

# HBR

*mag.com.au*

Hunter Business Review

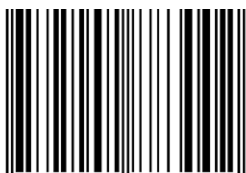
16TH YEAR  
OF PUBLICATION

FEBRUARY 2021  
VOLUME 17 NUMBER 1  
Print Post Approved 100002454

OFFICE  
DESIGN &  
FITOUT

Australia \$6.60

ISSN 2202 - 8838 (Print)  
ISSN 2202 - 8846 (Online)



9 772202 883002 >

HUNTER BUSINESS REVIEW  
Connecting & informing business people

# THE SOUND OF THE HUNTER YOUR LOCAL - 2NURFM 103.7

**135,000**

People listen to  
2NURFM in Newcastle  
every week \*

**178,000**

People aged 25+ listen  
to 2NURFM in Newcastle  
every month \*

To learn more about how your  
business can sponsor and benefit  
from the 2NURFM audience please  
contact [sales@2nurfm.com](mailto:sales@2nurfm.com)

**2NUR<sub>FM</sub>**

\* The National Listener Survey - Newcastle 2020 Survey Wave #1



**PUBLISHED BY:**

Hunter Business Publications Pty Ltd  
 ABN: 15 112 838 945  
 265 King Street  
 Newcastle NSW 2300  
 PO Box 853, Hamilton NSW 2303  
 Phone: (02) 4062 8133

**PUBLISHER and EDITOR:**

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

**ART DIRECTOR:**

Sandie Collie  
 sandie@HBRmag.com.au

**CONTENT MANAGER:**

Jason Duncan  
 jason@HBRmag.com.au

**PRINTING:**

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

**Published monthly (except January)**

**Hard copy circulation: 5,000**

**Also available online**

**www.HBRmag.com.au**



GARRY

SANDIE

JASON

**4** From the Editor

**5** Business News

**18** Business Advice

**20** New Appointments

**21** Property

**24** Office Design & Fitout

**30** Business Services Directory

**31** Funny Business

**OUR PHONE NUMBER HAS CHANGED!**

The number for Hunter Business Publications is now

**(02) 4062 8133**

Please update your records accordingly

# PALFREYMAN

## CHARTERED ACCOUNTANTS

*International Finance Monthly Game Changer's  
Awards "Top 100 Game Changer 2020"*

*Australian Accounting Awards "Public Accountant of the Year 2020"*

*Women in Finance Awards "Accountant of the Year 2019"*

**Palfreyman Chartered Accountants** is an international award-winning accounting firm located in the picturesque Hunter Valley Wine Country at Cessnock.

Our team, led by the **leading public accounting professional in Australia**, provides **expert taxation, business coaching and mentoring services** to clients across the globe. We are proud to be more than just an accounting firm, offering **holistic education-focused service** where we provide constant strategic planning and business advice to help you succeed.



**As the Hunter's Small Business Specialist, we know we can make a difference to your business.  
 Why not contact us today to organise a complimentary business advice meeting?**

02 4990 3775

18 Vincent St, Cessnock

enquiries@palfreyman.com.au

www.palfreyman.com.au

# From the Editor



The new year appears to be bringing some business optimism after a year many would like to forget but the recovery is very lumpy and remains fragile.

Some businesses have in fact had increased sales and profits since COVID hit, particularly those providing PPE, sanitising products and allied equipment / services. The outlook for others, however, remains grim, especially those involved in

international travel or reliant upon overseas visitors.

JobKeeper is due to cease on 31 March, creating major challenges for struggling businesses, in terms of keeping staff or even remaining in business.

The cessation of the JobSeeker supplement will also result in a drop in consumer spending.

At least at the time of this issue going to print, the Government has refused to continue either, citing the amount already spent supporting the economy. Whilst this is an important issue to consider, the Government must also consider what will happen to the economy if many of the struggling businesses close.

Whilst it is not sustainable to continue the economic stimulus measures forever, some continuation of support for the hardest hit sectors would be sensible, even if it is at a lower level.

Many business and community organisations are echoing this thought, so there may yet be a change in the Government's thinking.

The continuing friction with our leading trading partner, China, looks likely to continue, with no resolution in sight, particularly when China is not interested in discussing the topic. Whilst China's restrictive trade measures may not have a major effect on the bottom line balance of payments, especially while iron prices remain high, it is hurting those sectors targeted and increases the general risk of selling to China. In the long term, we may be able to find new markets, particularly in other fast growing economies, but this does take considerable time.

