glencore has signed agreements with Yancoal Australia Limited (Yancoal) regarding the acquisition of a 49% interest in the Hunter Valley Operations (HVO) coal mine in NSW and form a Joint Venture (JV) following Yancoal's acquisition of Coal & Allied (C&A) from Rio Tinto.

Glencore will pay cash consideration of US\$1,139 million plus a 27.9% share of US\$240m non-contingent royalties over five years and 49% of price contingent royalties payable by Yancoal to Rio Tinto on production from HVO in respect of the C&A acquisition.

Glencore will acquire a 16.6% interest in HVO directly from Yancoal and the companies will work together to acquire Mitsubishi Development Pty Ltd's 32.4% interest in HVO to achieve Glencore's 49% stake. Glencore will be entitled to its share of the profits of HVO from the date that Yancoal completes its acquisition of C&A.

Glencore has also agreed to subscribe for US\$300m worth of shares in Yancoal's equity raising.

The transaction will be funded from Glencore's existing cash resources and committed facilities and is subject to Glencore obtaining the necessary regulatory approvals. Glencore expects the transaction to close within six months.

Joint venture:

The HVO JV will be jointly controlled by Glencore and Yancoal through a joint venture management committee comprising three representatives of both JV participants. An independent management team will run the operations on a day-to-day basis and will report to the committee.

In order to deliver maximum operational synergies, Glencore will nominate the candidates for HVO General Manager while Yancoal will nominate the candidates for HVO Financial Controller. Glencore will provide operational and support services to the HVO JV.

Glencore will be the exclusive marketing agent for HVO coal sales into Japan, South Korea and all other countries excluding China, Taiwan (with certain exclusions), Thailand and Malaysia.

HVO is a large-scale, long-life and low-cost coal mine producing premium quality export thermal coal and semi-soft coking coal. HVO lies adjacent to a number of existing Glencore mines in the Hunter Valley.

The addition of 49% of HVO to our existing portfolio in the Hunter Valley will unlock mining and operating synergies. Glencore's combined portfolio of mines in the Hunter Valley, including HVO, will have production capacity of 69 million tonnes per annum of high quality energy coal to meet increasing Asian demand.

The Australia Institute declares support for new Hunter coal mines

The NSW coal industry welcomes the support of The Australia Institute for more coal mining in the Hunter.

On the 21 July in a surprising move, The Australia Institute has released a report supporting an increase of Hunter coal export volumes to 235MT by 2035 from new Hunter mines and the expansion of existing operations.

"It's been very confusing over the years to know where The Australia Institute stands on mining in the Hunter. In the past they've called for no new mines in the Hunter, arguing this would have little economic impact," NSW Minerals Council CEO, Stephen Galilee said today.

"They've repeatedly lodged submissions and given evidence to the Planning Assessment Commission against almost every new Hunter coal mining application."

"Yet today they've released a report calling for opposition to new coal mining in Queensland because they say it will cost NSW billions in mining royalties by preventing Hunter coal exports from increasing to 235 MT."

"It's great that The Australia Institute is finally supporting a growing Hunter coal industry, given they've publicly argued against almost every proposed new project or expansion, and the associated jobs."

"We look forward to The Australia Institute lodging submissions and giving evidence to the Planning Assessment Commission in support of Hunter coal projects in the future," Mr Galilee said.

Support for mining remains strong

Support for the Hunter mining industry among Upper Hunter communities remains strong according to new public opinion research completed in August by ReachTel.

ReachTel surveyed a representative sample of over 2,000 people across the State electorates of Cessnock, Maitland and Upper Hunter. The survey found support for the local mining industry at 62%, slightly higher than a similar Reachtel poll completed three years ago.

The survey also found strong recognition of the economic importance of mining to the region. 79% of those surveyed agreed that mining is important for the future of the Hunter economy - an almost identical result to the poll conducted in 2014.

"This latest research confirms support for mining is strong across the Upper Hunter, including many of the communities closest to current mining operations. These electorates all have a strong mining presence in their local communities and are close to many of the Hunter's large mining operations," NSW Minerals Council CEO, Stephen Galilee said.

"The research also shows most people understand the important relationship between a strong mining sector in the Hunter and a strong Hunter economy."

"While we welcome this ongoing strong support for mining, we also understand that some in the community do have different views and concerns. We will continue to work hard to address these concerns so we can maintain strong community support into the future."



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\$2.5 million investment by J&S Engineering

J&S Engineering and Maintenance is a Rutherford based engineering company that commenced more than 30 years ago in a small shed with dirt floor and now has 7,500 square meters of workshop space and employs more than 90 staff.

Recently J&S invested in a 'best of breed' large CNC Soralue Travelling Column Miller/Borer (STC). This was a \$2.5 million investment, and one of the largest CNC machines on the East Coast. This new machine dictates upskilling of existing tradesman and employment of

additional staff, all local, and will deliver real efficiency for industry.

The STC will introduce innovative manufacturing and re-manufacturing capability to the Hunter, projects that would have previously be sent interstate can now be completed locally. The machine has a 10 m bed, a 40 ton rotating table, 3.2 m height and 1.5 m reach.

The new equipment has now been commissioned and J&S is now ramping up production.

The new CNC machine preparing to finish machining a re-manufactured Large Excavator Track Frame to provide context.



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Whittens secures Mt Pleasant

Privately owned Australian infrastructure, construction and services company, Whittens, has been awarded a significant contract circa \$22M by G&S Engineering Services at MACH Energy Australia's Mount Pleasant Operation, near Muswellbrook in the Hunter Valley, NSW.

