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HUNTER BUSINESS REVIEW
Connecting & informing business people



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During this time of uncertainty, it is important to celebrate our Region's manufacturers, to promote and profile their ability to innovate and adapt during the COVID-19 situation. This year we are '**Celebrating Our Resilience**' with a revamp of the current award categories and criteria to be more in keeping with the changing manufacturing sector. Visit www.hma.org.au for more info.

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From the Editor

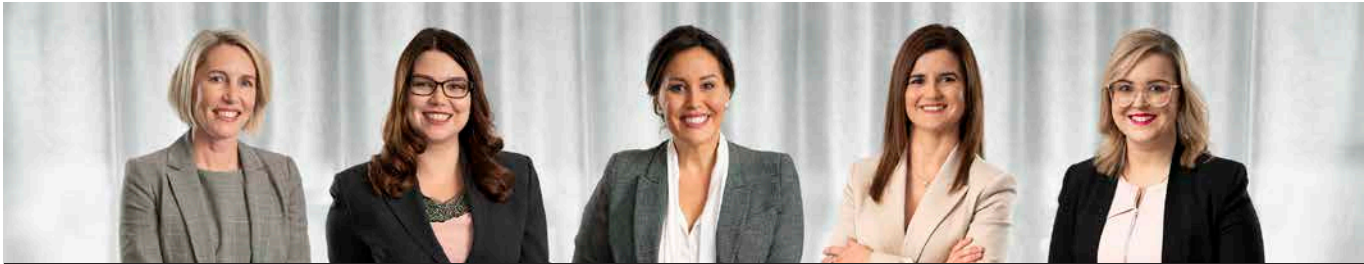


Business confidence can be a funny thing, particularly in the current COVID-19 environment. Confidence can be affected by our logical brain (real facts, performance figures etc) or by our fears (fears of the unknown, negative messages etc). It is obvious that the business environment is extremely challenging at the moment and many

businesses have had their revenues drastically cut. Forward planning is also difficult. So it is no surprise that business confidence has dropped significantly in recent months. As humans, our thoughts and actions are also dictated by fears, whether they be real or irrational. For most of us the future has many unknowns, particularly around COVID-19 and restrictions that may or may not be in place in coming months. To make matters worse, the mass media does concentrate on bad news and the old saying that "bad news sells" is more apt than ever. But what we must be careful about is that we don't become totally fixated on all the negatives out there at the expense of positive actions and taking advantage of opportunities that are presented, even if they may be small. Although it is natural to have fears about the short-term future, we cannot let our thoughts and plans be totally consumed by our fears.

Success in business requires planning and taking actions, no matter what the environment. We cannot stand still and wait and see for an extended period of time. Remember, the deer in the headlights is more likely to be hit than one that takes action. We should also be open to positive news that may reach us and balance this against the bad news. The Hunter Business Review has always liked to focus on positive business stories and believes that business confidence is not just a product of the external business environment but also how we choose to view the world. Within this issue there are a number of positive stories that prove that the economy has not come to a complete stop and there is still good news. This issue includes a Defence feature, a sector that continues to see billions of dollars being invested into our region. There are also a number of positive development stories, including the interactive aerial map of development applications on the City of Newcastle's website, the development record set in Lake Macquarie, the \$60 million Costco development for Cockle Creek and more. Sure, times are tough for most businesses, but we are not just flotsam on a wave. We need to continue to make the best of what is available, evaluate and act on opportunities when appropriate and continue to work on making our business as strong as possible for both the current environment and post-COVID.

Garry Hardie
Editor & Publisher



Roberts Legal transforms into two legal practices

Local law firm, Roberts Legal, has announced that it had transformed its business and launched two separate niche legal practices: Delaney Roberts, Specialist Family Lawyers and Roberts Legal, Business & Litigation Specialists. The team of five family lawyers practising exclusively in the area of Family Law celebrated their independence on 10 July with the launch of Delaney Roberts Family lawyers. Anna Roberts, Director, said "Family law is a broad and often complex area. The outcomes in terms of access to property and parenting arrangements can be life changing. Many people need access to quality, specialist legal services in Family Law. Delaney Roberts is pleased to be positioned as the largest, specialist Family Law firm serving the Newcastle and Hunter Valley regions." "The board of directors made a strategic decision to grow the Family Law team over the last 3 years as our clients were seeking a specialist lawyer for their often complex and sensitive issues. We are proud to have developed a niche legal practice, Delaney Roberts, to meet that demand," commented Mrs Roberts. The commercial lawyers celebrated also with the relaunch of Roberts Legal as a specialist business legal problem-solving law firm. Managing Director, Sam Roberts, who is one of only three Law Society Accredited Specialists in Commercial Litigation, said "This is essentially a refocus of our core practice areas.

Business and company law, commercial litigation and building and construction law are the areas upon which Roberts Legal's reputation was initially established in Newcastle." Roberts Legal also assists businesses with Corporate Insolvency, Employment and Work Health & Safety and in September 2019 announced the appointment of Jeremy Kennedy, a nationally recognised expert in industrial relations and work health and safety law. "We're the closest law firm to Newcastle Court House, although half of our clients come from Sydney and most of our cases run out of the District and Supreme Courts in Sydney," noted Mr Roberts. Mr Roberts explained that the directors decided in mid-2019 that they wanted to continue to innovate the business and be a disruptor in the legal industry. "We had some help along the way, but this is something that Anna [Roberts] has been talking about for a little while now," he said. Delaney Roberts Family Lawyers will operate from the company's Adamstown office and Roberts Legal from its Newcastle office in the Telstra Building. The renamed Roberts Legal Services Group Pty Limited will celebrate 13 years in practice this year.



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Local firms win at NSW Architecture Awards

Locally-based architectural firms CKDS and Derive Architecture & Design came out as winners at the 2020 NSW Architecture Awards that were live streamed on 3 July. Run by the NSW Chapter of the Australian Institute of Architects, the awards comprised 41 named awards and architecture awards and 32 commendations across 13 categories. All NSW winners progress to be considered for a National Award.

Newcastle and Central Coast based CKDS and its collaborators, Hill Thalys Architecture and Urban Projects, have collected awards for their design of Newcastle's Verve Residences project. The West end residential and commercial development was awarded the Aaron Bolot Award for Residential Architecture – Multiple Housing, as well as the Blacket Prize for design excellence in a regional context at the NSW Architecture Awards.

In announcing the Residential Architecture – Multiple Housing Award, jury chair Carolyn Mitchell said Verve Residences was an exemplary project that sets a new standard for urban architecture in Newcastle.

"Verve Residences is paving the way for more socially and environmentally aware residential design in Newcastle," Ms Mitchell said.

"There are certainly many lessons to be taken from how the architects have gone about creating meaningful engagement between residents, as well as the community it sits within," she said.

In the Newcastle Architecture Awards held in March, the Verve project took out the prestigious Architecture Medal, the award for Residential Architecture – Houses (Multiple Housing) and a commendation for Sustainable Architecture.

CKDS director Stuart Campbell praised his team and project partners for the accolades. Mr Campbell said the design aimed to bring a sustainable and distinguished presence to Newcastle's streetscape and skyline.

"Our role was to bring a considered response to the scale and character of site and the area's evolving urbanity," Mr Campbell said.

"The CKDS team is always focused on getting the balance right between innovative design, commercial considerations and sustainability," he said.

Joel Chamberlain, CKDS senior associate who worked on the project, said the design created two, 19 storey, north-facing towers with a small footprint. He said a landscaped podium on King Street helped create generous public and communal landscape spaces.

The project achieved 'Design Excellence' under the Newcastle Local Environment Plan (LEP).



Verve Residences in Newcastle

"Extensive consultation helped us to create a highly liveable and functional place," Mr Chamberlain said.

"Good architectural design maximises benefits within a given space," he said.

"At Verve, there is solar connection throughout, with splayed balconies and articulation of the base meaning that many apartments enjoy corner positions, with extended sunshine and extensive views."

Mr Chamberlain said connecting community and recognising history and place was also an important part of the design.

"The King Street façade provides a horizontal street-wall with a grand opening echoing the stratification of Newcastle's mining history."

"While the primary frontage is King Street, the north-east boundary adjoins Cottage Creek which will become an important public connection between King and Hunter streets extending northward to the harbourfront, and southward to National Park.

"It was a privilege to work on this iconic project that has played an important role in the revitalisation of Newcastle's West End."

The 66 m tall, 18304 sqm, 197 apartment, development was completed in 2019.

Newcastle-based Derive Architecture & Design was also a local winner, taking home the Greenway Award for Heritage for the Signal Box Restaurant Pavilion.

The judges said that the new building works were deliberately modestly scaled, light and detailed structure to serve as a counterpoint to the State Heritage Listed "O" Type Signal Box rail control building. The design of a light filigree exposed structure, free spanning suspended platform of steel, concrete and glass provides a transparent form to create a strong connection with the surrounding walkways and gardens as well as sightlines to the Signal Box that make up the significant transformation of the former railway and its associated workings.



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Passenger train arrivals demonstrate unique direct-to-rail capability at Port of Newcastle

The first shipment of new passenger trains for the Sydney network arrived at Port of Newcastle early July, immediately taking advantage of the port's direct connections to the New South Wales heavy freight and passenger rail networks.

General cargo vessel AAL Hong Kong arrived at the port on 5 July carrying two Waratah Series 2 trains, each comprising eight carriages. The trains were unloaded by crane and placed directly onto the rail before being towed by locomotive to Cardiff, where Downer will prepare them for introduction to the Sydney passenger network.

The delicate operation, jointly coordinated by Port of Newcastle, Newcastle Stevedores, Downer and Rhenus Logistics, will be replicated again over the following eight months as a further 15 trains – part of Transport NSW's Sydney Growth Trains Project Stage 2 project – are shipped via Port of Newcastle.

Port of Newcastle CEO Craig Carmody said this was yet another example of the organisation providing the most efficient logistics solution, making good use of its superior rail infrastructure connections.

"Newcastle has a key advantage in being able to unload this type of rolling stock cargo directly onto rail lines immediately next to the ship, without the need for any unnecessary truck movements," Mr Carmody said.

"We continue to work closely with customers and service providers across a range of industries to deliver the smoothest and most efficient supply chain for their cargo, particularly where it makes use of the Hunter's enviable rail network.

"This type of port trade is consistent with our diversification

strategy to broaden the mix of cargo handled and help ensure the Hunter Region's long-term prosperity.

"The Sydney Growth Trains project is being delivered by Downer as part of the NSW Government's \$4.3 billion 'More Trains, More Services' program."