But everything is not doom and gloom. There are still a number of positive factors at play. In their February Economic Outlook, The RBA says that GDP and employment are expected to reach their pre-pandemic levels over the course of 2021, around 6-12 months earlier than previously expected.

Inflation is forecast to remain low for some time, as are the historically low interest rates.

COVID vaccinations are due to commence next month, which will no doubt raise both business and consumer confidence.

So all in all, 2021 should be a much better year than 2020, albeit extremely variable across the economy, and at the year's end we will probably be all experts with the benefit of hindsight.

**Garry Hardie**  
Editor and Publisher

## ON THIS MONTH'S COVER

Featured is a section of Evoke Projects fitout of the Skildare Newcastle office.

Be informed - receive  
your own copy of

# HBR

HBR is available as a hard  
copy magazine and online.

Make sure you receive **HBR** by completing one of these options at [www.HBRmag.com.au](http://www.HBRmag.com.au)

1. Receive your own hard copy **HBR** mailed directly to you for only around \$1 a week.
2. Receive notification when the latest issue of **HBR** is available for reading FREE online

For further information visit [www.HBRmag.com.au](http://www.HBRmag.com.au), email [subs@HBRmag.com.au](mailto:subs@HBRmag.com.au) or call (02) 4062 8133



## Newcastle's waste needs met for the next decade with \$24 million project

With Newcastle to grow to around 187,000 residents by 2030, City of Newcastle has invested \$24 million into the construction of a new landfill site at Summerhill Waste Management Centre.

The Cell 9 project will cater for the city's waste disposal needs for the next 10 years and is complemented by the work of the Resource Recovery Centre, which has already diverted more than 3,100 tonnes of recyclable product from landfill in its first 12 months of operation.

The new landfill cell will take almost three million cubic metres of waste materials that are unable to be recycled, with the equivalent of 280 Olympic swimming pools of earth and rock excavated during its construction.

Lord Mayor Nuatali Nelmes said the Cell 9 project was delivered on time and under budget, allowing the City to continue to deliver low-cost waste services while focusing on increasing the amount of waste diverted from landfill.

"This massive project is just one of a suite of waste-related initiatives we are undertaking to future proof our city and prepare for our growing population," the Lord Mayor said.

"The landfill will work in conjunction with the Resource Recovery Centre, which since opening at Summerhill in September 2019 has already diverted over 3,100 tonnes of waste destined for landfill, including chemicals contained in paints and batteries.

"Our plans for the site also include a state-of-the-art organics recycling facility, which will divert food waste from landfill and transform it into compost, redirecting 900,000 tonnes of food and garden organics from landfill over 25 years."

Manager Waste Services Troy Uren said the cell has been constructed with a focus on protecting the local environment.



Deputy Lord Mayor Declan Clausen and Lord Mayor Nuatali Nelmes at Cell 9.

"Cell 9 has been engineered with a high-tech protective synthetic clay liner to prevent any seepage into the ground," Mr Uren said.

"The material from the cell's excavation has also been put to good use, with the City's Bushland Regeneration team repurposing sandstone to restabilise bush and creeks in rehabilitation works.

"Once Cell 9 is operating, the landfill gas extraction system will be extended to capture methane, a harmful greenhouse gas. This is converted to electricity at the on-site power plant and fed into the grid, currently powering 2500 homes and saving around 8000 tonnes of greenhouse gas every month."



## Fourtree Lawyers

WILLS & ESTATES

EMPLOYMENT LAW

CRIMINAL LAW

TRAFFIC LAW

FAMILY LAW

a clear way  
**FORWARD**

p 1300 529 444

e [help@fourtreelawyers.com.au](mailto:help@fourtreelawyers.com.au)

[www.fourtreelawyers.com.au](http://www.fourtreelawyers.com.au)

## DA for Wickham School of Arts building repair

The Hunter and Central Coast Development Corporation (HCCDC) has announced plans to undertake repair works to the Wickham School of Arts building in Honeysuckle as it progresses with planning for the precinct's final transformation.

Listed in the Newcastle Local Environment Plan as a heritage item with local significance, HCCDC took ownership of the building from the City of Newcastle in 2008.

