

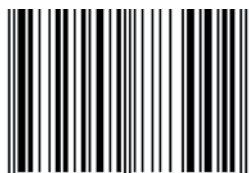
HBR

Hunter Business Review

AUGUST 2014
VOLUME 10 NUMBER 7
Print Post Approved 100002454

Incorporating the **2014**
HUNTER BUSINESS
FUNCTION GUIDE

Australia \$6.60
ISSN 2202 - 8838



9 772202 883002 >

Connecting & informing business people

SWITCHING ACCOUNTANTS CHANGED MY LIFE.

"I had been with the same accountant for more than 20 years when I was referred by a friend to SiDCOR. I had been thinking about changing accountants for years. I also thought I was paying too much tax. But I never did anything about it. It just seemed too hard because my existing accountant already knew our structure and history.

I finally decided to give it a go and was surprised how simple it actually was. Within a week of meeting with SiDCOR, I made the move. In no time, SiDCOR had mud mapped our structure.

If you think changing accountants is hard, you couldn't be more wrong. Making the move to SiDCOR is easy and it changed my life. I recommend you talk to SiDCOR today."



Peter Bull
Rovert Lighting

SiDCOR
chartered accountants

CHANGING PEOPLE'S LIVES
T 1300 743 267 W www.sidcor.com.au



BRW.



CONTENTS

PUBLISHED BY:

Hunter Business Publications Pty Ltd
ABN: 15 112 838 945
265 King Street
Newcastle NSW 2300
PO Box 853, Hamilton NSW 2303
Phone: (02) 4925 7760 Fax: (02) 4925 2570

PUBLISHER and EDITOR:

Garry Hardie
Mob: 0414 463 125
garry@HBRmag.com.au

ASSISTANT EDITOR:

Megan Hazlett
megan@HBRmag.com.au

ART DIRECTOR:

Sandie Collie
sandie@HBRmag.com.au

ADMINISTRATION ASSISTANT:

Judy Andrews
judy@HBRmag.com.au

ONLINE CONTENT MANAGER:

Jason Duncan
jason@HBRmag.com.au

PRINTING:

NCP Printing
Phone: (02) 4926 1300
sales@ncp.com.au
www.ncp.com.au

Published monthly (except January)

Circulation: 7,000

www.HBRmag.com.au



GARRY



SANDIE



MEGAN



JUDY



JASON

4 From the Editor

5 Business News

22 On the Job

23 Business Advice

26 Property

28 On the move

29 Business Technology

33 Business Services Directory

34 Funny Business

HUNTER BUSINESS PUBLICATIONS PTY LTD

2014 ALL RIGHTS RESERVED

Reproduction in any part prohibited without the written consent of the publisher. While every effort has been made to ensure all information in this magazine is accurate, no responsibility is accepted by the publisher, Hunter Business Publications Pty Ltd

We know talent.

Chandler Macleod has an extensive database of active candidates in various industry sectors and 22,000 employees out working on client sites every week.

Through our experience with planning, sourcing, assessing, developing and managing talent along with industry intelligence, we know a lot about talent...

Contact our Newcastle team on 02 4978 7744.

chandlermacleod.com

**CHANDLER
MACLEOD**
UNLEASHING POTENTIAL

The Business Council of Australia has released an interesting paper entitled Building Australia's Comparative Advantages which details what it will take to build a strong, innovative, globally competitive economy for the future.

It is an important read for business and political leaders who are concerned about the future economic prosperity of Australia.

The paper again emphasises that the world's economy is in the midst of tremendous changes. The old approaches simply will not deliver economic growth. We must embrace new approaches at all levels if we wish to achieve success.

In many ways the Australian economy is at a vital cross road and we must decide if we want the country to have simply a resource-based economy or we wish to take advantage of the myriad of new opportunities, diversify our economy and achieve increased growth for us and future generations.

Let's be realistic, these changes will not occur at the level we need just by chance.

As per the Business Council paper, we need to analyse the opportunities, consider where we are currently, make a strategic plan of what steps need to be taken and then make it happen.

The best chance of success is for a coordinated approach from all sectors, including business and government.

The real question is whether there is enough will to take the actions required.

There is no genuine proof that the current (or former) government even truly recognises the threats and opportunities that our economy faces, let alone take the actions required.

And by taking the actions required, I am not talking about spending billions of additional dollars of funding but rather showing leadership and vision to create the economic environment and framework that will encourage business to make the changes required to meet the challenges we are facing and to nurture the growth of the new industries that will lead the nation to greater economic prosperity.

I commend the Business Council of Australia for their paper and hope that the wider economy and political leaders take on its messages before we fall further behind in global competitiveness.

Garry Hardie
Publisher & Editor



FOLLOW US



@HBRmag



The Hunter Business Review
www.facebook.com/HBRmag



Hunter Business Review

COMING FEATURES

October - Deadline 10 September
Building & Construction + Community Support

November - Deadline 10 October
Manufacturing

December - Deadline 10 November
Women in Business + Mining & Energy Update

For more information call
(02) 4925 7760 or email
editorial@HBRmag.com.au

www.HBRmag.com.au

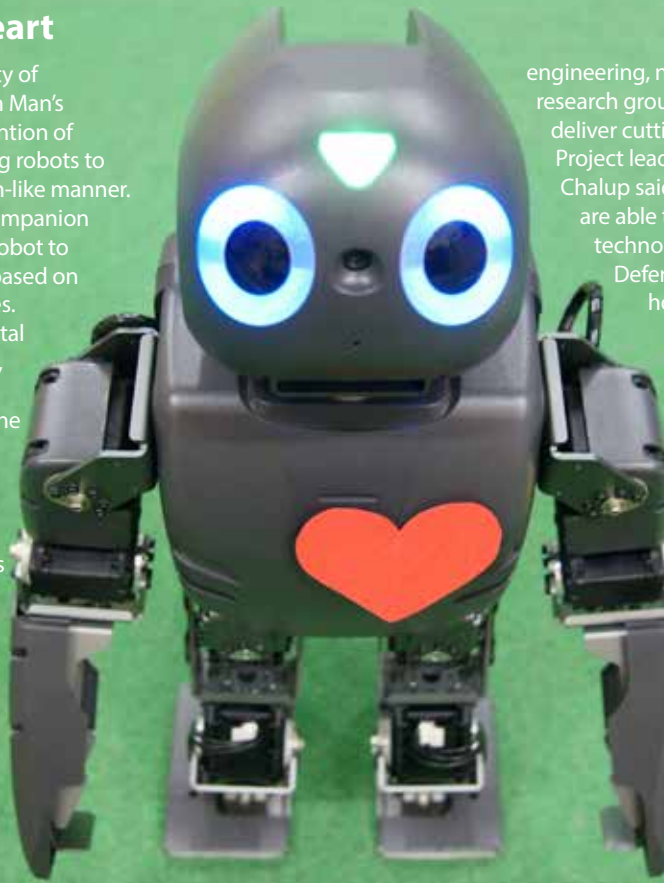
Tin Man gets a heart

Researchers at the University of Newcastle have answered Tin Man's plea for a heart with the invention of technology aimed at enabling robots to feel emotion in a near human-like manner.

A major advancement in companion robot technology, it helps a robot to connect with a human user based on shared emotional experiences.

"The impact of environmental sensory stimuli, such as sight, sound, smell, and touch, are known to have an effect on the emotions and behaviour of people. In order for a robot to relate to humans, it must first be able to visualise and feel through the same modes of perception," said project leader Aaron Wong.

Companion robot technology is one of several robot technologies under development at the University of Newcastle. Combining disciplines such as mathematics, control engineering, mechatronics, computer science, software



engineering, nursing and architecture, the research group collaborates with industry to deliver cutting-edge technologies. Project leader Associate Professor Stephan Chalup said "Through our NUBots project we are able to develop and test cutting edge technology for wider application such as in Defence, Healthcare, Aged care and home automation."



Boo*

*The all new A 180 BE.
At a price that won't scare you.



The all new A 180 BE is packed with features that'll redefine what's standard in its class. Experience it for yourself at Hunter Star Motors www.mbnewcastle.com.au

Standard features include:

- Reversing camera
- Hands free parking
- Bluetooth®, iPhone® and iPod® connectivity
- 7G-DCT 7-speed automatic transmission
- 17-inch 5 twin-spoke alloy wheels



Mercedes-Benz

iPhone and iPod are registered trademarks of Apple Incorporated. The Bluetooth word mark is a registered trademark of Bluetooth SIG. Incorporated.

Scholarships for local athletes now open

Local athletes with dreams to represent Australia in an Olympic sport have an opportunity to receive a financial boost with applications now open for the annual Greater Building Society Olympic Sports Scholarships.

Ten athletes from the Hunter and Manning regions who show tremendous potential in an Olympic sport will be awarded a \$2,000 scholarship to support their bid to don the green and gold.

Three current and three former scholarship holders are competing at the 2014 Commonwealth games in Glasgow, Sophie Stanwell (heptathlon), Benn Harradine (discus), Maddison Elliott (swimming AWD), Jack Rickards (gymnastics), Aaron Royle

(triathlon), Simon Orchard (hockey). They join Hunter Academy of Sport trained athletes Martin Dent (distance runner) and Natasha Scott [nee Van Eldik] (lawn bowls).

Applications close Friday September 26. Forms are available from the Academy's website (www.hunteracademy.org.au), by phoning 4926 4892 or at any Greater branch. Recipients will be announced in November.

The 2016 Olympics and Paralympics will be held in Rio de Janeiro, Brazil. The 2018 Winter Olympics will be held in PyeongChang South Korea and the 2018 Commonwealth Games will be held on the Gold Coast, Australia.

Mark Edmunds & Associates merges with Sidcor

Newcastle-based accounting firm Sidcor has announced a strategic merger with Mark Edmunds & Associates. The merger brings established and highly-respected firm Mark Edmunds & Associates under the Sidcor umbrella, bringing staff numbers to 45 and creating a Port Stephens presence for the firm.

Ranked in the BRW 2013 Top 20 Best Places to Work, as well as in the Top 100 Accountancy Firms in Australia, Sidcor is making its mark in the industry. Managing Director and founder Paul Siderovski said Mark Edmunds & Associates was a "high-value strategic fit" for Sidcor. "Sidcor is founded on a vivacious, values-based culture and the two companies share similar philosophies. This creates exciting potential for professional consolidation and brings Sidcor another step along the way of our growth revenue plans." He also

said that the merger would provide additional structured career and personal development opportunities for staff.

The Nelson Bay office will remain in its current location and will be staffed by the same core team. It will be co-branded Sidcor, but will continue to operate as Mark Edmunds & Associates.



Congratulations! HVTC Scoops 2014 HRATA Awards



#1 APPRENTICE

Andrew Godwin
Overall Apprentice of the Year
across all trades
Engineering Cert III
Host: WDS Limited Sponsor: Glencore



#1 TRAINEE

Josh Lodge
Overall Trainee of the Year
across all vocations
Laboratory Operations Cert IV
Host: Origin Energy



#1 APPRENTICE

Cameron Baxter
Excellence in
Manufacturing Award
Engineering Cert III
Host: Maitland City Council

AWARD WINNING

QUALITY APPRENTICES AND TRAINEES

Find out how HVTC makes it easier for your business by recruiting and managing quality apprentices and trainees.