In late 2018, Downer successfully completed the first stage of the project, delivering 24 new eight-car trains onto Sydney's passenger rail network. The second stage involves a further 17 trains being added to the network by early 2021.

Leading global logistics company Rhenus Group coordinated the international ocean and rail freight, while Rhenus Australia worked closely with Downer when the vessel docked at Newcastle.



New major food and wine experience for Honeysuckle

An exciting tourism offering dedicated to Hunter food, wine and exceptional experience will become a mainstay in the heart of Honeysuckle, with the Hunter and Central Coast Development Corporation (HCCDC) awarding a 50-year lease to Hope Estate to deliver something truly distinctive at The Wharf building.

HCCDC took The Wharf building to market in late-2019 with the aim of attracting a drawcard destination to enhance the Honeysuckle offering for locals and visitors to enjoy, day and night.

Hope at Honeysuckle will be a bespoke and unique Hunter Valley experience on the harbourfront that showcases the region's exceptional food, wine, beer and spirits. The concept will have a kindred connection to the famous Pokolbin destination that has attracted people near and far for the wine, food and sensational entertainment.

Making the most of the heritage building and its waterside location, Michael Hope and his team will create a drawcard destination with a cellar door, providore retail, restaurant and dining options.

"Bringing the Hunter Valley into the city is an exciting step for our business, and we look forward to delivering something that becomes iconic for Honeysuckle in a new and exceptional location," said Michael.

Hope at Honeysuckle follows HCCDC's recent \$4.7 million restoration works to repair the heritage fabric of the building, including significant underwater works to the substructure and reinstatement of an 817 sqm outdoor deck over the water.

Michael Hope and team will work with HCCDC on final designs and will apply for DA approval from City of Newcastle before works commence.



HCCDC attracts Hope at Honeysuckle. From L to R: the Hope family; Michael, Sam, Karen and Jonno Hope with HCCDC's Valentina Misevska.

Singleton Town Centre Upgrade – Stage 2

Construction of the \$7 million Singleton Town Centre – Stage 2 officially commenced on Monday 27 July 2020.

Singleton Council has appointed Robson Civil to undertake the works, expected to take approximately 12 months.

Jointly funded by \$3.5 million under the NSW Government's Resources for Regions program and the remainder by Singleton Council, the project will revitalise John Street from the Ryan Avenue intersection north to Campbell Street, and from Campbell Street to the New England Highway.

Council approves new TAFE campus in Salamander Bay

On 23 June Port Stephens Council voted in favour of development application for the proposed new Connected Learning Centre (CLC) TAFE campus at 1 Central Avenue, Salamander Bay.

Port Stephens Mayor Ryan Palmer said once complete the new modern digitally enabled campus will provide Port Stephens residents with greater access to further education and opportunities in the local area.

"The CLC is fulfilling many of the dreams of the people on the Tomaree Peninsula, and it will be great for the next generation of kids coming through our area," Mayor Palmer said.

The NSW government announced the \$7 million facility in February 2019 to enhance learning capabilities, access to teachers and skills students need for jobs in regional NSW.



Record \$1.5 billion in approved development in Lake Macquarie

Lake Macquarie City Council approved almost \$1.5 billion in development in 2019-2020, breaking new ground for total value in a financial year. The overall value of DAs, including modifications to approved development, totalled \$1.48 billion in the 2019-20, up from \$1.24 billion in 2018-19.

With its rapid residential and commercial growth, Cameron Park was the suburb with the highest value of approved DAs for the second year running. Council approved almost \$200 million worth of development there in the past financial year, with another \$107 million approved in Bennetts Green, \$105 million in Edgeworth and \$103 million in Cardiff.

Manager Development Assessment Liz Lambert said ongoing demand for development in Lake Macquarie would help drive the City's economy as it recovered from the COVID-19 pandemic.

"Construction remains one of the biggest employers in Lake Macquarie," Ms Lambert said.

"Expediting development applications and approving appropriate development throughout this period will help retain jobs and will help our City grow."

Major developments approved include a \$25 million mixed use commercial and residential tower in Charlestown, a \$13.5 million block of flats in Cardiff and a \$12 million church in Cameron Park.

Council's Head of Development and Planning Glenn Bunney said while large commercial developments attracted the most publicity, the value and impact of residential development were equally significant.

"The residential development we're seeing in places like Charlestown, Belmont, Cardiff and Glendale – much of it medium-density – reflects the transformation of Lake Macquarie," Mr Bunney said.

"It shows how we are fast becoming a true regional city, rather than a city of suburbs."

Funds for Newcastle community sector

Thirty-one community organisations have jointly received \$550,000 to support the provision of critical services made urgent by COVID-19.

City of Newcastle identified early in the pandemic that community groups would struggle to deliver services to the most vulnerable and disadvantaged people in our community and initiated the Boost Our City targeted grants program in response.

City of Newcastle Lord Mayor Nuatali Nelmes said community organisations have been on the frontline of helping Novocastrians by responding to a range of challenges in our community that have intensified because of COVID-19.



City of Newcastle Lord Mayor Nuatali Nelmes, Path2Change CEO Jen O'Sullivan and Councillor Carol Duncan.

Recipients of City of Newcastle's Boost our City Grants include:

- Compass Housing
- Red Nose
- Newcastle Meals on Wheels
- Awabakal
- Path2Change Ltd
- Nova for Women and Children Inc
- Hunter Multicultural Communities inc
- Hunter Community Legal Centre Inc.
- Home-Start National Inc
- Gateway Care
- Victims of Crime Assistance League Hunter
- Muloobinba Aboriginal Corporation
- Hunter Region Working Women's Group Ltd
- Catholic Care
- Financial Counselling Hunter Valley Project Inc
- Justiz Community Limited
- Cancer Patients Foundation Ltd
- Acon Health Limited
- Hunter Homeless Connect Inc.
- Sparkhaus Studio
- The Trustee for the Salvation Army (NSW) Property Trust
- Zara's House Refugees and Partners Inc.
- Family Planning NSW
- Soul Cafe Life Church
- Lifeline Direct Limited
- Newcastle Multiple Birth Club Inc
- Got Your Back Sista
- Seventh Day Adventist Church North NSW Conference
- Cerebral Palsy Alliance
- Healthy Change Challenge Pty Ltd
- Diocese Maitland Newcastle Development Relief Agency



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Newcastle bus interchange opens

Another milestone in Newcastle's public transport has been achieved with the opening of the Newcastle Bus Interchange, the final transport link in the NSW Government's \$650 million Revitalising Newcastle program.

"This is a significant milestone for Newcastle with the fully integrated transport hub connecting buses, coaches, heavy rail and light rail," said Pete Allaway, Chief Operating Officer of the Regional and Outer Metropolitan Division at Transport for NSW.

"Around 300 buses will utilise the interchange on a weekly basis allowing passengers to easily connect to other transport modes.

"We have seen Newcastle embrace the light rail and this new interchange will help encourage the use of public transport in the region."

Work is still underway on The Store redevelopment and some facilities at the new bus interchange, including the kiss and ride area, will be opening at a later stage. The interchange will also provide pedestrian access between the station concourse, the bus interchange, Hunter Street and Stewart Avenue.

The bus interchange will be used by Newcastle Transport's Route 22 bus service, regional bus service operators and coaches servicing Port Stephens, western Lake Macquarie, the mid-north Coast and Cessnock and periodically for rail replacement services.

Resources for Regions to benefit Singleton

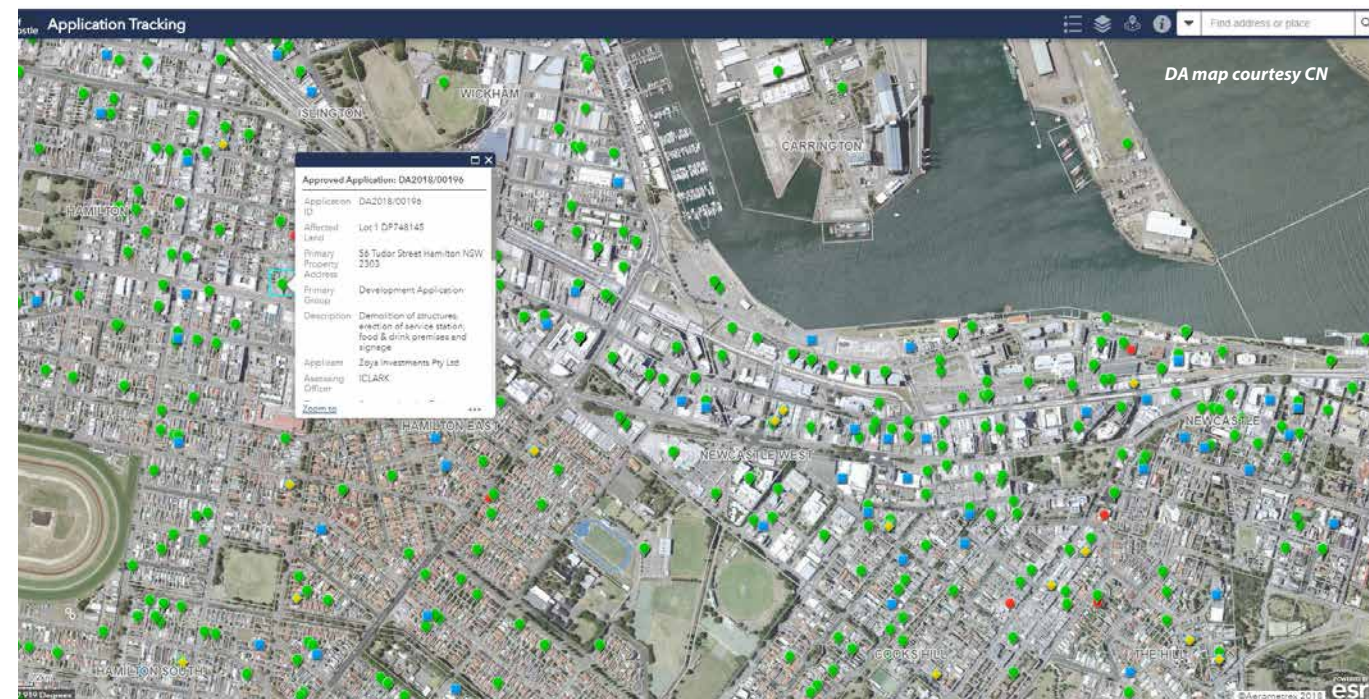
Mayor of Singleton, Cr Sue Moore is looking forward to delivering more for Singleton and the community following an announcement by NSW Deputy Premier the Hon John Barilaro that the NSW Government's Resources for Regions program is guaranteed to return millions of dollars in mining royalties to the LGA.