The contract is for the plant site bulk earthworks, construction of the ROM wall, roads, drainage, and buried services, together with the detailed earthworks and construction of 7,000m³ of structural concrete. Included in the concrete scope of work are major structures such as a sizing station, plant feed and thickener areas, transfer pads through to the stockpile and a reclaim tunnel.

The project is the second major project secured by Whittens in New South Wales in 2017, and again demonstrates Whittens' capacity as a self-performing contractor with both bulk earthworks and concrete construction capabilities.

Director Tyron Whitten said the contract would provide an opportunity to work with the local community, opening up employment and supply prospects in an area where Whittens has a long and successful history of project delivery.

"Securing this work not only strengthens our long-term relationship with G&S Engineering, but further demonstrates our position as an industry leader in bulk earthworks and concrete construction. With on-going projects in the Pilbara region of Western Australia, the Northern Territory, Queensland and New South Wales, covering the resources, defence and renewable energy sectors, Whittens' diversification strategy, supported by our loyal on- and off-site workforce, has seen us continue to succeed and grow, in what has been viewed as a difficult market."

MACH Energy Australia's Mount Pleasant Operation is targeting clean energy coal that will be used in some of the world's most

advanced and highly efficient power plants, enabling lower global emissions and facilitating the transition to a low emissions economy. The Mount Pleasant deposit has total marketable reserves of 474 million tonnes of thermal coal for export markets.

RIG Installations acquired by Monadelphous

RIG Installations has been acquired by leading Australian engineering group Monadelphous Group Limited.

Monadelphous provides construction, maintenance and industrial services to the resources, energy and infrastructure sectors across Australia and has been operating in the Hunter Valley, in particular in the coal industry, since 2000.

RIG Installations Manager Geoff Edman said the announcement was an exciting step forward for the business and would provide its customers with access to a range of new services and equipment.

"We'll be able to leverage off Monadelphous' extensive experience, specialist knowledge and significant range of equipment," he said. "We'll also gain access to new services, including rope access and scaffolding, specialist coatings, marine maintenance, crane hire and heavy lift, as well as electrical and instrumentation services – an exciting prospect for both our customers and our team."

"Importantly, we don't expect things to change from a day-to-day point of view – we'll have the same team managing our operations in Newcastle, providing the same high level of service our customers have come to expect."

Monadelphous has facilities in Singleton, Muswellbrook and Gunnedah and employs more than 5,000 people across Australia and overseas.



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A passenger tapped the cab driver on the shoulder to ask a question. The driver screamed, lost control of the car, nearly hit a bus, went up on the footpath, missed a biker, scraped a fire hydrant, and stopped just 3 centimetres from a department store shop window.

For a full five seconds everything went quiet in the cab, then the driver slowly turned around and said, "Look, don't ever do that again. You scared the living daylight out of me!"

The passenger apologised and said, "I didn't realise that a little tap would scare you so much."

The driver replied, "Sorry, it's not really your fault. Today is my first day as a taxi driver. I've been driving a funeral hearse for the last 25 years."

After being laid off from five different jobs in four months, Arnold was hired by a warehouse.

One day he lost control of a forklift and drove it off the loading dock. Surveying the damage, the owner shook his head and said he'd have to withhold ten percent of Arnold's wages to pay for the repairs.

"How much will it cost?" asked Arnold.

"About \$5,000," said the owner.

"What a relief!" exclaimed Arnold.

"I've finally got job security!"

Mr. Smith goes to see his supervisor in the front office.

"Boss," he says, "we're doing some heavy housecleaning at home tomorrow, and my wife needs me to help with the attic and the garage, moving and hauling stuff."

"We're shorthanded, Smith," the boss replies. "I can't give you the day off."

"Thanks, boss," says Smith. "I knew I could count on you!"

Bill and Jim are out on a hike on the mountain. As they are coming down from the top, the clouds turn black and it starts thrashing down with rain. They throw their coats over their heads and run to Bill's house as fast as they could. They get back and dry themselves off.

The rain continues for a few hours, without letup. "Listen," says Bill, "this rain isn't going to stop anytime soon. Why don't you spend the night here? I'll just head upstairs and sort out the spare room for you. I'll be about an hour."

An hour passes and the spare room has been hoovered, dusted, things put away, bed made. He heads back down to his guest. He is shocked to find that Jim is completely drenched.

"What happened to you?" asks Bill, puzzled.

"Well, since I'm spending the night, I thought I'd better go home and get my pajamas."

The businessman dragged himself home and barely made it to his chair before he dropped exhausted.

His sympathetic wife was right there with a tall cool drink and a comforting word. "My, you look tired," she said. "You must have had a hard day today. What happened to make you so exhausted?"

"It was terrible," her husband said. "The computer broke down and all of us had to do our own thinking."

One day a little girl was sitting and watching her mother do the dishes at the kitchen sink. She suddenly noticed that her mother had several strands of white hair sticking out in contrast to her brunette hair.

She looked at her mother and inquisitively asked, "Why are some of your hairs white, Mum?"


Her mother replied, "Well, every time that you do something wrong and make me cry or unhappy, one of my hairs turns white."

The little girl thought about this revelation for a while and then said, "Mummy, how come ALL of grandma's hairs are white?"

QUOTE OF THE MONTH

"Sometimes, I think my most important job as a CEO is to listen for bad news. If you don't act on it, your people will eventually stop bringing bad news to your attention and that is the beginning of the end."

- Bill Gates



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