Call us today
1800 247 864
hvtc.com.au



Investor sought to revive Ocean Baths pavilions

City of Newcastle has advised that it will seek expressions of interest (EOI) for the redevelopment and use of the pavilion sites at Merewether and Newcastle Ocean Baths.

There have been a number of investigations, workshops and proposals over the past 10 years regarding the lease or development of the ocean baths, however Council has not had an open expression of interest for the redevelopment and use of the pavilions.

Lord Mayor Cr Jeff McCloy said "Newcastle's two ocean baths are among the city's treasures and should be a drawcard for locals and tourists alike, but are in a sad state due to lack of funds to upgrade them over the years."

"You've only got to look at Icebergs Restaurant at Bondi Pavilion and kiosks at Merewether and Bar Beach to see how these spaces and buildings can be re-used" he said.

Opportunities may exist at both Merewether and Newcastle Baths for a commercial or development venture. Council does not have funds to undertake the work required to upgrade the pavilions and adjacent public facilities at the ocean baths and has been unable to obtain grant funding for this. The EOI process may provide access to private funding to assist with this long overdue upgrade work.

"Completion of the Bathers Way continues to be Council's priority project and any improvements made to the facilities at the ocean baths should complement improvements to public domain spaces that we are making through coastal infrastructure projects," said Cr McCloy.

The EOI document specification will list the required public facilities to be included in any commercial venture at the ocean baths.

Currently, there is no commercial activity taking place in the pavilion at Merewether Ocean Baths. There is a current lease in place for the Newcastle Ocean Baths kiosk.

The EOI process will identify market proposals for the two sites, which will be followed by a tender process with shortlisted proponents given time to conduct a more detailed plan and feasibility.

Promoting the Upper Hunter to visitors

Upper Hunter Country Tourism, Muswellbrook Shire Council and Upper Hunter Shire Council are joining forces to promote the Upper Hunter to potential visitors. The Upper Hunter's unique character together with its location and distance from Sydney, Newcastle and Brisbane makes the region an ideal visitor destination.

The local tourism association and Councils have unified behind a new brand and marketing direction. The Upper Hunter is one of the most diverse climatic environments in Australia with Western

Grasslands to Alpine forests. It has the largest critical mass of thoroughbred breeding businesses in Australia and the viticulture industry is renowned nationally and internationally for quality wines. The area is a food and wine tourism destination with a number of boutique providers.

Three regional shopping centres sold

Hunter Valley property developers GWH Group has sold three of their regional shopping centres to Brisbane based commercial property investment firm, Sentinal Property Group. The shopping centres located at Rutherford, Tanilba Bay and Gunnedah were purchased for \$36 million. GWH have said that this sale will allow them to invest further in their core business activities.

**It's about time
your super
really was super.**

FINANCIAL PLANNING is something we Australians are so good at putting off. Less than 7% of us retire financially independent! What you need is a financial coach to point you in the right direction in the complex areas of superannuation and risk protection – and then keep you on track for a secure future. At JSA Group your first consultation is at our cost.

Telephone 4908 0999 **Email** reception@jsagroup.com.au **Visit** www.jsagroup.com.au

JSA
GROUP

Mine Rescue skills put to the test

The 31st annual Hunter Valley underground Mines Rescue competition was held at the end of July at the Hunter Valley Mines Rescue station. The role of this longstanding competition is to help improve industry safety, and is achieved through a unique training opportunity where emergency response teams can measure their performance in a realistic, but safe, work environment.

The Hunter Valley coal mining industry has always supported the competition allowing Brigadesmen from underground mines to train and participate. It provides an excellent opportunity for competitors to seek feedback on their individual and team performance, and it's also an opportunity for mine operations and Mines Rescue to test emergency response capabilities.

Six teams, including two composite teams, battled it out for the coveted title this year. Each was put through five different active rescue scenarios which focused on possible emergency situations. These included exercises in firefighting, search and rescue, extrications (involving trapped miners) and applying first aid. Theory and individual practical skills were also assessed.

General Manager Mines Rescue and Regulation & Compliance, Paul Healey said "30 years ago workers accepted that mining was a dangerous industry. Today safety is prioritised above all else. Our primary focus today is to build proactive safety leaders for



Wambo Team Members - Back (L-R): Mitchell Lydon, Warren Kirk, Jarrod Brown Front (L-R): Michael Murphy, Kurt Bereza

industry, to prevent incidents and provide protection for industry."

Peabody's North Wambo team were announced as the overall winners on the day, taking the winning streak of this team to six straight. Assessors agreed that teamwork, leadership and commitment made for the winning formula.

Mines Rescue competitions offer Brigadesmen an opportunity to practise and better their safety skills, in a safe and controlled environment. It's creating important opportunities like these that keep safety top of mind and prevent complacency.

PROACTIVELY LEADING THE WAY WITH WHOLE OF LIFE BUILDING ASSET MAINTENANCE

INTELLIGENT HVAC MAINTENANCE SERVICES, DESIGN AND CONSTRUCTION SOLUTIONS



BUILDING ENVIRONMENTAL SERVICES



FIRE MAINTENANCE, CONSTRUCTION & CONSULTANCY



Contact Grosvenor to discover how they can streamline and improve your building asset maintenance.

Unit - R/ 132 Garden Grove Pde
Adamstown NSW 2289
P: 1800 807 423
W: gegroupp.com.au

GROSVENOR engineering group
innovation | intelligence | sustainable

"Clean Energy - Regional Responses 2014" Conference

The Tom Farrell Institute (TFI), in partnership with the NSW Office of Environment and Heritage (OEH), is organising a Clean Energy Conference 2014 at the Kurri Kurri TAFE Conference centre. The conference will be held on Friday the 21st November and will showcase regional solutions relating to renewable energy. The conference is expected to increase awareness of current and future opportunities in the renewable sector for the industry and the wider community. A mix of delegates from related industry, government and scientific groups, as well as any interested members of the wider community are expected to attend. This year's conference will provide a showcase of the NSW Governments' commitment to renewable energy and their Renewable Energy Action Plan. **For more information visit:** <http://www.newcastle.edu.au/research-and-innovation/centre/tfi/conferences/clean-energy>

OAMPS relocates to Charlestown

OAMPS Insurance Brokers, Newcastle branch, have moved to new premises in Charlestown that, according to Branch Manager, Mark Bramley, will allow the company to continue to expand in the region and to even better serve their clients' needs as a dedicated insurance broker for Newcastle, The Hunter, and surrounding districts.

"Moving from a business suite to a new, state of the art retail outlet shows that OAMPS is determined to be a major insurance broker in the area, in both business and personal insurance needs. At the same time, this location and office will complement our ongoing growth and expansion plans." said Mark

The new OAMPS Newcastle address is: Sky Central, Ground Level East Tower, 123 Pacific Hwy, Charlestown

From Boys Home in Spain to Maddison Square Gardens to Newcastle

Newcastle is to be the launching pad for Circus Australis. The circus is the dream of well-known Newcastle business identity - Camilo Alen Fernandez. Circus Australis will present "The Spirit of Australia" in a display of spectacular, world-class entertainment under the big top commencing on 10 September at Richardson Park, Hamilton.

Circus Australis is offered as high end entertainment featuring unforgettable live music, dancers, and world class acts that have performed in some of the most highly acclaimed circuses around the world.

The circus will show in Newcastle for two weeks, move on to Lake Macquarie for one week and then travel to many regional cities heading north to the Gold Coast and regional cities further into Queensland.

Camilo Fernandez, from a very young age grew up in what was one of the original "Boys Towns" in Ourense, Galicia, Spain, when the country was in the grip of the Dictatorship of General Franco

The civil war that raged in Spain left many children orphaned, homeless and living in abject poverty. These innocent children had, in many cases lost whole families. They had been subjected to violence and turmoil and many, had in essence, lost the purpose of life.

The "Boys Town" known as Benposta City was designed as a peaceful and safe haven for such children, both boys and girls alike. Since then other Benposta cities have been established in other war torn countries around the world. Based on the ideals that peace is created through justice, liberty, respect and good behavior, Benposta cities elect their own government for the operation and management of their communities.

Benposta has served as a model for similar "Boys Towns" in Belgium, Colombia, Venezuela, Argentina, Brazil, Nicaragua, Mozambique, the Dominican Republic and two other cities in Spain being Madrid and Valencia.

It was in this caring and nurturing environment that Circo los

Muchachos was conceived. It was here, that Camilo learned his circus skills and developed his life-long passion for the circus. He eventually became an integral member of this wonderful circus that was destined to become world famous.

With Circo los Muchachos he performed at Madison Square Garden in New York, then Las Vegas, Los Angeles and Philadelphia. The European tour boasted performances at the Grand Palais in Paris, Belgium, Holland and Germany. The circus also toured Israel, Argentina, Chile, Mexico, Peru, Brazil, Malaysia, Singapore, Japan and China

Camilo came to Australia with Circo los Muchachos in 1975, fell in love with our country and has called it home ever since. He is a very, very proud Australian.

Along with his passion for our beautiful country he is still to this day passionate about circus art. Camillo was the former lead member of the world renowned trapeze troupe known as the Flying Space Angeles and the lead member of the equally famous balancing act known as the Olympians. Camilo performed on the world stage in seven separate circus disciplines.

In addition to his exceptional performance skills he was the Technical Director and Choreographer of Circo los Muchachos and the instigator of its worldwide tours, managing 160 performers. His expertise in Circus Management and Choreography is unquestionable. Camilo possesses a depth of talent and performance knowledge that is unique to Australia and for that matter the world.

It has always been his dream to put back something of value into the country that he proudly calls home. Circus Australis is the vehicle that has been designed specifically for this purpose. The theme for the circus is "The Spirit of Australia".

Camilo describes Circus Australis as a demonstration of a love for our nation, a demonstration of patriotism and a showcase of the true "aussie" spirit.

IF YOU LOVE AUSTRALIA.....THEN THIS IS FOR YOU

presents

"THE SPIRIT OF AUSTRALIA"



Sept 10 - Sept 14 - Richardson Park, Griffith Road, Hamilton
Sept 17 - Sept 21 - Croudace Bay Park, Macquarie Drive, Croudace Bay

BOX OFFICE PRICES

Platinum Adult	\$65	Child	\$55
Gold Adult	\$55	Child	\$45
Silver Adult	\$45	Child	\$35
Family (2 adults 2 children)	(\$140) Silver section only.		
Bronze Adult	\$30	Child	\$20

Substantial discounts for multiple ticket purchases

GROUP DISCOUNTS

12 - 19 tickets -	\$10.00 per ticket discount
20 - 99 tickets -	\$12.50 per ticket discount
100 plus tickets -	\$15.00 per ticket discount
Family discount -	up to \$40

- * Entertain and reward your valuable staff
- * Service Clubs - Schools - Churches - Community Groups - Charities..... an ideal fundraiser

**Book now with
TICKETMASTER
136100**



www.circus.org.au

CIRCUS AUSTRALIS

A fusion of light, live music, and breathtaking circus performers.... amazing high energy entertainment

THIS IS NOT JUST ANOTHER CIRCUS

This one pushes the boundaries of entertainment



HOLD YOUR BREATH NEWCASTLE.....YOU ARE ABOUT TO BE ENTERTAINED LIKE NEVER BEFORE

Plain packs success proves power of branding

A study published by University of Newcastle health researchers has found that long-term smokers believed that the quality of their cigarettes had deteriorated following the implementation of plain packaging. Many could no longer differentiate between brands, saying that all cigarettes now tasted the same.