Mr Barilaro was in Singleton on 24 June to deliver news the reformed program would ensure a fixed amount of funding each year for mining regions, with allocations based on the level of impact – and Singleton is at the top of the list.

Cr Moore said the LGA was the top contributor of mining royalties to the NSW Treasury, with an average \$340 million in mining royalties sent to Macquarie Street every year.

Council's call for changes to the Resources for Regions program were supported by a strategic review late last year and reinforced by Mr Barilaro, including:

- the funding be linked to the level of mining impact with a set allocation based on the level of impact
- removal of BCR requirements
- removal of co-contribution requirements
- simplified application process
- eligibility for non-infrastructure based projects.



New map offers helicopter view of Newcastle development

A bird's eye view of all development applications in Newcastle is now available online via an interactive aerial map on the City of Newcastle's website.

The map makes it easy for residents and interested parties to access information about current development applications (DAs), modifications, reviews and complying development certificates (CDCs), as well as all development determinations made in the 12 months prior.

Development locations are marked on a Google Earth-style map with a pin showing properties, street names, suburbs and local landmarks.

The coloured markers represent applications on exhibition (yellow), pending applications (blue) and those approved (green) or refused (red) in the past 12 months.

Lord Mayor Nuatali Nelmes said the map was a great way to see what development was underway in any part of the city.

"The map is a great convenience for residents and customers who previously had to search individual properties or streets on our website to obtain a list of proposed or approved developments," the Lord Mayor said.

"For the first time, Novocastrians can, from the convenience of their phone or computer, scroll through an aerial map of developments across the city and see what's happening and where.

"Users can also link to our development application tracker via the 'more info' option when they scroll down in the pop-up box, which links to relevant documents, plans and application details."

The map's launch comes amid marginally increased development activity across Newcastle, despite the economic effects of the COVID-19 pandemic.

The City received six more development applications in the three months from March (332) than it did during the corresponding period last year (326).

WOMEN LEADERS OF RANKIN ELLISON LAWYERS



Pictured from left to right, Emma Blackman, Felicity Robbs, Erin Giles, Brooke Dyson, Darianne Gardiner and Megan O'Donohue

At Rankin Ellison Lawyers women are forging a path to gender equality whilst running a diverse legal practice in NSW. Since 2015 over 70% of Director appointments at Rankin Ellison Lawyers have been awarded to women. August 2020 marks a welcome milestone for the firm, achieving equal gender representation on the Board of Directors.

Brooke Dyson, Director, also holds the role of Chairperson of the Board of Directors. Brooke is a member of the firm's Insurance team, working extensively in the area of insurance defence and government agency litigation. She has been with the firm for almost 20 years, and has proudly watched the ranks of female lawyers grow whilst raising two children. Brooke says, "75% of the firm's insurance team are incredibly capable female lawyers. They all bring something unique to the team, enriching the culture of the firm from their own life experiences, but are consistent in providing clients with timely and effective service."

The newest female Director of Rankin Ellison Lawyers is Erin Giles. Erin has been with the firm for 11 years and was appointed as a Director of Rankin Ellison Lawyers in January 2019. Erin is

proud to be a female leader in the insurance team, currently focusing on common law liability claims and dust diseases litigation. Erin also has two young children, and understands the importance of work, life and family balance. Erin says, "one of the most important things as a young working mother is having a strong support base, and the firm has always gone above and beyond to accommodate the different needs of our employees. We know the juggle of parenthood and we will always ensure that staff have the flexibility and support they need through our commitment to strong leadership."

Rounding out the female leadership team are Emma Blackman, Darianne Gardiner, Megan O'Donohue and Felicity Robbs, all working mothers with young families and busy lives. Emma says, "the legal profession is full of opportunity for young women and it's really exciting to see the profession and the firm continue to grow."

Rankin Ellison Lawyers empowers women through career advancement opportunities and nurtures and mentors young women climbing the legal ladder to ensure the profession remains appealing and accessible.

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Driverless vehicle trial in Newcastle

The first ever driverless vehicle to mix with traffic on Newcastle's roads has started ferrying passengers along Wharf Road as part of a three-month trial.

Novocastrians and visitors to the city can now ride the free shuttle service between the Watt Street and Nobbys Beach roundabouts on weekdays between 10 am and 2 pm.

Running at a speed of just 20 km/hr, the vehicle uses an array of sophisticated technology, including 360-degree cameras and input sensors, to avoid cars and objects.

The operation is overseen by an onboard chaperone – a local bus driver who is greeting passengers and answering questions after undergoing training to control the vehicle via a control pad should any issues arise.

COVID-19 has limited the number of passengers who can ride the shuttle to three at a time; and surface cleaning is being carried out across the day to keep everyone safe.

Shuttle operator Keolis Downer invited Novocastrians to take part in the trial by boarding on Wharf Road just east of the Watt Street roundabout or at Nobbys Beach.

"We encourage Novocastrians to come to Wharf Road and take a ride to experience the future of transportation using this technology," Keolis Downer Hunter General Manager Mark Dunlop said.

"It's only a short walk from the light rail on Scott Street and frequent bus services to Customs House.



"We are very interested in the public perception around this technology and will be asking for further feedback after receiving a large number of responses to a survey last November when the shuttle was on show during the Newcastle 500.

"Passengers can be assured of the safety of the vehicle and the training of our onboard chaperones who have additional qualifications to their skills as bus drivers."

The shuttle completed rigorous safety planning and testing before approval was given to operate on public roads.

The trial is being funded through a \$5 million grant awarded to the City under the Federal Government's Smart Cities and Suburbs Program.

Hunter order dispatched to Liverpool Football Club



A nondescript internet order in December 2019, for a single ball and mat to the UK will see Newcastle-based AOK Health dispatch an order of exercise mats and balls to Liverpool FC's (Premier League Champions) brand new training academy.

The order of 50 Duraball Xtreme and 50 exercise mats – both Australian made - departed Newcastle on July 15.

The self-folding exercise mats are lightweight and are used in conjunction with weight training, mediBall training, pilates and yoga on harder surfaces. The closed-foam construction provides a comfortable training environment for athletes on most hard surfaces.

The Duraball Xtreme balls are designed for high intensity training and allows athletes to do more by stabilizing muscles to generate "time under tension" - this improves strength and function.

But being the global marketing machine that is Liverpool FC, branding was an essential component in the provision of the exercise mats. Up until this point, it hasn't been possible to adhere logos to exercise mats without compromising the quality of the delicate material.

In association with an international technology partner, AOK Health developed a new printing process which now sees the Liverpool FC "Liver bird" prominently displayed on the mats.

The Liverpool footballers aren't the first famous sports people to use AOK's products; the balls are already used by the Miami Dolphins NFL side for pre-season training, Irish mixed martial artist and boxer Connor McGregor and Basketballer LeBron James.

City updates Gallery expansion plans to include more exhibition space

City of Newcastle will shortly lodge an amended development application to further increase exhibition floor space for an expanded Newcastle Art Gallery.

At the end of July the Lord Mayor and Gallery Director Laurretta Morton presented the revised plans to Federal Senator Hollie Hughes and NSW Upper House Member Taylor Martin MLC, along with the Newcastle Art Gallery Working Party Chair Cathy Tate and the Board of the Art Gallery Foundation.

The expansion will see the 43-year-old building extended east along Darby Street and Queen Street with an eye-catching glass façade, a street-level café and retail shop, with overall exhibition space expanded by 250% which will include a dedicated display of the Gallery's permanent collection. The additional exhibition space has in part been created by the removal of two shopfronts that were previously proposed in the approved DA.

Lord Mayor Nuatali Nelmes said the State Government had previously endorsed the project in its Cultural Infrastructure Plan 2025, which identified the Newcastle Art Gallery redevelopment as a regional opportunity.

"An expanded Newcastle Art Gallery would further develop

the Civic Precinct and provide a wide range of benefits to the community including increased exhibitions, events, educational programs and upgraded facilities," the Lord Mayor said.

"This is particularly important as a mechanism to help stimulate the NSW economy and create 170 jobs during this time of uncertainty. The annual impact on regional revenue would be more than \$1 million, with 14,116 additional local visitors and tourists exploring what the gallery and the city has to offer."

City of Newcastle has committed more than \$10 million to the project and to date invested \$3.6 million towards the Art Gallery expansion.

Based on a 2019 quantity survey, \$35.6 million is required to complete the construction of the expanded Newcastle Art Gallery.

BIS Oxford Economics completed a Preliminary Cost Benefit Analysis in March 2019 demonstrating that the benefits of the expansion proposal far outweigh the costs with a Benefit-Cost Ratio of 1.77 and a Net Present Value of \$24.1 million, including 170 new jobs during its two year construction.

Image: Newcastle Art Gallery



Costco lodges plans for \$60 million retail development



Costco is set to develop its fourth warehouse in NSW, lodging a development application for a landmark 14,000 sqm warehouse and fuel station at Cockle Creek in Lake Macquarie.

Lake Macquarie Mayor Cr Kay Fraser said Council welcomes the opportunity to facilitate major developments in Lake Macquarie, which enhance economic growth and job creation for businesses large and small.

"I'm thrilled to see the development application from Costco. Their commitment shows the confidence in our City and demonstrates what we can achieve when we work closely with the private sector to create new investment opportunities," said Cr Fraser.

"It has taken a significant amount of work to get to this point and I acknowledge the work of Council, Dantia, our local MPs, Hunter and Central Coast Development Corporation and the NSW Government in being able to deliver this opportunity."

"It's a wonderful investment in our community, particularly as the first regional store in NSW outside of greater Sydney. The potential of this area is incredible and it's the next significant step in realising the countless benefits for jobs, our local economy, lifestyle and businesses."

"The commitment from Costco will continue to spur significant growth in Lake Macquarie City. We are excited

by this development and look forward to working with other businesses that want to take advantage of the North West Lake Macquarie catalyst area's potential as the transformation of Glendale, Cardiff, Boolaroo and surrounds into a thriving economic and employment hub continues," said Cr Fraser.

Costco Wholesale Australia's Country Manager Patrick Noone said the development would generate more than 80 full-time-equivalent jobs during construction and more than 225 full-time jobs once open.

"The Lake Macquarie outlet is a significant development for Costco. We are investing \$60 million in the local community to support long-term job opportunities and growth in the area."