HCCDC Acting Chief Executive Valentina Misevska said the development application (DA) lodged with City of Newcastle proposes repair works to improve the viability and safety of the building.

"The former Wickham School of Arts building requires repairs including replacing the roof, resealing windows and doors and removing hazardous materials to make it safe.

The DA also includes removing the non-heritage annex built in the 1950's and removing two neighbouring buildings that are not heritage-listed. The sandstone kerb identifying the former Hannell Street alignment will be retained.

These works will maintain the heritage integrity of the building, giving it the best opportunity to be re-purposed as part of a future development."

The former Wickham School of Arts building is located in the western end of Honeysuckle, which is earmarked for future mixed use and commercial outcomes.

"The final three hectares of Honeysuckle lands will be pivotal in the evolution of the western CBD. Achieving a great place outcome that stimulates and underpins the city's future growth is something that we are very committed to achieving," said Ms Misevska.

The City of Newcastle will review the DA, and subject to approval, HCCDC hopes to commence work in mid-2021.

## Origin plans huge battery project at Eraring Power Station

Origin Energy Limited is progressing plans for a battery at Eraring Power Station in NSW, with an overall capacity of up to 700 MW and a dispatch duration of 4 hours, making it one of the largest battery projects currently under consideration in Australia.

Origin has issued an Expression of Interest to suitably qualified firms to supply and install the large-scale battery. A Connection Enquiry has also been lodged with NSW transmission network service provider TransGrid to connect the battery to the national grid via the Eraring substation.

Origin Executive General Manager, Energy Supply and Operations, Greg Jarvis, said deploying a battery at Eraring supports Origin's decarbonisation objectives and recent NSW energy policy announcements.

"We recognise we have an important role to play in positioning Origin's electricity generation portfolio to support Australia's rapid transition to renewables.

"A large-scale battery at Eraring will help us better support renewable energy and maintain reliable supply for customers, by having long duration storage ready to dispatch into the grid at times when renewable sources are not available.

"The deployment of this battery at Eraring will support Origin's orderly transition away from coal-fired generation by 2032, while complementing the policy objectives of the NSW energy roadmap," Mr Jarvis said.

Following selection of a preferred supplier, achievement of the required permitting, and establishment of the network connection, as well as Origin Board approval, the operational capacity of the battery is expected to be deployed over three phases, with the first phase expected to be reached by late 2022.

## Coffey Testing choose saberVox to optimise their operations

After a change to their company structure, Coffey Testing needed to separate their IT systems from their previous corporate ownership. As they required a whole new environment to support their national construction materials testing operations, Coffey Testing needed a solution that could scale to meet changing requirements.

IT manager at Coffey Testing, Danny Munn advised "with such a short window in which to implement the change, we sought proposals from three IT organisations located in Newcastle and Sydney."

Options considered included the purchase of new infrastructure, infrastructure-as-a-service and public cloud services.

Coffey Testing elected to utilise SaberVox Private Cloud solutions for virtualisation and storage, and hosted Veeam backup solution for their on-premise equipment. The solution also incorporated a Cisco Meraki SD-WAN solution, for secure network connectivity.

Financial Controller at Coffey Testing, Darren Pickering said their team had a limited timeframe and Newcastle-based saberVox offered the perfect solution.

"We had a limited time in which to disengage from our previous company structure. Selecting saberVox Private Cloud enabled us to implement a whole new IT environment within two months," Darren said.

"Now, we can scale and change our computing, storage and user licences to meet our operational needs."

"The increased performance of the new IT environment has given us greater agility, enabling us to quickly address changing work requirements, including those presented by COVID-19"

As the opportunity presented itself with the complete revision of the IT environment, Coffey Testing also reviewed their use of collaboration technology. Office365 was selected to provide



the essential email, intranet and instant messaging capabilities required to keep the 250+ staff within the 15 sites around Australia connected with each other.

"The transition to saberVox Private Cloud was quite seamless with very little interruption to our daily routines. Since migrating we've had greater flexibility in our operations."

"Streamlining our collaboration technology has meant using MS Teams to deploy training, which has enabled us to remain Covid-safe and maintain our high level of technical and safety training throughout the travel restriction periods," Darren concluded.





## Local property experts take new direction for 2021 as Movable

Jason Maxwell and Steve Dick of Movable

A leading local name in real estate is about to change, signalling the expert team's commitment to a fresh new start for 2021.