"It lends support to the plain packaging legislation and provides fuel for other countries to take up the policy," co-author Associate Professor Billie Bonevski said of the HMRI-funded qualitative study that investigated the effectiveness of tobacco messaging among socio-economically disadvantaged smokers. "It really shows the power of branding, which is why the tobacco industry fought so rigorously against the introduction of plain packs."

* Study published in Health Education Research (Oxford University Press).

Collaborative business tourism marketing campaign

A new collaborative marketing campaign was launched in July, marking the Hunter Region as an Altogether Perfect destination for business tourism. The campaign is designed to attract major conferences and meetings to Port Stephens, Newcastle, and the Hunter Valley, and to increase mid-week occupancy and visitation across the region.

Altogether Perfect is the product of a collaboration between Destination NSW, regional partners Destination Port Stephens, Newcastle Convention Bureau and Hunter Valley Wine and Tourism Association. The campaign is valued at \$270,000, a commitment of \$135,000 will come from industry, and this sum has been matched by Destination NSW.

According to Visitor Economy Hunter Chairman, Will Creedon, this is the first dedicated Business Tourism campaign that the region has seen in several years. "Altogether Perfect celebrates the combined attributes of our region, that offers the best of city, country and coast experiences for the business traveller."

Backed by Newcastle Convention Bureau, Hunter Valley Wine & Tourism Association and Destination Port Stephens and supported by dynamic industry operators, the joint marketing group attends trade fairs and sales missions and host visits to the region by key conference organisers and media to build the appeal of the Hunter region as THE number one business tourism destination.

Building chief retires

Steve Jeffries, long term Executive Director of the Housing Industry Association (HIA) in the Hunter region, has announced his retirement.

Mr Jeffries will officially leave his role on 4 July 2014 and hands over the reins of the Hunter region's largest industry body to current deputy, Craig Jennion.

HIA's Managing Director, Shane Goodwin said "The industry owes Steve Jeffries a huge vote of thanks and on behalf of all our members, employees and the broader industry I wish Steve a very long and happy retirement."



Local, trusted support
when you need it most.

Jirsch Sutherland has been working with
local business to provide turnaround, forensic and
insolvency accounting services
since 1984.

Jirsch Sutherland

Maxim sees business confidence improving

Maxim Accounting & Business Advisors believes that business confidence is growing in the Newcastle area, particularly in the last quarter, where it has been stronger than any time in the previous two years.

They say that for the past few years many business people have been sitting on their hands, apprehensive and uncertain about the future. At the end of 2012 we saw a downturn in the resources industry, and since then there has been a fair bit of negativity.

However in recent months Maxim has seen an appetite for change. The business confidence index is on the rise and people are wanting to know what they can do to help their businesses grow and succeed.

At a recent Maxim Business Breakfast, Greg McKenna from Business Insider reported that the Australian economy was doing well. He said retail sales were growing at the best rate in 4 years and more than 100,000



Steve Roxby, Director and co-founder of Maxim Accounting & Business Advisors.

jobs had been created in Australia in the previous 12 months.

Fellow Maxim director Chris Sneddon said as confidence was building it was opportune for businesses to get ahead of the game.

Maxim is taking its own advice and has recently moved to new, prominent offices at Watt St Commercial (the former David Maddison Building). The move signals a determination to keep evolving in response to demands of the market.

New and exciting times are ahead, as accounting and commercial advice is an essential part of strategic business development. There are so many tools available now to help businesses become more efficient, and as business confidence builds, we want to help business owners enhance their businesses.

You can learn a lot in 20 Years!

Lake Group Strata. Industry leaders with proven experience.

Strata and community title managers • Pre-purchase reports • Set-up and establishment service



P 4942 3305 A 34 Smith St, Charlestown W lakegroupstrata.com.au

LakeGroupStrata
Strata & Community Title Property Managers

Newcastle • Lake Macquarie • Myall Lakes • Hunter Valley

Church 3723

City Hall clock tower restoration

Work has commenced on the restoration of the Newcastle's City Hall clock tower façade. The tender was awarded by Newcastle City Council to Stone Mason and Artist Pty Ltd. The conservation work will take approximately 12 months and will include sandstone replacement and repair, waterproofing and lead flashing replacement, restoration of metal windows, copper roof restoration, replacement electrical and lighting, and refurbishment of the clock mechanisms.

A site compound has been established in Wheeler Place and scaffolding will be erected around the clock tower with an image of the tower printed onto the shade cloth. The clock bell will not toll while restoration work is taking place, and Newcastle City Council expects impacts to the operation of City Hall will be minimal with functions and events to continue as normal.

Work begins on \$14.5m airport expansion

Newcastle airport is moving forward with its expansion with early work having commenced.

There will be two stages to the terminal expansion:

Stage 1 which includes the construction of a new arrivals hall with international facilities has started and is due to be completed by early 2015.

Stage 2 includes the complete refurbishment of the existing terminal, new check-in and departures, more retail and food options and space for a more comfortable wait for flights. This stage is expected to be completed late 2015.

The expansion is consistent with the Defence-approved Newcastle Airport Master Plan and has been made possible by an \$11.1 million grant from the NSW State Government, as part of the Hunter Infrastructure Investment Fund (HIIF).

Key emergency manual released

Mines Rescue has released an updated manual on 'Mines Rescue, Gas Detection and Emergency Preparedness'. The manual expands on the 1998 publication 'A manual on Mines Rescue, Safety and Gas Detection'.

'Mines Rescue, Gas Detection and Emergency Preparedness' is now the most comprehensive mine emergency manual available internationally. The manual covers subjects including mining emergency management, rescue equipment, firefighting, gases, gas detection, gas analysis and interpretation, self-escape, aided escape and rescue systems, spontaneous combustion, explosions, outbursts, the effect of heat and humidity on rescuers and inertisation and sealing.

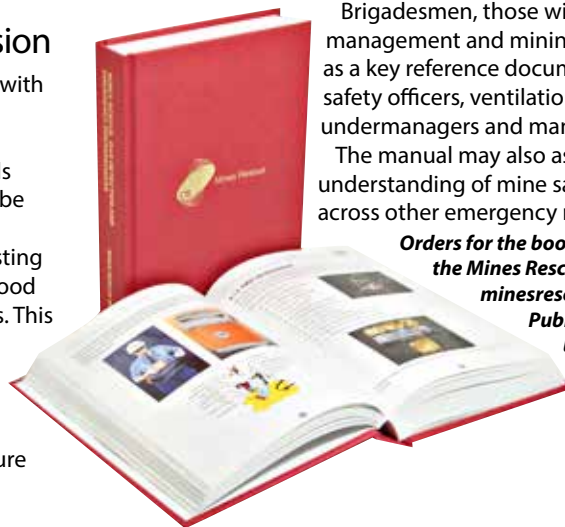
The manual will serve as a key reference material for both the mining industry at an operational level and also for academics at a theoretical level. It will primarily be used by Mines Rescue

Brigadesmen, those with duties in emergency management and mining students. It will serve as a key reference document for mine planners, safety officers, ventilation officers, deputies, undermanagers and managers.

The manual may also assist in driving an understanding of mine safety and capabilities across other emergency response functions.

Orders for the book can be placed via the Mines Rescue website www.minesrescueservices.com

Publication of the book has been funded by the Coal Services Health & Safety Trust.



ARE YOU A DEVELOPER LOOKING TO BUILD IN THE HUNTER?



You may need to speak with the Mine Subsidence Board first!

The Mine Subsidence Board is an independent body operating for the local community in areas of coal mining in NSW. We:

- Reduce the risk of damage by ensuring the design of new developments are compatible with the risk of mine subsidence
- Provide an advisory and technical service for Developers
- Eliminate public and private danger from mine subsidence
- Provide compensation if improvements are damaged by mine subsidence

With offices located in Newcastle and Singleton we can assist with information about designing for subsidence and our requirements in the planning approval process.



For further details please log on to our website www.minesub.nsw.gov.au or telephone our Head Office on 02 4908 4300 or outside Australia +61 2 4908 4300

PUTTING SERVICE AND THE NEEDS OF PEOPLE FIRST

@clipsel11471

Sight & Sound for Kids

Local Business Community Program



Can you help make a child's future brighter?

Is your organisation looking for ways to make a difference in the lives of children with vision or hearing loss, living in the Hunter?

RIDBC Hunter's Sight and Sound for Kids Local Business Community Program helps businesses make a difference in our local community. Your organisation's support will help Hunter children get the best possible start in life, by giving them access to RIDBC's expert education, therapy and diagnostic services.

For more information on how your organisation can get involved, call Grace McLean on 02 4979 4016 or visit ridbc.org.au/superhero



Royal Institute for Deaf and Blind Children
— Changing Lives in the Hunter —



FREE
On Site
Assessment

**Commercial
Solar and Energy Efficient Lighting
Specialists**

Now Offering \$0 Upfront



4961 2275

9 Friesian Close
Sandgate NSW 2304

www.solaraus.com.au

Lake Macquarie Business Excellence Awards – winners announced

The winners of the 2014 Lake Macquarie Business Excellence Awards were announced and celebrated in style at an Awards Gala Dinner on Saturday 12th July.

There were 13 categories focussing on areas such as branding & marketing, business systems, workforce training and development, customer service, innovation, entrepreneurship, workplace health and safety, and sustainability. Three major award winners were also recognised for their contribution to the Lake Macquarie Community as individuals and businesses.

Business Growth Centre Manager, Brett Gleeson was extremely pleased with the results. "In its third year, the Awards have demonstrated that there are many businesses in Lake Macquarie who aspire to and have achieved excellence. The Gala Dinner is a celebration of these achievements and it was certainly pleasing to see so many business people come together to support their colleagues."

The winners represent a range of business sizes, from small businesses like Woohoo Salon to larger sized businesses like Charlestown Square. The awards demonstrate that smaller business can compete with bigger businesses because the Award categories are structured around business functions.

Winners took home a share of a \$56,000 prize pool which included advertising packages from 2HD and Newcastle Herald, cash contributions from Delta Electricity, specialised services, advice and coaching from businesses and groups including Turnbull Hill Lawyers, PDH Accounting Services, CCS Corporation, Aspire Training, DFK Crosbie, Evolution Business Advisers, Supply Connect, Your Business Connections and State Training Services as well as an accommodation package from Tuscany Wine Estate.