"We are thrilled to continue our investment in New South Wales with this new location in Lake Macquarie. We have been looking for a suitable location for some time in the greater Newcastle area and this site really ticks all of our boxes. Costco sees this region as dynamic and fast-growing and we believe that we can bring great value in relation to a wide range of products and services to the community," said Mr Noone.

The warehouse and fuel station will be located on the former Pasmenco land, opposite Bunnings. As part of the development, Costco will improve footpaths, landscaping and roads around parts of the site.

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Let's Talk With...

DAVE EDDY

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

I've got two main roles at the moment:

1. Owner and Managing Director of Redback Solutions, a digital agency founded in Newcastle back in 1999. My job is to make sure our team of 20 web development, marketing and content specialists are delivering results for our clients' businesses.
2. Head of Search at Camplify, the Airbnb for Caravans and Campers which we started here in Newcastle back in 2015. My role these days at Camplify is to make sure we're driving as much growth as possible from search engines in Australia, New Zealand, the UK and Spain.

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

Lots of 60 hour weeks, plenty of curiosity/drive for personal learning and business growth, some decent choices and a few massive doses of good fortune here and there. I've always really loved what I do, so I think that has helped a heap.

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

Hanging out with my wife Helena and all of our wonderful friends and family, travelling around the world (pre and post COVID, of course), you know - the usual. As I type this I realise how boring my personal life sounds lol. Better take up hang-gliding or something.

4. Where do you find inspiration?

Definitely the constant encouragement I get from my wife, teammates and close friends. I'm very fortunate to have some amazing people (and business people) around me who remind me how little I actually know about everything. Our COO at Camplify Josh Fischer is probably the only colleague that I have literally learned nothing from in 5 years :-P

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

Be patient, become obsessed with self-learning, think about where the industry is heading, surround yourself with people who challenge you, back yourself, invest in yourself and make sure you work harder and longer than everyone else.

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

I'm a pretty open book – anything that could potentially be embarrassing is already on the internet for all to see: <https://www.newcastleherald.com.au/story/5121920/daves-pepperoni-pizza-budgie-smugglers-could-win-him-the-title-of-australias-most-ordinary-rig/>

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

Part of me wants to say "Let's just keep it the same – it's awesome as it is", but I would love to see more large companies opening head offices here in Newy as a lower-cost alternative to Sydney or Melbourne. I think all the energy being invested into our innovation "ecosystem" (sorry, I hate that term but couldn't think of a better one) is fantastic. There is so much great young talent cropping up and I'd love to see more of those people find great jobs locally instead of having to move to the big smoke. If we keep improving our CBD and investing in our young people, hopefully more large brands will consider moving here which would equal more jobs and economic growth for the region.

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

The Basement on Market Street!

9. Are you reading anything at the moment?

I'm an awful reader, but I'm listening to the audiobook of "Drive" by Dan Pink (for a second time). Highly recommend it.

10. Do you have a favourite sport or team?

My AFL team is the Bombers, NRL team is the Bulldogs and I'm pretty much obsessed with the UFC.

11. What's the best line from a film you've ever heard? I've got two –

1. I thought the Rockies would be a little rockier than this... That John Denver's full of sh*t, man." — Lloyd & Harry, Dumb & Dumber
2. "May the wind always be at your back, and the sun always upon your face, and may the wings of destiny carry you aloft to dance with the stars" – Johnny Depp as George Jung, Blow.

Is it illegal to film police without permission?

Jimmy Singh
Criminal Defence Lawyers Australia

While filming police officers in public can be a daunting experience for most people, it is entirely legal to do so.

Senior Associate, Fouad Awada is amongst the most respected [criminal lawyers](#) in Sydney.

Mr Awada says, "filming a police officer on duty in public is completely legal, provided you don't obstruct them from conducting their lawful duty."

"When recording police, you must follow rules. For example, you must not get in the way of police conducting lawful duties or obstruct traffic.

"Police are not allowed to take your phone or prevent you from filming them provided you're not breaking the rules, unless you hinder, or obstruct their lawful duty."

Wilfully obstructing a police officer while in the execution of his/her duty attracts up to 5-years jail in NSW. Hindering or resisting police while they're executing a lawful police duty attracts up to one year imprisonment.

The Copwatch app

The National Justice Project (NJP) is a legal advocacy organisation who on Friday 31 August 2018 introduced and launched the new "Copwatch" mobile app.

The Copwatch app was created and launched by the NJP in Dubbo NSW for greater police accountability and transparency.

The Copwatch app helps empower members of the community by way of allowing them to film or record contact or communications with police and authorities.

It's hoped that the app will advance engagement, accountability and trust between police, the indigenous and minority communities by advancing engagement, accountability and trust.

Dubbo has had a recent police crackdown on youth crime. In May 2018, for example, the Dubbo police district recorded over 200 arrests, reflecting 40% higher than that of any other NSW police district.

The App basically works in three varying ways: it provides information on your legal rights; it instantly alerts your chosen contact by way of communicating a text message; and it allows you to instantly begin recording upon an encounter with police.



Jimmy Singh is the principal lawyer at Criminal Defence Lawyers Australia. He is highly respected amongst the profession and well recognised for his experience and record on winning seemingly un-winable cases.

The recordings made by the Copwatch app are automatically uploaded onto a cloud based online storage.

This way, even if the phone is confiscated by police, the recording(s) remain accessible from any other device at any time.

Mr Awada says, the "Copwatch app empowers young people and minorities to legally and safely record police. The evidence can then be legally used in court if necessary."

"Common sense and experience show that people tend to behave more appropriately when being recorded, which applies to both police and the community."

A hope for fairness and change

Over policing the indigenous communities results in an increased rate of indigenous incarceration according to the Law Council of Australia's Justice Project's final report.

The figures show that indigenous people are 12.5 times more likely to be incarcerated than non-indigenous people. Further to this, indigenous women were incarcerated at more than twenty-times the rate of non-indigenous women.

Mr Awada says, "the stats are the stats, and with these types of statistics in mind, with what's happening around the world concerning George Floyd, and the fact that just recently it's been revealed that NSW Police have set a target to detect almost 300,000 crimes in 2020 using area specific- goals to achieve it is concerning, warranting the need for more police accountability."

"Filming police and use of technology like the Copwatch app can not only provide that greater police accountability but also perhaps improve community confidence and relations with police in troubling times."

For further information contact Jimmy Singh at Criminal Defence Lawyers Australia on (02) 8606 2218 or email js@criminaldefencelawyers.com.au



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Covid-19 and the travel industry

Hunter Travel Group (HTG) is the largest privately, locally owned and managed travel group in Newcastle, with 10 agencies locally and another 26 joint-venture agencies across Australia, supporting some 200+ employees and as their name suggests their heart and soul is placed firmly in the Hunter.

In early March, prior to JobKeeper being offered, the company had for the first time in its 21-year history HTG forecast a nil revenue event for the forward six months and had to act decisively with a combination of stand downs and reduced hours implemented to ensure the business could ride out the storm and make it to the other side. During the initial lock down period, Hunter Travel Group's shopfronts, predominately trading as Helloworld Travel and Cruise Travel Centre in the region closed and operations shifted online & to phones with the team working remotely supporting the many thousands of stranded travellers across the globe.

Brett Dann (CEO of HTG), said "It has at times been heartbreaking but everyone knew that we had to do this to survive, our 'one in, all in approach' was supported by everyone. The team and our loyal clients have been simply amazing."

Mr Dann, said JobKeeper had been a lifeline for Australia's 3,000+ travel businesses who employ some 40,000 staff across almost every regional city or town, commenting that he is incredibly thankful that his company had been able to access JobKeeper and other Government incentives. The industry has been buoyed by the recent announcement of the extension of JobKeeper 2.0 which continues to give agencies the ability to support and retain the majority of our staff and gradually move back to full time hours. Thanks to the access of JobKeeper the company's multi-million dollar, flagship HQ in Hunter Street and its entire branch network has now reopened back to regular hours.

Mr Dann, said though, that for many in his industry, if JobKeeper was not extended then jobs & livelihoods would have been on the line. With JobKeeper 2.0 secured for the short term now all eyes move towards borders reopening and staying that way to create more stability in the industry. Mr Dann estimates that even though

domestic travel makes up just 20% of HTG's business (cruising is 27% & international travel 53%), domestic travel is an important first step to the long term recovery of our industry. During this pandemic the importance of our travel and tourism industry has been highlighted as it normally contributes nearly \$28 billion to the Australian economy.

Mr Dann also supports all borders reopening in Australia permanently and with clarity around the situation because without that we will all continue to experience the economic damage that this has caused. Of course it's a delicate situation and has to be managed and work with outbreaks as we are now but borders should not remain closed. Commenting, the real stimulus our industry needs is the opening up of both domestic and international borders, by doing so and restoring travel means we can turn off JobKeeper support for our industry sooner rather than later.

Mr Dann believes the currently "hammered" travel industry will emerge "bigger and better". "We will have grown because we have done the right thing by our clients, and hopefully consumer sentiment will support that."

He went on to say that if anything positive comes out of this devastating health event it is a hope that we really start to support Australian, State and Regional businesses and make a real effort to shop local for all our needs.

Mr Dann commented, Mark McGowan, WA Premier and the WA Government has launched a "WA Buy Local Policy" which I think is fantastic. Understandably this got zero coverage here but with Mark being an ex-local Newcastle lad himself it struck him that because of his roots he really gets local and regional business and from that I was wondering, how do we get the NSW Government and Hunter Region based businesses to do the same?

"Covid-19 has given us the opportunity to rethink, restart and rejuvenate our ideas and future direction. Obviously in travel we are a reliant on government restrictions and international borders re-opening and the knowledge it is safe to travel again. Exploration, learning and travelling are true Novocastrian traits and the Hunter Travel Group is ready to help all kinds of travellers enjoy that freedom again - today, tomorrow and always."

Five tips to stay safe when working from home

Jason Bradley
Back In Motion Health

With Covid-19 likely to be around for some time many workplaces have shifted to increased workload being performed at home. While this most certainly contributes to decreased population movement, it presents the problem of employees suffering injuries while working from home. During isolation and beyond we have seen an increase in home-based injuries both declared through WorkCover and privately managed by employees.

Here's five tips for yourself and your employees to reduce the risk:

1. As an employer you're still liable: it may be their house but it is your duty as an employer to ensure your employees have a safe and appropriate workplace at home. We encourage employers to provide a checklist to their employees covering posture, easy access, rest breaks and common injury signs. We have a template available to email to get your started.