This year's winners are:

Excellence in Branding & Marketing

Ability Options, Charlestown

Excellence in Sustainable Business Practices

Woohoo Salon, Charlestown

Excellence in Business Systems

ATUNE Health Centres, Warners Bay

Excellence in Innovation

Inzant, Nords Wharf

Excellence in Retail Practices

GS Mechanical, Whitebridge

Excellence in Workforce Training & Development

Evolution Business & Personal Advisers, Warners Bay

Excellence in Entrepreneurship

Joshua Jeffress, Design Anthology, Gateshead

Excellence in Customer Service by the Whole Business

Charlestown Square, Charlestown

Excellence in Customer Service

Natarlia Bridges, GS Mechanical, Whitebridge

Excellence in Not For Profit or Charity by an Individual Employee

Anglican Care, Booragul

Excellence in New Business Commencement

MySky, Cardiff

Excellence in Young Entrepreneurship

Alex Mitchell, Nulex Construction, Bennetts Green

Excellence in Workplace Health & Safety

LFP Mining, Cardiff

Young Business Person of the Year

Grace McLean, Royal Institute for Deaf & Blind Children, Floraville

Business Person of the Year

Narelle Redman, Silveradoh Promotional Products, Warners Bay

Business of the Year

GS Mechanical, Whitebridge

Hunter Liftrucks

YOUR FORKLIFT SPECIALIST
A.B.N. 15 002 940 052

Did you know that for the past 35 years we have been your locally owned and operated forklift specialist?

Servicing the Central Coast, Newcastle and the Hunter all the way up to Northern NSW.



Yale
People. Products. Productivity.

Dealing with local companies ensures we all have a secure future.

W: www.hunterlift.com.au E: sales@hunterlift.com.au P: 4967 4622 A: 53 Rural Drive Sandgate 2304

FORKLIFT SALES • SERVICE • SPARE PARTS • RENTAL

Cessnock Central

2 North Avenue

Cessnock Central
Boutique Development

Ground and First floor
tenancies available
43m² - 450m²



LEASING NOW



Contact: Lee Woodward

02 4323 7606

0414 877 780

www.vcmanagement.com.au



Prominent site and exposure

Air conditioned new building

Courtyard usage

Polymer-based dust suppressant

Australian dust suppression and soil stabilisation company Reynolds Soil Technologies (RST) has secured a number of contracts globally, including in Hunter region, after the release of its latest polymer-based dust suppressant Avenger Coal.

Following extensive and successful trials, the company is supplying its new polymer-based product to the Hunter Valley, where RST will treat major haul roads across a number of mine sites as part of its Avenger Haul Road Management Program.

Avenger Coal is just one of RST's new micro polymer products, where the company combined Polymer Surfactant Technology (PST) with its latest micro emulsion technology to create a super-concentrated, yet highly-advanced polymer solution.

A by-product of this technology, Avenger Coal was specifically developed as a liquid additive for the mitigation and management of dust emissions generated through surface mining, in particular haulage operations.

Operations and Technical Director David Handel said RST was also in the process of running extensive trials with additional sites in the region, who are interested in utilising the new product suite.

Mr Handel said Avenger Coal is highly competitive against other dust suppressants on the market – having the potential to be up to 10 times stronger with the added advantage of delivering instant and optimum results.

Ten years of supporting manufacturing excellence

This year marks the 10th year that HMA has supported "manufacturing excellence" in the Hunter Region.

The Hunter Manufacturing Awards Inc. began in 2005 when a group of like-minded business people joined together to form a Board of Directors - their goal to promote and profile manufacturing excellence in the Hunter. Over the years, HMA has grown to be one of the most prestigious award events in the Region. Manufacturing companies have used the opportunity to promote, improve and profile their company.

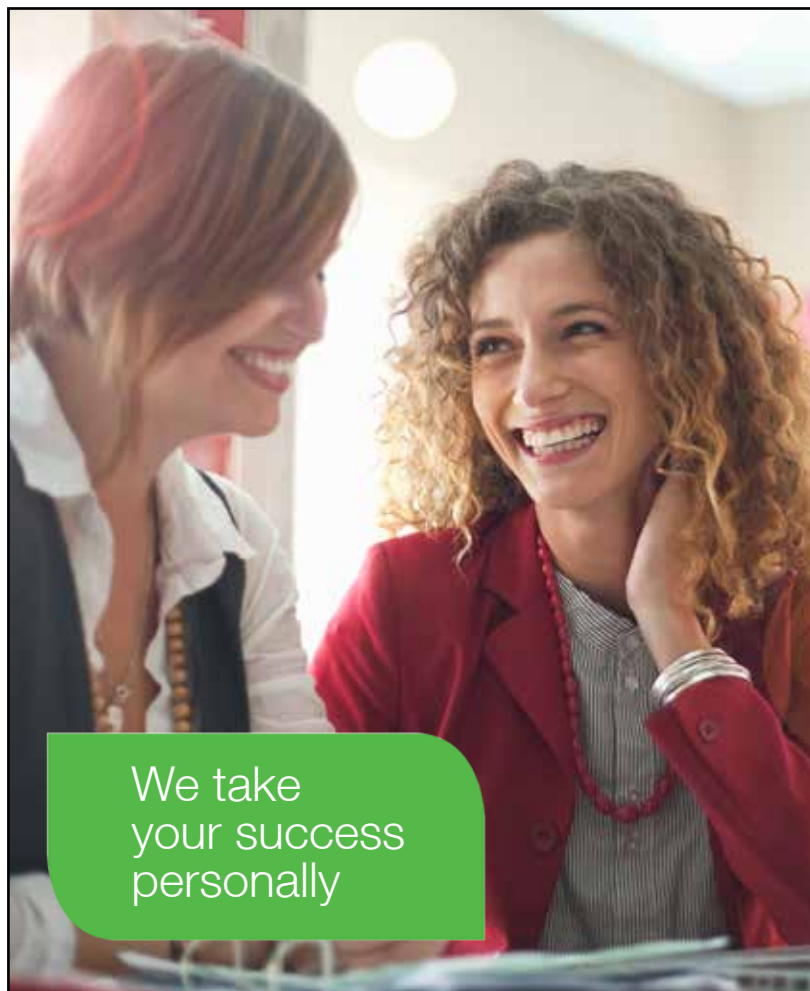
This year's event will be held at Newcastle Panthers, on Friday, 17 October 2014 and promises to be a night of fiesta and colour with a Carnivale theme being planned.

If you are a manufacturer and haven't nominated, then act now as time is running out.

For enquiries relating to nominating or booking of seats for the event contact Carol McEwan on 0438 242 899 or email carolamcewan@bigpond.com

Hunter Business Review has been a proud supporter of the Hunter Manufacturing Awards since its inception and will run a special Manufacturing Feature in its November Edition.

This feature will cover the Awards as well as manufacturing generally. HBR is inviting manufacturers to submit stories for consideration and seeking advertising support to make this a great feature.



We take your success personally

Our focus remains on helping you achieve your business goals.

- Accounting and Business Services
- Audit
- Wealth Management
- Financial Services



P: 02 4923 4000

W: www.dfkcrosbie.com.au

E: theteam@dfkcrosbie.com.au



Newcastle - Gold Coast - Sydney



"Manufacturing - the key to our future"

2014 MAJOR SPONSOR

Downer

HUNTER MANUFACTURING AWARDS INC.

'Showcasing Excellence in Manufacturing'

REGISTRATION & NOMINATIONS ARE NOW OPEN FOR THE 2014 HMA

If you are a Manufacturer in the Region of the Hunter,
Upper Hunter, Central Coast or Mid North Coast

**DON'T MISS OUT ON YOUR OPPORTUNITY TO BE PART
OF THE 2014 HUNTER MANUFACTURING AWARDS**

**NOMINATIONS ARE CLOSING:
CALL 0438 242 899 NOW!**

For Registration Form and to access Application Forms please go to:
www.hma.org.au/Nominate for an Award or phone 0438 242 899

WITH THANKS TO OUR SPONSORS

Downer

2014 MAJOR SPONSOR

CommonwealthBank

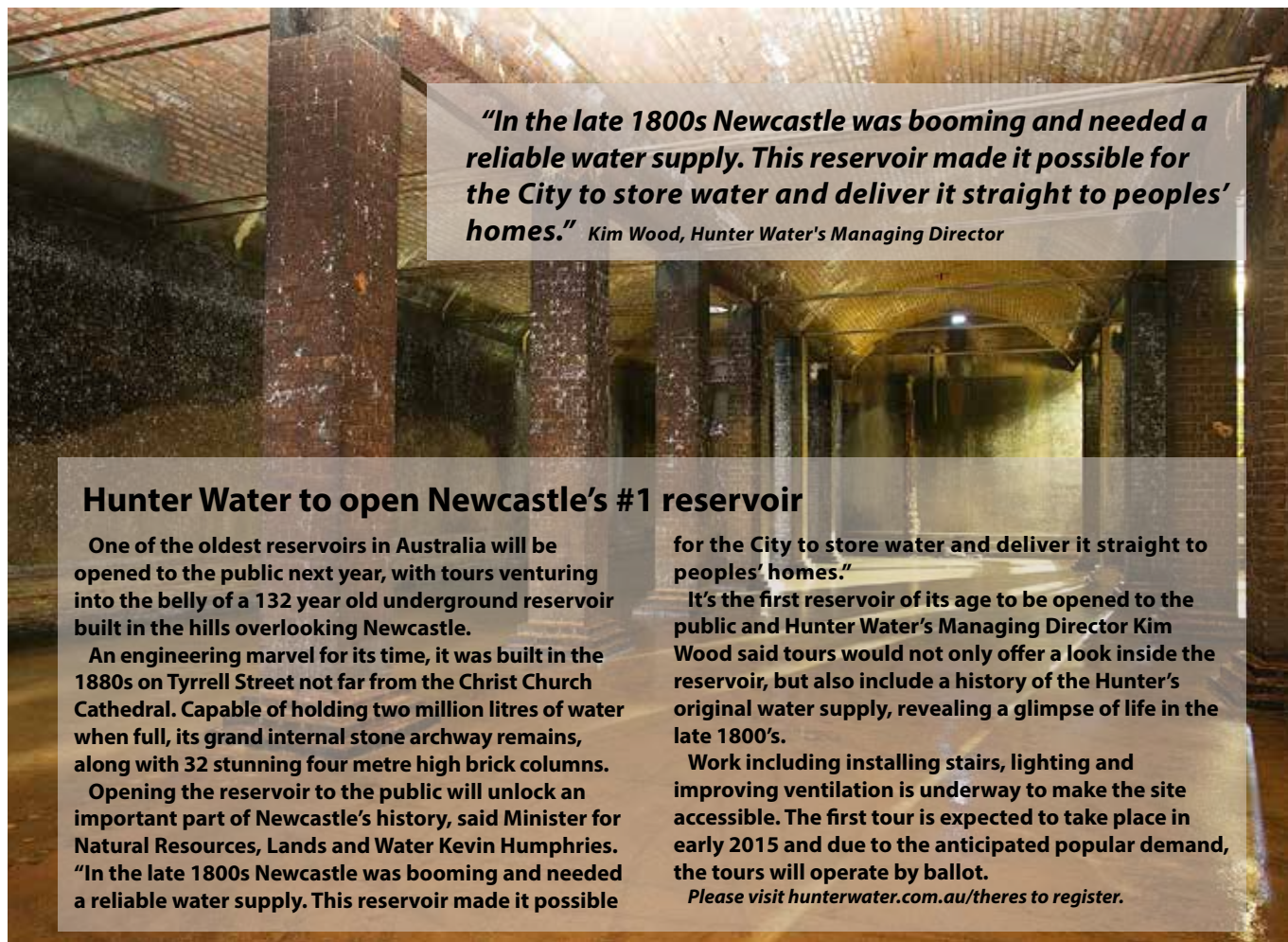


STRATA
WORLDWIDE



Forsythes
Recruitment





"In the late 1800s Newcastle was booming and needed a reliable water supply. This reservoir made it possible for the City to store water and deliver it straight to peoples' homes." Kim Wood, Hunter Water's Managing Director

Hunter Water to open Newcastle's #1 reservoir

One of the oldest reservoirs in Australia will be opened to the public next year, with tours venturing into the belly of a 132 year old underground reservoir built in the hills overlooking Newcastle.