2. Set boundaries: multiple studies are rapidly being released about employee engagement, efficiency and enjoyment. Of course most of these studies are contradicting each other. However, the one area most agree upon is setting time and space boundaries to work duties. This may be setting specific hours (8 am - 5 pm) and only working in the designated office. This helps maintain a work mindset and prevent a tendency of many employees to keep working, creating longer but less efficient workdays. It is also a good idea to dress for work, especially before you stand up in front of your online team meeting in your pyjama bottoms.

3. Sitting vs standing: the human body was not meant to sit or stand continuously for 8 hours. With the advent of mobile and affordable standing desks more people are able to use them at home. When converting to a standing desk its much like training for a fun run. Start out slow with a couple of lots of 30 minute blocks per day. Increasing this by about 50% each week to give your body time to acclimatise.

4. Encourage regular stretching: When working from home, short of children, there may not be the same distractions that get you up and moving from the desk. To compensate, every hour take a couple of minutes to stand up, stretching your back, squat down low, gently rotate your body and stretch your forearms. Also don't forget to keep up your fluids (water or tea not the harder stuff) and treat yourself to a health snack.

5. Fix it early: often when people experience injuries, they wait too long to receive treatment. Most muscle and joint injuries can be treated relatively easily with minimal intervention when they are appropriately assessed.

Overall, the same safe work principles apply when working from home.

If you or someone in your team are in pain our physiotherapists offer a Free Initial Assessment. Call (02) 4952 7033 to book in or to obtain the working from home template email j.bradley@backinmotion.com.au



CUTCHER & NEALE

Cutcher & Neale has appointed **Amber Ling** as Partner. Amber joined the firm in 2003 as accountant based on the firm's excellent reputation and completed her chartered accountant qualification after joining the firm. She progressed within the firm as a Client Manager and then as an Associate of the Small to Medium Enterprise division.



PORT OF NEWCASTLE

Noel Dent has joined Port of Newcastle as Strategic Development Manager for the Multi-purpose Deepwater Terminal (MDT) project. Mr Dent brings to the port more than three decades of expertise in container shipping - including more than 20 years as ANL's General Manager Operations & Logistics - and will be responsible for further building relationships with the key commercial stakeholders of the new terminal.



PROSPERITY ADVISORS GROUP

Colin Samuel has joined Prosperity Advisors Group as Director of Business Services and Taxation. Colin has been a partner at a leading mid tier accounting firm for the past seven years and provides holistic solutions to entrepreneurial and family owned businesses. Colin is an accredited Family Business Association Adviser. He has extensive experience in food and hospitality as well as other industries and specialises in advising high net worth family groups as they move through their lifecycle.



CUTCHER & NEALE

Wade Johnson has been appointed as Partner at Cutcher & Neale. Wade joined the Investment Services division in 2014 and was appointed Associate in 2018. Wade said his decision to join the partnership of a dynamic and forward-thinking financial services firm was easy.



PORT WARATAH COAL SERVICES

Port Waratah Coal Services appointed **Stefanie Loader** as new Chairperson following Penny Winn stepping down in December 2019. Stefanie brings with her significant global resources experience. She is a company director, geologist and former mining executive with experience in mining operations, mineral exploration and project development. In her executive career, Stefanie has worked in seven countries across four continents.



RAINE & HORNE COMMERCIAL NEWCASTLE

Toby Greaves has been appointed as a commercial/industrial leasing consultant with Raine & Horne Commercial Newcastle. For over 30 years Toby has worked as a commercial valuer across the Hunter with companies specialising in commercial and industrial leasing and property management. Toby is experienced in all facets of commercial and industrial real estate from industrial warehousing to CBD office suites as well as being a trusted advisor to property owners, banks, developers and government.



PROSPERITY ADVISORS GROUP

Werner Combrinck has joined Prosperity Advisors Group as Associate Director leading our Virtual CFO and Bookkeeping functions. Werner previously worked with Xero for five years including a role as Xero NSW State Manager and prior to this as a Business Advisory Services Manager. He is passionate about helping businesses thrive through being more efficient. Werner's knowledge of the cloud technology ecosystem and ability to implement better processes gives SMEs and mid market businesses the platform to project their business to the next level.

LET US KNOW ABOUT YOUR PEOPLE!

We would be pleased to receive information about your new appointments.

Just email around 80 words on the employment plus a high resolution head shot to **editorial@HBRmag.com.au**.

Submissions are **FREE** but subject to editorial control.





Cardiff and Inner Industrial Newcastle buck property vacancy trend

Steve Dick
Raine & Horne Commercial Newcastle

As a local business owner and employer, I was determined I would try to address in this column some positive trends for these unprecedented times.

However, after completing the latest Raine & Horne Industrial Average, the news, which I will address shortly, is drearier than I was expecting. That said, my view is that we would all rather know a flood is coming, rather than continuing with our picnics oblivious to the storm pelting down upstream.

That warning aside, I'm also pleased to say the Industrial Average shows some good news for owners of industrial properties in Cardiff where vacancy rates have fallen from 6.34% in January to 4.65% and the inner suburbs of Newcastle (6.73% down to 5.26%).

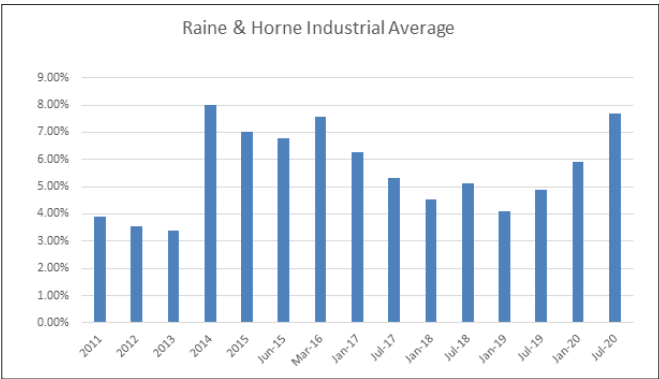
What the industrial average tells us

The Raine & Horne Industrial Average is the measurement of available industrial floor space over the total floor space, measured on our major industrial suburbs.

As Breakout 1 demonstrates, the July 2020 Average has risen to 7.7%. This is the second-highest vacancy level since measurements started in 2011 and just ahead of March 2016. The latest average, however, is the largest six-monthly change since we launched the index.

Fortunately, there is some wheat amongst the chaff with two areas, as I mentioned earlier, Cardiff and the Inner Suburbs showing improvements (see Breakout 2). The improved showings could be the result of the opening of the long-awaited road through to Boolaroo, which has improved demand for industrial space in Cardiff, and our inner industrial areas being insulated from the direct effects of the coal industry.

While for many these statistics are just numbers that have little impact on their lives. However, I look at these findings as jobs because every square metre of industrial floor space equal part of a job, part of someone's livelihood and part of our community's overall health.



Breakout 1: Raine & Horne Industrial Average 2011 - 2020

Personal experience supports the statistics

In the last month, I have had four friends in different industries lose their jobs. Three of these mates had no idea the day they went to work; they would be turned around and sent home. Unfortunately, two have young families and the others are aged around 60-years-old. This story of unemployment continues not only around Australia, but the world and it dries up the flow of money for discretionary spending as people bunker down and spend on necessities only.

This story is being repeated across the Hunter not only in the commercial and retail sector, but now it has crept into our industrial sector. Through the height of the first lockdown, the wheels of industry continued to spin, and my team was highly active leasing and selling industrial property. Indeed, industrial turnover was enough to replace the loss of the commercial and retail sectors.

Yet, while industrial activity continued, the first warning signs were the number of lights on ships as they moored just off the coast – it was like a new suburb on the ocean was springing up. As the coal price fell, more and more coal ships arrived to wait in line for their turn to load.

As a consequence, the coal price is 25% lower than January, which was then 58% off its July 2018 peak. This is a significant metric as coal company spending is still the major driver of the industrial sector in our region, although not as substantial as a few years ago.

| Suburb | Vacancy January 2020 | Vacancy July 2020 |
|-------------------|----------------------|-------------------|
| Cardiff | 6.34% | 4.65% |
| Sandgate | 3.33% | 3.91% |
| Mayfield West | 4.64% | 1 1.27% |
| Warabrook | 2.34% | 6.07% |
| Thornton | 5.63% | 6.47% |
| Beresfield | 5.52% | 7.00% |
| Tomago Hexham | 8.70% | 11.09% |
| Rutherford | 4.06% | 8.45% |
| Wickham Maryville | 8.28% | 8.88% |
| Carrington | 5.29% | 13.75% |
| Inner Suburbs | 6.73% | 5.26% |
| Overall Average | 5.91% | 7.70% |

Breakout 2: July 2020 Raine & Horne Industrial Average

If you're considering investing, buying or leasing commercial space in the Hunter region, contact Raine & Horne Commercial Newcastle on (02) 4915 3000.



Steve Dick is a Director of Raine & Horne Commercial Newcastle.

Planning Reform Action Plan welcomed

Property Council has welcomed the 15 July announcement from the NSW Government on the new \$83 million NSW Planning Reform Action Plan, which will further help to speed up the NSW planning system, create jobs and support the economic recovery of NSW.

"Today's announcement is another significant milestone in the Premier's quest to take the NSW planning system from the bottom to the top," Property Council's NSW Executive Director, Jane Fitzgerald said.

"It builds on the initiatives put in place since November last year to fix the planning system and get construction going to support jobs and good growth in NSW.

"The Property Council has been working hard with our members and the NSW Government to put forward key recommendations to improve planning processes, which are more efficient and streamlined to help the NSW economy recover.

"We know that the property industry is key to supporting our economic recovery and will keep people in jobs, which is our number one priority. A stronger, more solid pipeline of future work has never been needed more than at this time and we commend the NSW Government on taking the leadership to tackle the necessary reforms to improve the planning system."

The NSW Planning Reform Action Plan will include:

- Implementation of the next phase of the ePlanning Program to make it easier to interact with the planning system
- A reduction in applications requiring agency concurrences and referrals, and new benchmark timeframes on key assessment and planning functions
- Complying development reforms to support emerging industries and fast track government projects, and
- Boost the role and resourcing of the Land and Environment Court.

The cumulative impacts of the reforms will be:

- Rezoning decisions cut by 191 days (33% time savings)
- Decisions on Development Applications for larger, regionally significant projects cut by 91 days (25% time savings)
- Decisions on major projects of significance to the State cut by 20 days (17% time savings).