An engineering marvel for its time, it was built in the 1880s on Tyrrell Street not far from the Christ Church Cathedral. Capable of holding two million litres of water when full, its grand internal stone archway remains, along with 32 stunning four metre high brick columns.

Opening the reservoir to the public will unlock an important part of Newcastle's history, said Minister for Natural Resources, Lands and Water Kevin Humphries. "In the late 1800s Newcastle was booming and needed a reliable water supply. This reservoir made it possible

for the City to store water and deliver it straight to peoples' homes."

It's the first reservoir of its age to be opened to the public and Hunter Water's Managing Director Kim Wood said tours would not only offer a look inside the reservoir, but also include a history of the Hunter's original water supply, revealing a glimpse of life in the late 1800's.

Work including installing stairs, lighting and improving ventilation is underway to make the site accessible. The first tour is expected to take place in early 2015 and due to the anticipated popular demand, the tours will operate by ballot.

Please visit hunterwater.com.au/theres to register.

WH&S



FIRST AID KITS & SUPPLIES

- No Service Fees ▪ Free Delivery
- Online Catalogue ▪ Extensive Range
- Site Signage ▪ First Aid Courses

WE COME TO YOU

~ Where quality service is Affordable ~

Mobile: 0412 498 240

Fax: 4955 0496

Email: afasnewcastle@optusnet.com.au

www.affordablefirstaidsupplies.com.au



AFFORDABLE

FIRST AID

SUPPLIES

SERVICING ALL AREAS

Top awards for HVTC apprentices and trainees



Andrew Godwin



Josh Lodge

Three exceptional young leaders from HVTC (Hunter Valley Training Company) have been recognised at the 2014 Hunter Region Apprenticeships and Traineeships Advisory (HRATA) awards. Two apprentices took out the top awards: Overall Apprentice of the Year and Overall Trainee of the Year. A third apprentice took out the Excellence in Manufacturing Award.

Andrew Godwin was named Apprentice of the Year Engineering - Mechanical Certificate III and then went on to win the Overall Apprentice of the Year across all trades. Andrew, who was sponsored by Glencore, is now a qualified fitter with Walter Diversified Services (WDS) at Cameron Park.

Joshua Lodge was awarded the Trainee of the Year Award - Laboratory Operations Certificate IV and then took out Overall Trainee of the Year across all vocations. Joshua, hosted by Origin Energy, is currently undertaking a Chemical Traineeship - Certificate IV in Laboratory Techniques while also completing his university studies, working towards a Bachelor of Engineering (Chemical).

Cameron Baxter, hosted at Maitland City Council, was named Apprentice of the Year, Engineering - Fabrication Certificate III and was also awarded an Excellence in Manufacturing Award given to an apprentice who achieved excellent study and workplace results in the manufacturing trades.

HBR
Hunter Business Review

Target your Marketing

Let HBR help you.

P: (02) 4925 7760
www.hbrmag.com.au

Locals have some bright ideas for Huntlee

The Huntlee team recently asked the people of the Hunter to share their ideas for what facilities they'd like to see included in the park via the "What's Your Bright Idea?" competition. It was a chance for entrants to see their ideas come to life and also to share in a prize pool of more than \$30,000.

26-year-old James Matthews from Pokolbin was the winner of the \$10,000 first prize for his remarkably detailed scale model of the park and accompanying 'Small Book of Big Ideas'. Second prize of \$4000 went to Brittany Thompson from Singleton and third prize of \$3000 to Wendie Berril-Jone from Ellalong.

The People's Choice Award of \$3000 for the entry receiving the most votes via the website went to 12-year-old Lachlan Jurd of Cessnock.

The Competition also included categories for Primary and Secondary schools with a cash prize of \$5000 for the best entry in each section. First place went to Year 3 from Rosary Park Catholic School in Branxton. In the Secondary Schools section the \$5000 first place prize was awarded to the Year 10 entry from St Catherine's College, Singleton and a special, additional Judges' Award of \$2500 was given to Year 7 from Kurri Kurri High School whose entry, in the opinion of the judges, also deserved special recognition.

Commenting on the entries, LWP Managing Director, Danny Murphy, said he was impressed by both the quantity and quality of entries. "Our newly-appointed landscape architects now have a comprehensive and exciting library of ideas and concepts as they commence the detailed design of the park."

Huntlee is a fully master-planned community located at the start of the Hunter Expressway. The Stage One works commenced in June and include subdivision of the first residential village, Katherine's Landing, to accommodate up to 1700 dwellings on 1391 lots plus an extensive range of community facilities. Stage One also includes development of the first 60ha in the mixed use Town Centre and up to 120 large lot residential sites.



Restaurant and catering winners announced

Almost 120 local caterers and restaurant and café operators in Northern NSW have vied for a title across 38 award categories in the N-NSW Savour Australia TM Restaurant & Catering HOSTPLUS Awards for Excellence 2014 series.

The awards, which kicked off at 6:30 pm on 14 July at Wests New Lambton, saw the below major award winners take home a plate:

- **Consumer Vote Award**
- Macauley's Restaurant, Coffs Harbour
- **Caterer of the Year**
- Bonville Golf Resort, Bonville
- **Restaurant of the Year**
- Esca Bimbagen Restaurant, Esca Bimbagen Winery in Pokolbin.

In the Hunter/Central Coast Restaurant Awards, Talulah in The Junction was a standout, taking home plates for both the Breakfast Restaurant and Café Restaurant categories.

The winning businesses will now compete at the National Savour Australia TM Restaurant & Catering HOSTPLUS Awards for Excellence to be held at Peninsula Docklands on 27 October. In addition to the traditional categories, the national event will also see a new focus on training, development and social media

Bean Counters support accountants of tomorrow

Local accountants have again joined forces with Hunter TAFE and Samaritans to assist accounting students during their studies.

As part of the Bean Counters Ball initiative local members of CPA and Chartered Accountants Australia and New Zealand raise money each year at a black-tie event to support scholarships that provide education pathways for disadvantaged students in our region.

Chairman of the Bean Counters Ball initiative, Chad Rapsey, announced that additional scholarships with Hunter TAFE Foundation would be funded by money raised at last year's Bean Counters Ball.

The scholarships support people who are studying a Certificate IV in Accounting at Hunter TAFE who are also looking to transition into the TAFE NSW Higher Education – Associate Degree in Accounting.

Mr Rapsey said that accounting professionals who were involved in the Bean Counters initiative were keen to support career pathways for local people while ensuring that accounting was a strong and valuable resource for the region.

"The partnership between CPA, ICAA, Hunter TAFE, Samaritans and our businesses community sponsors, are making a difference to the lives of people who need it most," Mr Rapsey said.

"Today's students are the future accountants of tomorrow. So it's important for us to support young people further their education, and this scholarship helps provide those opportunities to students who are experiencing personal hardship," Mr Rapsey said.

"The scholarship was a great success in its first year, we hope we can expand our support for students in the region through additional grants and scholarships in the future," he said.

The 2014 Bean Counters Scholarship was presented as part of Hunter TAFE and University of Newcastle's Central Coast Awards ceremony on 6 August.

The 2014 annual Bean Counters Ball will be held on 7 November at Newcastle City Hall.





Southern Cross Austereo **DOMINATES NEWCASTLE RADIO**

- For B2B Marketers, SCA's KOFM and NXFM reach 54.9% of potential Business Decision makers
- For B2C Marketers, SCA's KOFM and NXFM reach 64.2% of 18-49's and 63.6% of 18-54's

To learn more about growing your business, email Justin.Troy@sca.com.au



kofm.com.au 4942 1433 | nxfm.com.au 4942 3333

*Nielson Radio Survey 3 2013, Cume %, Mon-Sun 5.30-Midnight, 25-59s Occupation AB - managers, administrators and professionals/18-49s/18-54s

On the job with

Chad RAPSEY



What's your current role and title?

I'm a co-founding Partner of Rapsey Griffiths - Insolvency & Advisory. As part of my role I'm a Registered Liquidator and Registered Trustee in Bankruptcy. Whether it's a complex or small matter, my focus is on developing strategies and taking a pragmatic approach to assisting companies or individuals recover from financial distress. I'm also Chairman of the Hunter Group of Chartered Accountants and Board member of Newcastle Youth Accommodation Services.

Throughout your working life, what job have you enjoyed most?

Definitely this one! I really enjoy the opportunity to provide certainty and a plan of attack for people that are in financial difficulty or chaos. They're usually stressed out and have no idea of what direction to take so when they come and see us we are able to provide advice and assistance to take away some of that stress.

In business or personally who or what do you find inspiring?

For me it's not just one person I find inspiring, it's instead seeing normal, everyday people achieve extraordinary things. It's watching people think about and embrace innovation or people that are able to create something wonderful and successful from nothing.

What advice would you give someone following in your professional shoes?

The main thing upfront is education, to have a firm grounding at the beginning and then to also embrace continuous learning. That ongoing learning should be not only in your field, but also in areas that complement it, such as technology or management. I also believe it's vital to 'market' yourself through networking and events. If you create a wide pool of contacts early on in your career it will prove beneficial in the long run.

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

I'm a bit of a homebody so most likely you'd find me at home being a bit domestic. My partner and I recently purchased a house with a garden so I've been thrust into the hobby of gardening. At this stage I am not showing any evidence of a greenthumb!

How would you like to see our region develop over the next decade?

Newcastle and the Hunter region are seeing a real resurgence, mainly due to the passion of the people living here. I want to see continuing success for the Hunter as we unlock the potential of the CBD through ongoing investment in the local area. From a business perspective, a focus on innovation and technology will be key over the next decade. I also hope that talented people choose to stay here or move here as we have a lot to offer.

Do you e-book or real book? And what are you reading at the moment?

eBook all the way. But I find it difficult to read a full book, short stories or articles are more my thing because they get to the point or the hook much more quickly.

Do you have a favourite sport or team? How committed are you, would you miss a game for your best friend's wedding?