PRIME COMMERCIAL INVESTMENT

Starr Partners Maitland is pleased to offer for sale by Expressions of Interest this prime commercial investment. The property would suit various business and with its open layout it provides a blank canvas for your own business or future tenant's. With commercial rentals highly sort after in this tight nit sector of Greenhills we don't expect this property to last long.

- Current commercial rentals ranging from \$380-480 s/m²
- Zoning- B3 Commercial core
- Opposite Stockland Green Hills Major Regional Shopping Centre
- Prime location & exposure
- Building Area - 95m² approx
- Maitland City, major regional growth centre

Expressions of Interest.
Contact our team today to organise an inspection
For further Information please call
Matt Higgins 0403 706 042

HIGH EXPOSURE

The 720m² warehouse in its current configuration comprises of a large showroom, wash-bay, main workshop and separate offices incorporated in the internal fit-out. (see floor plan) The building is located in the heart of Rutherford's industrial area, with ease of access to the New England Highway and only a 10-minute drive to the Hunter Expressway. It is a great location for numerous businesses wishing to expand their operations in the Hunter Valley region. Great signage opportunities and large hardstand make this property well worth a look for any business seeking to take advantage of the sort after commercial precinct Rutherford.

- 9 allocated car spaces
- Highway frontage
- 4 x 4.8m roller doors
- Fully fenced yard
- Hard stand available

For further Information please call
Matt Higgins 0403 706 042

BRAND NEW CONSTRUCTION

Be amongst the first to secure a brand new building within the only bulky goods precinct in Cessnock. Soon to be constructed are two new buildings, which will become apart of the existing complex. Sizing can range depending on your business specific requirements. Surrounded by many reputable businesses such as Big W, Supercheap Auto, Repco and Anytime Fitness. With attractive incentives available and the high profile location, this is an opportunity not to miss!

- Glass shopfronts
- Open plan design
- Access to ample, free parking for your customers
- Surrounded by an abundance of successful businesses

For further information please call
Matthew Higgins 0403 706 042

P: 4933 6299 W: starrpartners.com.au

FOR LEASE

WARNERS BAY - 363 HILLSBOROUGH ROAD
This soon to be built office of 1,056m² is available for lease in the Warners Bay Place and comes with (26) undercover car parks with fit out designed to suit your needs.
Rent: \$283,900pa + OGs + GST
STEVE DICK 0425 302 771

FOR SALE

BERESFIELD - SUITE 4, 43 ELWELL CLOSE
New industrial concrete panel workshop, 413m² (approx) with a 8,000m² (approx) hardstand. Workshop includes mezzanine level for office or storage plus (3) auto roller doors.
Sale: \$1,660,000 + GST
ALAN TONKS 0474 744 422

FOR SALE

BENNETTS GREEN - 28 GROVES ROAD
D/A approved site for (11) industrial units. Located in a popular bulky goods precinct near Harvey Norman, BCF, Supercheap Auto and the new Bunnings.
EOI: Closing 19 August 2020 at 3pm
JASON MORRIS 0425 302 778

FOR SALE

MAITLAND - 19 CHURCH STREET
Offered to the market as a vacant possession sale are these very well presented offices, perfectly located in the heart Maitland's commercial precinct. Features include reception area, 4 to 5 private offices, air conditioning throughout (split systems) and 3 on site car parks. Inspection highly recommended.
Sale: \$425,000 + GST
PAUL TILDEN 0425 302 772

FOR LEASE

NEWCASTLE - 187 KING STREET
Ground floor office/retail space close to everything. Fresh carpet and paint. Versatile floorplan and wide frontage.
Rent: \$23,400pa + OGs + GST
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Promoting a circular economy

Hunter Joint Organisation (HJO), with funding support from the NSW State Government, are rethinking waste and resource recovery in a bid to help transition the Hunter Central Coast region to a circular economy.

A circular economy aims to maximise the value of resources by keeping products and materials in use for as long as possible. Circular systems employ reuse, sharing, repair, refurbishment, remanufacturing and recycling to create close-loop systems, minimising the creation of waste, pollution and carbon emissions.

Hunter Joint Organisation, along with its member councils, is investing time and resources in an effort to drive innovation into ecological waste management practices and more sustainable industries based on circular economy principles, which will translate to more jobs and better environmental outcomes for the region.

"The Hunter Joint Organisation is committed to creating a network of stakeholders across government, industry, research organisations and communities to find innovative solutions to reuse waste materials and enhance sustainability," Bob Pynsent, Chair of the Hunter Joint Organisation, and Mayor of Cessnock City Council said.

"The world's economy has always been a take, make and dispose system," Kay Fraser, Mayor of Lake Macquarie City Council, and Chair of the Hunter Joint Organisation's Circular Economy Sub-Committee adds, "however the circular economy message is starting to resonate. Waste is a valuable resource that could be reused, reengineered and reimaged using circular economy principles. Just because a product isn't useful anymore doesn't mean the material it's made of can't be used. Through continued use and reuse we will reduce both the need for raw materials, minimize the accumulation of waste and capture maximum value from our resources."

To support the region toward a truly circular economy approach in line with NSW and Commonwealth Government directions, the Hunter JO, with funding support from the NSW State Government has recently completed two important foundational projects – the Hunter Central Coast Material Flow Analysis and Hunter Central Coast Ecosystem project.

On 30 July, they also launched a new website (www.huntercircular.com.au) which is designed to evoke change in the way we perceive and manage waste.

Public debut for printed solar

A futuristic demonstration of emerging renewable energy material – printed solar cells - is being trialled in a public setting for the first time as it nears commercial readiness.

The University of Newcastle renewable energy tech, which is ultra light-weight, ultra flexible, recyclable and cheap to manufacture, will power interactive public lighting in Sydney. The material, similar in thickness and appearance to a chip packet, is manufactured using conventional printers.

Creator of the organic printed solar material, Physicist Professor Paul Dastoor from the Faculty of Science at UoN said his team were excited to take their 'science to the streets' in what represented significant progress toward commercial availability of the material.

"Globally, there's been so few of these installations, we know very little about how they perform in a public setting. This installation is the next critical step in accelerating the development and commercialisation of this technology. It presents a new scenario for us to test performance and durability against a range of new challenges," said Professor Dastoor.

New ponds provide a safe refuge for Kooragang Island's endangered frogs

Coordinated efforts to protect endangered frogs living on fire-affected Kooragang Island have given the population a boost with the installation of six artificial ponds.

The Lower Hunter is home to a population of green and golden bell frogs, an endangered species, whose habitat was severely impacted in early 2019 following a series of fires on Kooragang Island following extended drought.

Designed to withstand drought and fire conditions, the new habitat provides almost 50,000 litres of water. It features six steel ponds embedded into the landscape and planted with a variety of native vegetation suited to the frog species.

The project – a partnership between Port of Newcastle, Hunter and Central Coast Development Corporation (HCCDC) and the University of Newcastle – provides new permanent wetland habitat critical to the Kooragang population's preservation.

Port of Newcastle Environment Sustainability and Planning Manager Jackie Spiteri said the project was an important initiative to support the frogs on port land.

"University of Newcastle researchers and HCCDC have worked to design, construct and install additional permanent wetland habitat, replacing the fire-affected ponds, in an effort to preserve a key population of this endangered frog species," Ms Spiteri said.

"This is just one example of Port of Newcastle's community partnerships to protect the environment and the precious biodiversity across the port's footprint through an active approach to environmental management and sustainability."

The project is part of Port of Newcastle's environmental management strategy and its commitment to environmental sustainability through initiatives that protect local flora and fauna.

The Port also provides funding to University of Newcastle researchers conducting regular population monitoring and consultation on management approaches to protect this important frog species.



The Green and Golden Bell Frog



Ponds during installation on Kooragang Island

Soil remediation for asbestos contaminated land

Andrew Russell
Hazmat Services

When asbestos contaminates land and soil, it can be a complex problem to diagnose and resolve. There are a number of factors that make asbestos in the soil so difficult to remedy.

The first being the fact that soil is much harder to inspect than materials that are above ground. Soil needs to be dug up and even then, soil remediation can only take place on areas of soil which have been tested so working out boundaries of contamination can be very challenging. Asbestos contamination is also unique in that, unlike contamination caused by other chemicals, it is found in discrete locations only and there is invariably an element of "hit-and-miss" when identifying the extent of asbestos-contaminated soils. These unknowns often mean an entire site, or large portions of a site, are considered to be contaminated.

The second factor that makes soil remediation for asbestos-contaminated land such a difficult task, is the range of different asbestos types that can be found in any given square meter of soil. It may be very fine asbestos from pipe lagging, a bonded form of asbestos from fibrous cement sheet which can also be friable (depending on certain conditions), or it may be from the material that has been illegally dumped or left there from times when the dangers of asbestos were not widely known. The soil may even contain a combination of different types. The type of asbestos found, will largely determine the contaminated land remediation response that needs to be taken in order to properly treat the soil including those people who are suitably qualified to deal with the issue.

The third factor that makes asbestos in soil a complex issue is the cost, effort and time it takes to remove it. As mentioned, the extent of contamination can be hard to define, but in many cases the site will need to be excavated, which can be quite a large operation. The contaminated soil must then be transported to the disposal location. Alternatively, the contaminated material may need to be managed or contained on-site, which can also be a lengthy and costly process with the added requirement for long-term management.

Understanding the nature and extent of asbestos-contaminated soils prior to implementing a remediation strategy is essential. Failure to fully understand the extent of contamination can lead to remediation cost blow-outs, future remediation or management requirements, construction issues, and long-term implications to human health and the environment. A suitable site investigation program is required to reduce the likelihood of issues arising during future aspects of a project.

For further information on dealing with asbestos, including investigation programs and remedial strategies, contact Hazmat on (02) 4961 1887 or email andrew@hazmat-services.com.au



Andrew Russell is Managing Director and Principal Consultant at Hazmat. He is a qualified Occupational Hygienist with almost 30 years' experience with asbestos and hazardous materials consulting and monitoring, industrial hygiene and environmental monitoring programs undertaken throughout Australia and overseas.



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From Newcastle origins to Australia-wide environmental services

From humble beginnings to Australia's leading environmentally focused services business, Enviropacific has been a part of the Hunter business community for nearly two decades.

The business has worked on some of the most complex and high-profile remediation projects in the Hunter, helping drive the area's transformation into an environmental and tourist drawcard. Newcastle Operations Manager, Mitch Anthony, says one of Enviropacific's most high-profile projects was the remediation of the Newcastle Harbour foreshore several years ago.

"We're particularly pleased with the work we did – not only did we improve the local environment but the work enabled the go-ahead of one of the region's biggest sporting events, the V8 Supercars," Mr Anthony said.

Enviropacific also cleaned up Stockton Beach, which had been eroded by the constant heavy swells, exposing sections of a disused historical landfill to the public and posing a risk to surrounding residents and local ecosystems.

"There was a direct threat to nearby marine environments, with the waters off Stockton Beach known for being nurseries for Great White Sharks and Humpback Whales.

"We ended up excavating 12,000 tonnes of landfill waste from the beachfront, including asbestos, and in doing so we have prevented possible future contamination of Stockton Beach and preserved the historical significance of the National Park," said Mr Anthony.

Enviropacific has expanded into four core service areas – remediation, water treatment, hazardous waste management and fuel facilities – and is working across a range of industries including aviation, defence, government, property and infrastructure.

But Enviropacific's CEO, David Tucker, says the business' purpose has remain unchanged since its founding in 2001, by Newcastle boys Matt Fensom and Cameron McLean.

"Cameron and Matt both had a passion for environmental remediation and that is still the same today.

"While the business has grown to more than 250 employees, having delivered thousands of projects across the country, we remain as committed as ever to improving the environment around us – and making our communities safer and healthier for future generations," said Mr Tucker.



Renewable energy project powers Hunter Water towards 2030 carbon-neutral goal

The NSW Government will invest more than \$15 million over the next four years to install renewable energy systems at Hunter Water's water treatment plants and pump stations as part of the water utility's push towards becoming carbon neutral.

The first installation of a solar panel array has been finished and is being commissioned at the Branxton Wastewater Treatment Works.

Minister for Water, Property and Housing Melinda Pavey said this is the first installation on an operational site for Hunter Water with the overall project expected to reduce Hunter Water's carbon footprint by 7,200 tonnes of emissions per year - the equivalent of taking 1,500 cars off the road.

"This investment is all about innovation and supporting jobs in the Hunter while also reducing Hunter Water's electricity bill," Mrs Pavey said.

"The 100 kW system at Branxton Wastewater Treatment Works is the first in Hunter Water's push for many solar projects, with savings generated helping to maintain affordable bills."

Hunter Water Managing Director, Darren Cleary, said the 252-panel solar array installed at Branxton includes both roof and ground-mounted panels, with scope for future expansion.

"Once the program has been rolled out, we estimate an annual saving of \$1.15 million on our electricity costs, which equates to a 7.37% reduction.

"We are working with a shortlist of more than 20 priority sites as the initial focus of our solar rollout, including at Morpeth, Kurri Kurri, Raymond Terrace, and Boulder Bay Wastewater Treatment Works.

"We see this project as an ongoing opportunity to add sites and new technologies as they emerge, including battery storage and floating solar, to help us achieve our goal of carbon neutrality.

"Our focus is on resource recovery with recycled water from the Wastewater Treatment Works piped to The Vintage Golf Club in Pokolbin and used on the adjacent Branxton public golf course to water greens and fairways.

"Furthermore biosolids generated at the treatment plant are used to rehabilitate mine sites in the Hunter Valley with the fertiliser product helping to establish vegetation."

MGA Thermal awarded Accelerating Commercialisation Grant

MGA Thermal has secured an Accelerating Commercialisation Grant from the Australian Government Department of Industry, Innovation and Science. The \$495,600 grant will contribute to a state-of-the-art pilot manufacturing plant which will showcase the manufacture of modular thermal storage blocks at a commercial scale. The Accelerating Commercialisation Grant provides matched funding to their seed investment round secured earlier this year with CP Ventures.

The operation of the pilot facility will immediately create several full-time jobs, as well as the potential for a whole new local industry manufacturing high value thermal storage material for renewable energy projects. This is ideal to the Hunter's background as a centre for industry and wide access to raw materials.

Renewable energy sources such as solar and wind are intermittent and currently Australia doesn't have the resources to support the volume of energy storage required to meet demand and run entirely on renewables.

CEO of MGA Thermal, Professor Erich Kisi said the novel material's ability to store energy as heat could be the missing link to make the renewables switch.

He said, "Most energy generation and utilisation involves heat. Therefore, storing and managing heat imparts great versatility. Our MGA storage technology can capture energy from diverse sources such as electrically from renewables, the heat of concentrated sunlight in concentrated solar power (CSP), and even waste heat from industrial manufacturing. The stored energy can be used directly as heat or converted into electricity using conventional infrastructure. This allows repurposing of power station infrastructure to become grid scale energy storage. We know our technology can help make meaningful change and a sustainable future; we look forward to making this happen."



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earthconnect, we take appropriate steps to ensure processes are put in place to manage or eliminate any potential environmental impacts that may occur during the design phase, throughout construction and post-delivery.

An example of our work is a 5.0 MW solar farm, as pictured above, that earthconnect fully commissioned in late 2019 for one of our long-term clients, which allowed the project to move into the final phase of Revenue Service.

One primary objective was to ensure we left the site in a better condition than it was when the project commenced. The Vegetation Management Plan, which included the planting of new native flora, was established after the commissioning of the system and allowed for handover to our client in March 2020.

This Solar Farm coupled with earthconnect's Whole Energy Model (WEM) has provided our Client with financial surety over their growing demand for electricity, by reducing their exposure to ever increasing energy prices.

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Defence is a critical sector for the Hunter region's economy, injecting over \$1 billion annually and employing thousands of skilled people.

Increasingly, defence is offering opportunities for a wide array of support organisations, not just the large defence specialists. In recent years, many local SMEs are taking advantage of the opportunities and diversifying their operations to supply products and expertise to this vital sector.

Defence has a long history in the region, including ship building and maintenance as well as land-based defence, highlighted by the 15,000 hectare Singleton Military Area which includes the Lone Pine Barracks.

The big-ticket item these days is of course the air-defence, focussed on Williamtown which is home to the RAAF Base, Newcastle Airport, dedicated defence and aerospace precincts and an array of defence majors as well as smaller related businesses.

A massive driver is the multi-billion-dollar F-35A Lightning II fighter program which forms the backbone of Australia's air defence for coming decades.

In all, Australia has currently committed to 72 F-35A Lightning II fighters, with up to 56 being based at Williamtown.

The first F-35A Lightning II fighters began arriving at Williamtown in December 2018 with all of Australia's currently ordered fighters due to be operational by 2023.

Photograph courtesy of Newcastle Airport



AIDN NSW in the Hunter

AIDN NSW (Australian Industry & Defence Network - NSW Incorporated) is the NSW chapter of the Australian Industry & Defence Network Incorporated (AIDN). AIDN is the national industry association for small-to-medium enterprises (SMEs) wishing to do business in the defence, aerospace and security sectors.

Established in 1995, AIDN represents the interests of Australian SMEs by advocacy, representation and member services to maximise their defence, aerospace and security-related business.

AIDN NSW has nearly 200 members distributed across NSW, almost 10% of those in the Hunter. This coverage allows the organisation to represent a broader view of industry in NSW. It has linkages with regional industry organisations and key stakeholders across the state.

It also maintains regular contact with the NSW Government's Defence NSW group, providing them with feedback from the coalface and seeking support that will make a difference for its members and others to obtain more defence work.

In the Hunter, AIDN NSW is collaborating with Tim Owen and the Hunter Defence Task Force to assist them to deliver a pilot series of online Defence Readiness Seminars.

AIDN NSW president Anna Murray said "We are excited to see the Seminar Series about to kick off focused on Hunter companies.

"Following the pilot series, we hope to deliver more Seminars across NSW, and potentially Australia-wide.

"With the recent federal government announcements on increases to Defence Capability, the Series provides an outstanding resource to assist new companies into the defence market and expand the expertise of existing players.

"We trust they will help companies shake off the 'COVID Blues' and lead to more local companies sharing in the expanding defence industry pie."

New contract creates Newcastle Defence jobs

Lockheed Martin Australia has signed a new five year contract with the Department of Defence for ongoing sustainment of the Tactical Air Defence Radar System (TADRS), which is used by the Royal Australian Air Force for air surveillance operations.

Minister for Defence Industry Melissa Price said the \$50 million contract will sustain the mobile radar system, create five new positions in Williamtown, New South Wales, and contains more than 90% Australian industry content.

"This is a great example of the importance of partnerships between Defence and industry with the creation of additional highly skilled positions in what is a vibrant regional defence hub," Minister Price said.

"The TADRS complements the Morrison Government's investment in Australia's surveillance and intelligence data collection and analysis capability.

"The importance of this capability was highlighted in the recently-released 2020 Force Posture Plan.

"With more than 90% of the contract dedicated to Australian industry content, this project not only delivers new technology for a cutting edge Australian Defence Force but also represents an enormous opportunity for Australian industry."

Lockheed Martin Australia employs a team of 25 skilled systems, hardware and logistics engineers, technicians, program managers, commercial and business staff to work on the TADRS. They have maintained and refreshed the radar system to ensure the high levels of availability required to defend Australia and to support deployed operations.

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ARC Linkage Project success for naval vessel corrosion project

A research team from the University of Newcastle has received \$650,000 in funding from the coveted Australian Research Council (ARC) Linkage Project scheme to improve the understanding of the deterioration of ships and maritime structures.

Professor Rob Melchers, and his team of Professor Chong Min Song from UNSW Sydney and the two industrial partners, the (Department of Defence's own) Defence Science and Technology (DST) Group and (local SME) Pacific Engineering Systems International (ESI) were successful recipients of the scheme which is designed to join academic and industrial researchers to undertake new collaborations that will deliver tangible outcomes to Australia.

The team will develop a computer modelling system that simulates the deterioration of vessels that are subject to corrosion, fatigue and extreme ocean conditions.

"In creating this simulation, we will have a better understanding of the lifespan of such vessels, which will help with decision making around potential economic, personnel and other risks involved for ship owners and operators, including the Royal Australian Navy," said Professor Melchers.

"By better predicting the structural response of naval vessels and commercial maritime assets that are subjected to severe environments, this project has the potential for significant defence, commercial, economic and environmental benefits for Australia."

Ship and maritime structures form an important component of Australia's national infrastructure, supply-chain and defence interests. Examples include not only naval defence craft such as

frigates, patrol boats and submarines but also offshore oil and gas production facilities.

"For all of these structures, the operational environment and the consequences of corrosion and fatigue are very important aspects for determining maintenance and life extension, both of which have significant economic and safety implications," said Professor Melchers.