The Essendon Bombers are my team, even though they're in a bit of strife at the moment. So I wouldn't jump ship from a losing team but I also wouldn't see the need to miss a best mate's wedding for a game.

Are you a tweeter or a talker, or do you do both?

A bit of both. I like the access to information you get from Twitter, but nothing beats talking face-to-face with people.

Get on top of new aged care changes

Bruce Killingly
JSA Group

When you think about it, aged care touches the lives of most Australians and many businesses. More than one million people receive aged care services, with more than half a million people receiving support at home. Our aged care system employs around 350,000 staff across approximately 2,100 aged care providers.

The Federal Government has made some wide ranging reforms to its funding support and consumer payments for aged care services effective July 1. Older Australians, their families and carers, and businesses supporting the aged care sector need to learn more about and act on these changes.

The changes are largely to the means testing of both aged care accommodation and in-home aged care services. The Government has designed the changes and other earlier reforms to make the system "more affordable and sustainable". That means making people who have a capacity to pay, contribute more towards the cost of their aged care, reducing the burden on the taxpayer.

The changes will have significant impacts on older Hunter residents, leaving many more out of pocket.

A single means test will assess a person's assets and their income to determine their capacity to contribute towards their cost of accommodation and care. In most cases, residents will pay the advertised market price published by the aged care facility.

The means testing of in-home care is now formalised and set by Centrelink rather than by the service provider.

There are a number of misconceptions about the changes. The family home is not included in any means test provided a spouse or relative giving care and receiving Centrelink income support remains living there. Aged care facilities, with the exception of those providing extra services, still need to maintain a ratio of people who pay towards the cost of their accommodation, and those who are financially disadvantaged.

People currently living in aged care facilities or receiving in home aged care services are not affected by the changes until they change their arrangements. However, simply adding an extra service or moving to a higher level of service for in-home care constitutes a change.

Another complication for people is the new means tested fee can be large. It is capped at \$25,000 a year, but an aged care facility could charge up to \$188 per day. Some asset rich residents may not have enough cash flow to cover such payments.

The changes are complex so it is important to get proper advice.

For further information contact JSA Group on (02) 4908 0999, email brucek@jsagroup.com.au or visit www.jsagroup.com.au

At a glance: the new system

- A single means test of both income and assets (including overseas-owned) to assess a person's contribution to residential and in-home aged care services.
- The resident's assessed contribution is allocated first to accommodation costs and then towards ongoing cost of care.
- The former home is still exempt if a "protected person" is living there.
- Full pensioners don't pay anything in addition to the basic fee paid by everyone who receives in-home care

Bruce Killingly is JSA Group's Aged Care Adviser and is a qualified financial planner. Bruce has already helped hundreds of clients come to terms with the aged care changes.



Opalescent SIGNAGE GROUP

► YOUR KEY OPERATOR FOR YOUR BUSINESS.

Specialising in all signage and graphic environments, from one-off sign projects to complete design, manufacture, installation & maintenance services.

P:(02) 4962 2000 | www.opalescentgroup.com.au



Significant property title reform to impact business

Brad Gribble
Lake Group Strata

The NSW Government is undertaking significant reform that will affect two million people and impact on a range of local businesses including property developers, accountants, lawyers, strata management companies, surveyors, builders, tradespeople, valuers and real estate agents.

New legislation for both strata title and community title is currently being drafted by the Government.

Around 30 per cent of people in NSW either live or work in 75,000 strata schemes with an asset value of \$350 billion. With population growth and urban consolidation continuing, within 20 years half of the state's population is likely to live in strata or community title. Currently, 50 per cent of all development consents in NSW are for high density dwellings.

Reform is necessary and overdue. Strata title legislation is 50 years old. It is formal, complex and creates unnecessary disputes.

The 70 proposed reforms will bring the legislation into the 21st century. They cover governance, managing the built environment, budgets and levies, by-laws and managing disputes. This will help reduce disputes and assist with fixing defects in new buildings sooner.

Key changes and impacts

- Strata schemes can adopt model by-laws that suit them
- Pet friendly units will be encouraged
- Easier penalising of repeat offenders of a by-law
- Additional means to fine smokers for smoke drift
- An upper-limit rule on occupiers per bedroom
- Internet era reforms to allow emailing notices, electronic records, and attending meetings 'virtually'
- Tenants will be able to attend Owners Corporation meetings
- Clearer, common-sense approvals for owner renovations, waiving restrictions for minor, cosmetic changes
- Proxy voting limits to curb proxy harvesting
- A developer bond, independent defects report, and a developer prepared maintenance and servicing schedule for new schemes.
- Measures to terminate strata plans to make it easier to redevelop existing buildings

The reforms are ground-breaking and an example of good, extensive consultation and policy development. Thousands of submissions were received. The reforms will, on balance, meet the Government's aim of providing flexibility, transparency and accountability with strong consumer protections without imposing unnecessary red tape.

The legislation was due for release earlier this year but has been delayed to ensure community title legislation is also updated at the same time as strata title legislation. Hunter business owners need to update themselves on the impacts to their businesses of the reform.

Visit www.fairtrading.nsw.gov.au or ask your industry association or a strata management specialist for information relevant to your needs.

Brad Gribble is a Director of strata and community title manager Lake Group Strata. Brad has 21 years property industry experience and Lake Group Strata is celebrating 20 years of operations. Lake Group Strata was a finalist in the Professional Commitment to Ethics and Service category and Strata Industry Leader of the Year category in the 2014 Strata Community Australia Awards. www.lakegroupstrata.com.au



Not happy with your accountant? Then it's time to make a change

Paul Siderovski
SiDCOR Chartered Accountants

Are you paying too much tax?

Is your accountant not being proactive, not returning your calls and slow when preparing your annual accounts and tax?

If you answered yes to any of these questions, then you are amongst the 74.3% of business owners that are having the same experience.

The sad thing is, this percentage of business owners are accepting mediocrity in their business and life.

The main reason people don't change accountants is they think the process is hard, but it's not.

If you're ready to make this change, all you need to do is follow these three simple steps:

1. Find a new accountant that suits your needs. If you want to grow and better your business and life, then get an accountant that is growth orientated.
2. Advise your current accountant you have decided to change.
3. Your new accountant will obtain the information required from your old accountant

The new accountant should get up to speed on your business history and structure, so they understand you and your business.

At SiDCOR we follow this simple process, but go one step further. We conduct a FREE review. We check you haven't overpaid tax, we look at your business structure and check that your assets are protected.

For further information email paul@sidcor.com.au



Paul Siderovski, the founder and Managing Director of SiDCOR Chartered Accountants, has 17 years experience since starting as a chartered accountant with PricewaterhouseCoopers in 1995. Paul started Newcastle-based SiDCOR in 2002. Paul has a Bachelor of Commerce from the University of Newcastle and is a Member of the Institute of Chartered Accountants and the Taxation Institute of Australia as well as the National Tax and Accountants Association.



10 Commandments of Good Business

Paul Gidley
Shaw Gidley

Small to medium enterprise (SME) under performance, or for that matter failure comes about for a number of reasons. As business turnaround experts we identify many causes of financial problems. From simple mistakes, to unlikely occurrences, to changes in legislation, to poor decision making, just to mention a few – all of which can render a good business bad in short course and at risk of outright failure. Most SMEs are owner managed.

So what can owners/managers do to give their business enterprise its best chance of staying off, or getting off the underperformance slippery dip. Some enlightenment may be found in "10 Commandments of Good Business" etched below:

1. Appropriate management information systems – accounting, reporting and controls provide the owner manager with the businesses vitals – understand and use them – know your key revenue and expense drivers intimately.
2. Cash flow is king – cash is the life blood of the business – manage it closely. Loose credit control will eventually cause problems – plan for cash reserves – manage leverage closely – always have a handle on your net cash position.
3. A good advisor – you can't succeed in a silo, get an advisor or business mentor who has sound business acumen, can act as a sounding board and help with decisions.
4. Play to your strengths – you know where your strengths lie compared to your competitors, stick to them.
5. Good people – employ the best people you can find and reap the rewards.
6. Business development & marketing – If you have troubles doing this well – learn how to – a sound business network can be the difference between success and failure.
7. Planning – you need a game plan, even if its short term, your market leaders will have one.
8. Know your competitors – identify the market leaders and become like them, then do it better.
9. Technology – use or lose – stay abreast of advancements – avoid gimmicks – properly employed, there WILL be productivity gains and improved margins.
10. Best practice – every industry has a best practice business model – identify yours – make sure you're doing it – your market leaders are.

Unfortunately, most of the work we do as turnaround and insolvency specialists is rationalisation of insolvent enterprise. Statistics published by the Australian Securities and Investment Commission suggest that 74% of corporate insolvencies can be related to the decisions and actions (or lack thereof in some instances) by the owner managers.

The commandments are not exhaustive, and there's at least a chapter to write on each. They should reinforce what you already understand or at least get you thinking what you should be doing if you are not.

Remember...the 10 Commandments were not a suggestion.

For further information contact Shaw Gidley on (02) 4908 4444, email pgidley@shawgidley.com.au or visit www.shawgidley.com.au



Paul Gidley is a Director of Shaw Gidley - turnaround, restructuring and insolvency specialists with 23 years experience. Paul is a Chartered Accountant, a member of the Turnaround Management Association of Australia and holds an MBA with Merit.



Cashflow problems...

We're geared to help.



Solving financial distress for
companies & individuals
since 1990

shaw | gidley
insolvency reconstruction

www.shawgidley.com.au 02 4908 4444

Property industry remains confident

Property industry confidence remains high despite concerns about the nation's economic growth prospects, according to the latest Property Council/ANZ Property Industry Confidence Survey. The report for the September 2014 quarter shows confidence in the property industry remained steady at 131 points, compared to 132 for the previous quarter.

ANZ chief economist Warren Hogan said the index shows the underlying outlook for the Australian economy is positive, supported by likely improved business conditions, solid business lending and stronger global economic growth. However, it also reveals the impact on sentiment from buffeting to the Australian economy by slower retail sales, softer building approvals and weaker momentum in job advertisements.

"Despite these recent headwinds, the outlook for the household sector and household consumption is expected to improve moderately in the year ahead, supported by low interest rates, a more stable labour market outlook, and a likely improvement in consumer confidence," Hogan said.

"Hence, despite a solid recovery in the property sector, ANZ expects that Australia will experience a period of moderate growth in the near term.

"For monetary policy, this suggests we are in for an extended period of low interest rates before the RBA likely enters a period of rate hikes in 2015 with the aim of returning monetary policy closer to a neutral setting."

Confidence has declined from the record high of 140 points at the start of 2014, moderated by concerns about the potential for economic growth and the fate of the Budget in the Senate, said Property Council acting chief executive Glenn Byres.

The Property Council/ANZ Property Industry Confidence Survey is based on a survey of 2300 property industry respondents, including owners, developers, agents, managers, consultants and government, across all major industry sectors and regions. It was conducted in June this year for the September 2014 quarter.

The index tracks changes in sentiment across property types and markets and identifies the determinants of industry confidence.

The latest results show the retail, industrial and retirement sectors have strong forward work plans and steady capital growth expectations for the next 12 months.

However, there are signs the brakes are beginning to be applied to the residential property segment.

"While construction activity in the residential sector is slated to remain high, we are seeing some slowing of the housing construction boom and an easing of the growth in housing prices," Byres said.

Byres said while index respondents were confident in their own industry, the report reveals expectations for the future of Australia's economy are down.

"The outlook for the nation's economic growth has slipped from the highs recorded following last year's election. However, the property industry remains confident that it will continue to underpin Australia's economy," Byres said.

"The onus is on governments to release realistic economic growth plans and micro-economic reform strategies that will support construction activity across Australia."



HBR

Hunter Business Review

Back issues available for viewing on our new website!

www.HBRmag.com.au



HBR

Hunter Business Review

JUNE 2014
VOLUME 10 NUMBER 5
Printed and Approved 150002454

Education & Training

Mining & Energy update

MIDAL CABLES FEATURE

Connecting & informing business people

Australia \$6.00
ISSN 2202-8838

A barcode is located at the bottom left of the magazine cover, with the number 9 772202 883838 printed below it.

Hunter Water building sold

Knight Frank has sold Hunter Water's iconic building at Honeysuckle for \$25.825 million, in the process setting a new record for dollar-per-square-metre real estate in Newcastle. The sale of the Hunter Water building shows just how strongly corporate Australia views the Newcastle market.

The A Grade office building is located in the premier office location in Newcastle adjoining the Newcastle Harbour. The 5,379 sqm office building sold subject to a 10 year leaseback to Hunter Water Corporation with 2 x 5 year options.

Knight Frank's marketing strategy both domestically and internationally was to focus on the incredible improvements taking place in Newcastle as a result of the hundreds of millions of dollars being invested by the State Government.

Australian investor Peter Patella from Patella Holdings Pty Ltd bought the building which will now be leased back to Hunter Water for the next decade.



Key Steel River site sold

Bobby Suminoski of Fourwalls Commercial recently sold the key entrance site of the Steel River Industrial Estate.

Situated on the corner of Steel River Boulevard and Murray Dwyer Circuit the site neighbours the CSIRO and Bradken's Global Corporate Centre which was completed in March 2013 at a total cost of approximately \$18 million.

The 13,230 sqm site was bought by a syndicate of local business people headed by local builder/developer Phil Jones of Designbilt. The site isn't the first project the syndicate has undertaken in the estate with two previous unit developments, The Foundry and Cornerstone located on the corners of Channel Road and Frost Drive.

Expressions of Interest are now being sought from potential users for the site.



Now for
Lease By Randolph Rossi

55 The Avenue, Maryville NSW 2293

- >>> Areas from 1030m²
- >>> Starting at \$105 per sqm
- >>> 85 carparks & rear heavy truck access drive in drive out
- >>> Clear span space suitable for mixed offices/warehouse

www.castleproperty.com.au
4915 8888



LWP/HUNTLEE

Jess Jacobs has relocated from LWP Head Office in Perth as Huntlee's first Marketing Manager. She will be responsible for all aspect of marketing communication and overseeing events, publicity and public relations activities. She will also lend her expertise and knowledge of the LWP model to the Huntlee sales team.



SHAW GIDLEY

Shaw Gidley has expanded its management team with the appointment of **Jeff Shute** as director. The new role builds upon Jeff's existing tenure as a senior manager where he was responsible for its corporate division. In his director role, Jeff will focus on driving Shaw Gidley's growth in the Hunter and Central Coast regions, and he will also take formal liquidation appointments.



HIA

The Housing Industry Association has appointed **Craig Jennion** as Executive Director – Hunter. He replaces Steve Jeffries who has retired following 15 years of service with the association. Craig has progressed through a number of roles during his nearly ten years at HIA and has a wide range of experience in the fields of environmental management, planning and industry advocacy.



DFK CROSBIE

With more than 14 years specialising in the superannuation industry, **Derek Bouman** has now become a partner at DFK Crosbie. Derek's experience provides the firm with further specialisation in self-managed superannuation funds, retirement planning and estate planning.



KNIGHT FRANK

Brent Sinclair has recently joined the dedicated and highly experienced team at Knight Frank as an Industrial & Commercial Sales Consultant. Brent has been working as a commercial property manager for the last 8 years with over a decade of experience in the local property market. This new role recognises his local property experience and proven results for investors.



LJ HOOKER TORONTO

LJ Hooker Toronto has expanded its commitment to the Lake Macquarie area with the appointment of residential agent **Jo Brown** to its team. Jo brings with her a wealth of real estate experience that has been acquired over a 14 year career spent in Lake Macquarie, and extensive local knowledge that is invaluable to this role.



DIAMOND TECHNOLOGY GROUP

Phil Good has joined Diamond Technology Group as the IT Client Services Manager. Phil has over 15 years of experience in the delivery of IT infrastructure and is customer service focussed. Phil's looking forward to using these attributes to further strengthen the enjoyable and reliable experience that Diamond has built a solid reputation for delivering.



DFK CROSBIE

Sean Gillard has been named partner at DFK Crosbie. Sean has 17 years experience in finance and a vast network of industry contacts. He proudly offers one of the most extensive arrays of lenders and products in the industry. Sean has also been named in the National Top 200 Loan Writers within the PLAN Australia dealer group.



LAKE MACQUARIE CITY COUNCIL

Lake Macquarie City Council has appointed new Manager Property and Business Development, **Kate Cramp**. Kate comes fresh from her roles as Operations Manager and Project Manager for two Upper Hunter mining contractors. She has tertiary qualifications and professional accreditation in Construction Management and Project Management, with qualifications in safety and property.

We want to hear about your new business appointments.

Let us know about your people!

Contact: garry@HBRmag.com.au

www.HBRmag.com.au



SONY XPERIA C3 SELFIE-FOCUSED SMARTPHONES

Sony Xperia C3 and Xperia C3 Dual smartphones are targeted specifically at the selfie market. The two versions have identical specifications except the Xperia C3 Dual is fitted with dual-SIM card slots in addition. It has an 8 megapixel autofocus rear camera, a 5 megapixel front camera and an LED flash. The Xperia C3 runs Android 4.4 KitKat, has a 5.5-inch HD (720 x 1280 pixel) Triluminos display and is powered by a 1.2 GHz quad-core Qualcomm Snapdragon processor coupled with Adreno 305 GPU and 1 GB of RAM.



KOGAN AGORA 4G SMARTPHONE

The Kogan Agora 4G is offered as the first 4G Android smartphone priced at under \$230. Running on the latest Android 4.4 KitKat OS, it features a 5 inch HD display, Lightning 4G LTE connectivity, full day battery life, and a Quad Core processor.



TECHNOLOGY

LOGITECH K830 LIVING ROOM KEYBOARD

The Logitech Illuminated Living-Room Keyboard K830 is aimed at users who have a PC connected to a big screen and need a companion keyboard. It can illuminate in the dark and includes a built-in touchpad. By attached the USB unifying receiver into a PC, the keyboard offers wireless connection with a range of up to 10 m.



GOTENNA

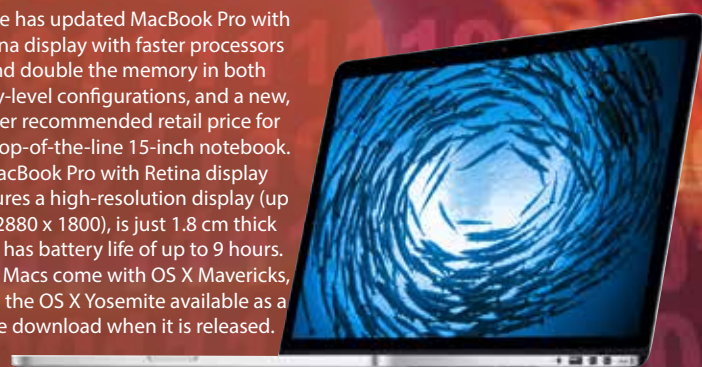
goTenna connects mobile devices without phone or wi-fi, allowing users to send text messages and share GPS locations with other goTenna users. The device is a 2 W radio with an antenna and a range of up to 80 km. Users can send group messages, encrypted and "self-destructing" messages to maintain privacy and to "shout" broadcasts to anyone within range. goTenna has a battery life of about 72 hours with intermittent use or for around 30 hours with constant use.



UPDATED MACBOOK PRO WITH RETINA DISPLAY

Apple has updated MacBook Pro with Retina display with faster processors and double the memory in both entry-level configurations, and a new, lower recommended retail price for the top-of-the-line 15-inch notebook.

MacBook Pro with Retina display features a high-resolution display (up to 2880 x 1800), is just 1.8 cm thick and has battery life of up to 9 hours. New Macs come with OS X Mavericks, with the OS X Yosemite available as a free download when it is released.



THE MOBILE IMPERATIVE

Mobile technology is changing intrinsic assumptions about how your market reaches a decision to purchase.

Thanks to Mobile, a customer interacts with information about your products and services and even purchases in their own time, in their own way and in their own space."

If you think it isn't time to act on your mobile plan consider this:

68%

of Australians now own a Smartphone

Making Australia #2 worldwide for per capita Smartphone penetration

15 MILLION

That's more than mobile engaged Australians

Mobile is now the Screen of Choice

65%

use their phone online daily

Whilst **87%** use theirs weekly

45% of 18-29 year olds prefer to go online on their phone

If your site doesn't load on mobile **61%** of visitors won't return

94% of people research products and services on their phone

28% Make online purchases with their mobile

"Smartphones are the backbone of our daily media use. They are the devices used most throughout the day and serve as the most common starting point for activities across multiple screens. Going mobile has become a business imperative." - GOOGLE 2012

NIMBLER DIGITAL

For a Mobile Strategy, Website or App contact Nimbler Digital.
www.nimbler.com.au
(02)49611166

Businesses only use their IT systems to 40% of their full capacity

Business and IT application consultancy Coritsu Group, which consults with small-to-medium sized businesses, has found that most are only using 40% of their IT system's full capabilities.

Managing Director, Samuel Conway, of Coritsu says there are a number of reasons companies are not using these technologies to their full advantage. He says it is generally due to a lack of integration with current systems, quick-fix solutions, staff have not been trained properly and solutions were not being evaluated in the most effective and strategic way.

"IT departments are often left in charge of integration of new process tools. However, business solutions need trained strategic business professionals to look at system implementation in a much more holistic fashion, rather than the narrow view most IT departments tend to take."

"There are thousands of IT-based solutions on the market now and they're more affordable than ever. From automating everyday processes to creating customised solutions to rapidly increase efficiencies in your business, there's never been more on offer...and there's also never been as much confusion!" said Conway.

Nominations closing for NEWi awards

Nominations for the NEWi awards for Digital Creativity close on 1 September.

This year's awards has expanded to 17 categories:

- Best Website
- Best Online News Publication
- Best Game Design
- Best Mobile Application
- Best Social Media Campaign
- Best Digital Agency
- Best Health Solution
- Best Government Solution
- Best Educational Solution
- Best Retail Solution
- Best Tech Start-up
- Best Tourism Solution
- Best New Media Artwork
- Best Cloud Service
- Best Online Video
- Best Online Animation and The Joe Award.