The team of structural engineers, hydrodynamicists, naval architects, fatigue specialist and corrosion specialist will use data records and the operational history of particular vessels, and use information such as weather bureau records (such as storm conditions), to analyse the effects of deterioration, and in particular corrosion on the welding, that such vessels face.

By understanding the condition of a vessel, based on their operational history, the modelling will be able to determine the future lifespan of such a vessel.

"This will contribute to more optimal management of the structural integrity of defence vessels, and also to the safety, reliability and life-time economics of such vessels, offshore structures, and other maritime assets," said Professor Melchers.

"The benefit of this will be seen in our national defence preparedness and to both industrial and government end-users in areas such as improved asset functionality and reduced downtime of vessels due to repairs.

"It will also see safer structures and lower risks to the environment, removing the risk of the potential for vessels to crack, break and cause damage to the marine environment around them."

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Developing a world-leading defence and aerospace precinct

Williamtown Precinct

Newcastle Airport has ambitions to not only become a global gateway into northern NSW for both freight and passengers, but to simultaneously develop a world-leading defence and aerospace precinct on its doorstep.

Already the second-busiest airport in New South Wales and an international gateway, the airport has ambitious plans to act as a catalyst for economic growth, foster innovation and attract public and private investment to the region to build transport infrastructure, develop land and provide new accommodation.

The Airport has more recently expanded its influence through the development of a world class aerospace and defence precinct adjacent to both itself and Williamtown RAAF. The centrepiece of the airport's 76 hectares of expansion land is Astra Aerolab.

Co-located with RAAF Base Williamtown and Newcastle Airport, Astra Aerolab is designed to enhance Australia's ability to deliver world class sustainment and manufacturing capability to the Defence sector. The Williamtown location offers unprecedented airside access to the growing RAAF aircraft fleet, including the F-35A Lightning Strike fighter, F/A-18 Hornets and the Boeing E-7A Wedgetail.

The Astra Aerolab precinct is already home to key defence industry participants, including core Defence Contractors, such as Boeing, BAE Systems and Lockheed Martin. To be relevant in this global industry the development will need to be world class and deliver infrastructure and a working environment at a standard not previously experienced in the Hunter.

Creating new job opportunities and driving real economic impact across the region, Astra will put the Hunter on the map as a hub for global innovation and excellence. Eventually, Astra will deliver 5,500

new jobs and greater global connectivity for the region.

Astra has begun to take shape. Site preparation works began in May, with the construction of a new access road, clearing and lot preparation. By year's end new roads, roundabouts and infrastructure will be in place for the site – ready to welcome tenants to the world-class facility.

The NSW Government contributed \$11.8 million to stage one of the Astra Aerolab development. More recently, they announced a Special Activation Precinct (SAP) at Williamtown. The Precinct, one of only five in the state, is designed to turbo charge the zone and ensure constraints to investment are minimised.

In making the announcement, Minister Barilaro spoke glowingly about the opportunities that would present themselves through development of the site.

"This Special activation Precinct will help attract more money to regional NSW, create jobs and career opportunities, streamline approval processes and support our regions in the wake of COVID-19 and bushfires," he said.

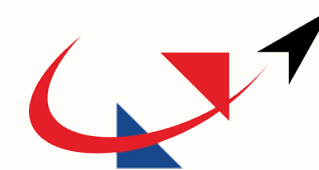
Newcastle Airport CEO Dr Peter Cock agrees.

"We're very excited to be a key stakeholder in the Williamtown Special Activation Precinct which cements the region as a national and international defence and aerospace hub. This forward-looking program from the NSW Government is also aligned to the reinvention of manufacturing in Australia and puts NSW and the Hunter in the box seat. This is very welcome news in the current economic climate," Dr Cock said.

Master planning for the new Williamtown precinct is expected to commence soon, with extensive consultation across key local sectors including community, business and councils.



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Defending Australia and its interests

The Morrison Government will invest \$270 billion over the next 10 years to upgrade the capability and potency of the Australian Defence Force to keep Australians safe while protecting the country's interests in a changing global environment.

In its 2020 Defence Strategic Update, the Morrison Government will signal a key change in Australia's defence posture, as it prioritises the Indo-Pacific region.

The update provides a new plan to tackle Australia's defence challenges while increasing investment and personnel across the entire ADF.

Prime Minister Scott Morrison said the Strategic Update would also mean more job opportunities as Australia's increasingly capable and sovereign defence industry grows.

"My first priority is keeping Australians safe," the Prime Minister said.

"The Federal Government is committed to ensuring the Australian Defence Force is equipped to meet our growing regional challenges in the Indo-Pacific, and to achieve our goals of regional stability, peace and security.

"Whether it's our Pacific Step Up, our engagement with regional neighbours, or our deepening cooperation with partners new and old, our focus must be on the Indo-Pacific – it's where we live and where our interests are.

"Our new strategic defence policy ensures that the Indo-Pacific is front of mind for our ADF and is prioritised in the decisions we make on our deployments and our force structure and capabilities.

"We are also providing Defence with the funding certainty it needs to deliver on our new strategic defence policy.

"This will ensure we are able to shape our environment, deter actions against our interests and, if required, respond with military force.

"More broadly, we are ensuring Defence has more durable supply chains, while further strengthening Australia's sovereign defence industry to create more high-tech Australian jobs and enhance the ADF's self-reliance."

These new policy settings will be a long-term undertaking for Defence with implementation underway.

Minister for Defence, Senator the Hon Linda Reynolds CSC said the recent bushfire season and the COVID-19 pandemic has

introduced a further dimension to what national defence entails, now and into the future.

"Defence thinking, strategy and planning have shifted gears to respond to our constantly changing and deteriorating strategic and defence environment," Minister Reynolds said.

"Australia's security environment is changing quickly, with militarisation, disruptive technological change and new grey zone threats making our region less safe.

"That's why this Government will invest in more lethal and long-range capabilities to hold adversary forces and infrastructure at risk further from Australia, including longer-range strike weapons, offensive cyber capabilities and area denial capabilities.

"We will also invest in capabilities to give Australia better awareness of our region and to support regional engagement, while substantially increasing our air and sea lift capability to ensure we can rapidly respond to events across our region.

"These investments will provide significantly increased opportunity for Australia's Defence industry, which the Morrison Government is committed to further strengthening."

Australia's defence industry is growing with over 4,000 businesses employing approximately 30,000 staff. An additional 11,000 Australian companies directly benefit from Defence investment and, when further downstream suppliers are included, the benefits flow to approximately 70,000 workers.

Defence planning will prioritise Australia's immediate region – ranging from the north-eastern Indian Ocean, through maritime and mainland South East Asia to Papua New Guinea and the South West Pacific.

As a result, the new strategic policy will require force structure and capability adjustments, which are focused on the region, responding to grey-zone challenges that threaten our national interests, the possibility of high-intensity conflict and domestic crises.

The long-term implications for Defence capability and force structure are outlined in the 2020 Force Structure Plan, which has also been released.

The 2020 Defence Strategic Update and 2020 Force Structure Plan are available at www.Defence.gov.au/StrategicUpdate-2020

Last Classic Hornet taxis out of service facility

The last F/A-18A/B Classic Hornets to undergo deeper maintenance servicing rolled out of the Boeing Defence Australia facility at RAAF Base Williamtown in July.

Minister for Defence Industry, Melissa Price, said 150 jobs in the Hunter region had been supported through this important work.

"This was the 163rd and final deeper maintenance servicing for the Air Force Classic Hornet fleet since 2013," Minister Price said.

"These operations have generated an additional 140,000 flying hours for the Classic Hornets and also contributed \$200 million to the Australian economy."

Deeper maintenance servicing on the Classic Hornet will no longer be required as the capability is progressively replaced by the F-35A Lightning II aircraft.

"To secure these local Hunter jobs, Boeing will continue to provide logistics, engineering and maintenance support through to the planned withdrawal date of December 2021," Minister Price said.

"Boeing will also assist Defence to prepare retired Classic Hornet aircraft for heritage display within Australia and potential sale to foreign customers.

"This continued effort will assist in retaining a highly skilled Hunter region aviation workforce until there is a requirement for F-35A Lightning II sustainment which will also be based at RAAF Base Williamtown."

The fleet of 75 Classic Hornet aircraft were introduced into service in 1985 and will see 36 years' service by the planned withdrawal in December 2021.



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My boss walks over to my desk as the phone is ringing...
Boss: Why aren't you picking that up??
Me: I pick it up on the third ring, makes me seem cooler.
Boss: PICK IT UP!!
Me: [rolls eyes] fine. 000, what's your emergency?

A man looked at the menu at the airport restaurant and saw that the sandwiches were named for planes.

"I'll have a Jumbo Jet," he said. When the order arrived, he was disappointed to see how small his burger was, but he ate it anyway.

He called his waiter over and asked, "Are you sure that was the Jumbo Jet?"

"Yeah," the waiter answered. "Went pretty fast, didn't it?"

The owner of a company talks to a young job applicant.

"First of all, our company is very obsessed with cleaning. Did you wipe your feet on the carpet before entering?" asks the owner.

"Yes, I certainly did," replies the applicant

"Second," the employer continues, "We ask our employees sincerity. Are you honest?"

"Yes. 100% honest," says the applicant.

"Good! I asked because there is no carpet at the entrance!"

A tired traveller decided to find a hotel for the night. He stumbled to the front desk and said, "Pardon me, I'm exhausted, I've been driving for fourteen hours, I'm hungry, and I have a headache. Can you just tell me what room I'm in?"

"Certainly, sir," the helpful receptionist replied. "You are in the lobby."

To the irritation of the judge, a sales rep was trying to be excused from jury duty.

"Tell me," began the judge, "is there any good reason why you cannot serve as a juror in the trial?"

The sales rep replied, "I don't want to be away from my job that long."

"Can't they do without you at work?" demanded the judge.

Yes," admitted the sales rep. "But I don't want them to realise it."

A store manager overheard an employee saying to a customer, "No, ma'am, we haven't had any for some weeks now, and it doesn't look as if we'll be getting any soon."

Alarmed by what was being said, the manager rushed over to the customer who was walking out the door and said, "That isn't true, ma'am. Of course, we will have some soon. In fact, we placed an order for it a couple of weeks ago."

Then the manager drew the employee aside and growled, "Never, never, never say we don't have something. If we don't have it, say we ordered it and it's on its way. Now, what was it she was asking about?"

The employee smiled and said ..."Rain."

QUOTE OF THE MONTH

"I spend my time improving the things I can change, not worrying about the things I can't."
- Melanie Perkins

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