Roughly 300 members will vote for the NEWi Awards using secret ballots. Members select winners from three finalists in each category, which are determined by a panel of industry experts.

The 4th NEWi Awards will be held on 3 October in Newcastle.

Transaction by smart watch

Bendigo and Adelaide Bank claimed an Australian technology first on 28 July – a financial transaction enacted by a wearable device.

Chief Executive of Bendigo subsidiary Community Telco Australia, David Joss, used his Samsung Gear 2 smart watch to buy an afternoon tea in a transaction directed through another Bendigo innovation, a mobile payment system that also credits customers with reward dollars they can redirect to community projects.

Bendigo and Adelaide Bank already has a patent pending for its redy payment system. Launched in June, "redy brings a cutting technology edge to our focus on building communities," said Bendigo's Executive Customer Voice, Marnie Baker.

Hunter businesses need to get connected

Results of the Hunter Research Foundation's (HRF) June 2014 survey into use of information and communication technologies (ICTs) show that Hunter businesses are slow to engage with the growing digital economy.

The global digital economy is here and offers boundless opportunity for those businesses that are connected and engaged. Hunter consumers are certainly online, with more than 8 out of 10 Hunter households purchasing goods and services via the internet in the 12 months to June 2014.

However, while 92% of Hunter businesses can access the internet – on a par with the most recently published national figures – only 57% of those had a dedicated website, lagging the national figure for SMEs (64%). Of those using their websites, 52% advertised their goods and services but only 27% took orders, lower than the latest national figure of 30%.

Other headline findings from the HRF survey:

- 37% of Hunter companies used social media to market their businesses, comparing well to the latest national SME figure (May 2013) of 26%
- In the 12 months to June, Hunter businesses used the internet to:
 - do their banking online (79%) and pay bills (78%)
 - conduct business-related research (72%)
 - pay wages (59%)
 - make online phone calls (17%)
 - complete surveys (42%)
- While more than one-third of Hunter businesses didn't think they needed to improve their ICT knowledge, the most commonly cited areas for education for those who did want to know more were:
 - marketing via social networks (30%)
 - developing a web presence (26%)
 - accepting payments through websites (20%)
 - utilising cloud-based solutions (17%)

HRF's Hunter Businesses and digital technology infographic can be viewed at www.hvrf.com.au



Is it time for you to change your IT SUPPORT PROVIDER?

There's no need to put up with bad service from your IT support provider any longer. Changing providers is **easier than you think**.

HERE'S SOME TIPS ON GETTING STARTED:



START THE CONVERSATION

Building a relationship with a new IT support provider is the starting point for your transition. Communicate your challenges and expectations, as well as your day-to-day operational requirements.



GATHER YOUR DETAILS

Ask your current IT provider to supply passwords, inventory lists and details of your backup and maintenance schedules. This will help to ensure the continuity of services during the transition.



FOLLOW THE PROCESS

Your new IT provider should have a tried and tested process to transition you across to their support arrangements. Work with your new provider to define a timeline that works for both of you.



Myrtec Pty Ltd
www.myrtec.com.au
 1300 131 539



cloud



integration



support



HUNTER RESEARCH FOUNDATION

WE HAVE A NEW NAME

Building on 57 years of Hunter Valley Research Foundation tradition & independent, applied research to guide business decisions in the Hunter.

FUTURE-PROOFING OUR REGION

We're passionate about creating a thriving Hunter for our generation and those to come

DELIVERING INSIGHTS THAT MOVE THE HUNTER FORWARD

Towards being a globally-competitive economy and a socially-resilient community.

In 2014, with the support of over 120 sponsors, we will deliver

Regional economic indicators

Regional Competitiveness - Manufacturing Project

Regional Resilience - Youth Connectedness Project

Regional economic diversity - Upper Hunter

Online resources

CONNECT WITH HRF **visit** www.hrf.com.au **call** 02 4041 5555



BORRELLI-QUIRK NEWCASTLE REAL ESTATE

NEWCASTLE - HUNTER TOURISM & ACCOMMODATION

- Leading suppliers of quality, fully furnished and self contained accommodation for short or long stays in and around Newcastle.
- Beachfront, harbourfront, suburbs, 1 to 4 bedroom apartments and homes. Cleaning service available.
- A cost effective, more flexible and comfortable alternative for visitors and business colleagues.
- A phone call or email is all it takes to match your requirements promptly.

P: 49615566 E: joanne@bqnre.com.au
W: bqnre.com.au 1/91 Hannell Street, Wickham @ NCYC



SCORPION INTERNATIONAL

A Division of POWERHOUSE LOGISTICS

Your global FREIGHT FORWARDER in the Hunter Newcastle office provides direct and immediate support for all your international freight needs:

- IATA Air - Seafreight - Imports - Exports
- Storage - Project Cargo - Customs Clearance and transport services
- Online track and trace
- Supply chain management
- International Trade support



Please call for individualised cost analysis, comparison rates and service options on: 4962 1234 www.scorpioninternational.com. www.phl.net.au

ADAMSTOWN CLEANING SERVICE



Celebrating 20 years service to the Newcastle area

Unit 7, 7 Revelation Close Tighes Hill NSW 2297
Ph: (02) 49610145 Email: john@adamstowncleaning.com.au

CREST FINANCIAL SERVICES

Superannuation, Investment Advice, Retirement Planning, Insurance and Risk Protection.

(02) 4929 2552

Newcastle - East Maitland - Nelson Bay



FINANCIAL SERVICES

"Working together for your future"
www.crestfs.com.au

TONY CANT REAL ESTATE

Our expertise is helping commercial clients achieve their property goals. We are experienced, versatile, professional, innovative and community minded. Catering for all your real estate needs our extensive commercial team encapsulates honesty, quality service & results in every transaction.

Contact our award winning team today.

Phone: (02) 4933 6299

Email: property@tonycant.com.au

Web: www.tonycant.com.au



LAKE GROUP STRATA

Strata & Community Title Managers

- Over 30 years managing property.
- Pre-purchase reports
- Set-up & establishment service
- Consultancy Service
- Servicing Newcastle, Lake Macquarie, Hunter Valley & Myall Lakes www.lakegroupstrata.com




For more business information visit:

www.HBRmag.com.au



While watching a movie recently, a man couldn't hear the dialogue over the chatter of the two women sitting in front of him.

Unable to bear it any longer, he tapped one of them on the shoulder.

"Excuse me," he said, "I can't hear."

"I should hope not," one woman replied sharply.

"This is a private conversation."

"I got fired from my job as a bank guard," bemoaned Paddy.

"That's just awful," said Liam. "What happened?"

"Well a thief came in to rob a bank. Just as I was told in training, I drew my gun and told him that if he took one more step, I'd let him have it," said Paddy.

"What did the thief do then?" asked Liam.

"He took one more step so as I was told to do, I let him have it. I didn't want that stupid gun anyhow!"



John and Peter were always trying to outdo each other.

One day, they walk into a bakery stony broke and John whisks three cookies into his pocket with lightning speed. The baker doesn't notice.

John proudly says to Peter "You see how clever I am? You'll never beat that!"

So Peter goes up to the baker and says "Give me a cookie, I can show you a great magic trick!"

The baker gives him the cookie which Peter promptly eats. Then he says to the baker "Give me another cookie for my magic trick."

The baker is getting suspicious but he gives it to him. He eats this one too.

Then he says again "Give me one more cookie."

The baker is getting angry now but gives him one anyway.

Peter eats this as well.

Now the baker is really mad, and he yells "And where is your famous magic trick?"

Peter says "Look in my mate's pocket!"

A blonde, a redhead, and a brunette were all lost in the desert. They found a lamp and rubbed it. A genie popped out and granted them each one wish.

The redhead wished to be back home. Poof! She was back home.

The brunette wished to be at home with her family. Poof! She was back home with her family.

The blonde said, "Awwwww, it's so quiet here now. I wish my friends were here."

QUOTE OF THE MONTH

"Some people regard private enterprise as a predatory tiger to be shot. Others look on it as a cow they can milk. Not enough people see it as a healthy horse, pulling a sturdy wagon."

- Winston Churchill

AUSTRALIAN
NATIONAL
PRINT AWARDS
Gold Medal
Winners
2013



WANT TO STAND OUT FROM THE CROWD ? The Hunter Region's Premier Print Group.

Extensive range of services:

Design

Award winning offset and digital printing

Online customised print management portal

Multi-channel marketing

Warehousing and distribution

Kitting and packing

QR Codes

Transactional Mail

Direct Mail

Digital Asset Management



NSW PRINT
INDUSTRY
CRAFTSMANSHIP
AWARDS
Gold and Bronze
Medal Winners
2012

NCP Printing now with Print National



NCP is a division of the Bright Print Group of Companies
8-10 Frank Street Wetherill Park NSW 2164 Australia | www.brightprintgroup.com.au

NCP Printing Newcastle

14 Channel Rd, Steel River Industrial Park
Mayfield West NSW 2304

02 4926 1300

E: sales@ncp.com.au

www.ncpprinting.com.au



Readers name: _____

Job title: _____

Business Name: _____

Address: _____

State: _____ **Postcode:** _____

Phone: _____

Email: _____

Subscribe now!

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

For less than \$1 a week, you can receive your personally addressed copy of each issue of HBR mailed to you.

I wish to subscribe to HBR for

☐ 1 year - \$55 ☐ 2 years - \$99

☐ Cheque enclosed or please charge my credit card.

☐ Mastercard ☐ Visa

Card no: - - - - / - - - - / - - - - / - - - -

Card holders name: _____

Expiry date: _____ **CVV:** _____

Send to :

HBR Subscriptions,
PO Box 853 Hamilton, NSW 2303
or fax to (02) 4925 2570 or email
to judy@HBRmag.com.au

Further information is available at www.HBRmag.com.au

RETHINKING=

TIME TO STAND UP?

est.
69



A recent study indicated that too much sitting down increases the risk of cancer. Encourage your staff to work both standing up and sitting down to help them work to their best potential and stay healthy.

Other productivity-boosting ideas include mobile storage caddies that allow employees to personalise their workspace but move to different places around the office. It takes expertise and RETHINKING to come up with a solution that will not only save you time and money but also increase your teams performance, whilst keeping them healthy.

Contact Accent Office Interiors today.

1800 044 044
www.theaccentgroup.com.au



 **ACCENT GROUP**
Integrated Furniture Solutions

BRISBANE
NEWCASTLE
SYDNEY
MELBOURNE
ADELAIDE
PERTH

RETHINKING WORKSPACE SYNERGY EXPERIENCE : EST 1969 FLEXIBILITY VALUE ENGINEERED EXCELLENCE STORAGE SYSTEMS OPENNESS
SERVICE QUALITY ISO 9001:2008 CONSISTENCY INNOVATION RESPECT QUALITY BY DESIGN INTEGRITY CUSTOMISED WORKSPACE
ERGONOMICS SOLUTIONS CONTINUOUS IMPROVEMENT ENVIRONMENTAL ISO 14001 COMMUNICATION PRODUCT DESIGN TEAMWORK