The three offices of Raine & Horne Newcastle, Raine & Horne Stockton and Raine & Horne Commercial Newcastle have regrouped and been renamed Movable.

The familiar faces within these teams are remaining with the business and Managing Director, Jason Maxwell, said the new name reflects Movable's focus on its priorities of helping clients move with the times.

"We really took stock during 2020, as many of our clients have, and we knew we needed to make our next big move as leaders in the local market and redefine our capability for keeping up with

change and meeting the needs of so many people looking to move home and start over," Jason said.

"We know we employ some of the best sales agents and property managers in the business, with incomparable experience and local insights, and we are ready to move away from real estate traditions and undergo a major shake-up," he said.

"Our agency has been operating since 1975, and during this time we have been part of franchised groups but now it's time to make a bold move and do things our way with a new brand that's 100% ours."

The new look name and brand will be highly visible at the company's existing addresses and all contact details will remain the same for a seamless experience for the company's many clients locally and across Australia.



# HAZMAT SERVICES

## OHS | WASTE | ENVIRONMENT

Hazmat Services is a locally owned, Newcastle based Consulting Company specialising in OHS, Waste and Environmental Consulting Services. Our qualified Team deal specifically with Asbestos and other Hazardous Materials, Occupational Hygiene, Waste and Environmental Services.



QHS Certification Services

- ◆ Licenced Asbestos Assessors (LAA)
- ◆ Asbestos & Hazardous Materials Surveys
- ◆ Waste Classification
- ◆ Indoor Air Quality
- ◆ Contaminated Land Management
- ◆ Specialised Remediation Services
- ◆ Asbestos Air Monitoring (NATA Accredited) – Same Day Results !
- ◆ Asbestos Sample Analysis & Collection
- ◆ Asbestos Inspections & Risk Assessments
- ◆ Asbestos and Hazardous Materials Surveys
- ◆ Asbestos and Hazardous Materials Management Plans
- ◆ Occupational Hygiene Monitoring & Assessments
- ◆ Environmental Monitoring & Site Assessments



Level 1, 45c Fitzroy Street, Carrington NSW | [www.hazmat-services.com.au](http://www.hazmat-services.com.au)  
E. [admin@hazmat-services.com.au](mailto:admin@hazmat-services.com.au) | T. 02 4961 1887 F. 02 4969 5887



## AGL announces suppliers for grid-scale battery plans

AGL has announced that energy storage technology companies, Wärtsilä and Fluence have been secured under non-exclusive framework agreements to supply up to 1000 MW of grid-scale battery storage.

Last year, AGL announced plans to build batteries at Loy Yang A power station in Victoria (200 MW), Liddell power station (150 MW) and Broken Hill (50 MW) in NSW and Torrens Island (250 MW) in South Australia.

AGL Chief Operating Officer, Markus Brokhof said Wärtsilä and Fluence were chosen through a competitive tender process for their capability, experience and pricing as well as their alignment with AGL's values and strategic objectives.

"This framework agreement is another example of AGL getting on with the business of energy transition and will enable delivery against our commitment to build 850 MW of grid-scale battery storage by FY2024," Mr Brokhof said.

"Wärtsilä and Fluence are both global leaders in energy storage technologies, ensuring we are investing in the highest standards for performance, reliability and safety.

"We are already well advanced with our planning process and these framework agreements will reduce tender timeframes for individual projects, enabling faster project schedules and commercial operation.

"We're excited to see our grid-scale battery plans begin to come to life; we know energy storage technology is critical in creating cleaner and smarter distributed energy infrastructure.

"Our grid-scale battery plans provide critical firming capacity to the market and will play a leading role in the energy industry's transition over the coming decades."

Mr Brokhof said AGL has been Australia's largest private investor in renewables and is now leading in the development of storage technology such as batteries, ranging in size from grid-scale to residential.

"Grid-scale batteries allow AGL to leverage excess solar and wind generation to provide capacity when renewable sources are not generating.

"These plans are part of the commitments made in our Climate Statement which targets net zero emissions by 2050."

## Australian F-35A Lightning II achieves Initial Operational Capability

Australia's F-35A Lightning II fleet can now be deployed on operations, with Initial Operational Capability being officially achieved 28 December 2020.

Australia is purchasing a total of 72 of the stealth fighters, with up to 54 being based at Williamtown at any one time.

Minister for Defence, Senator the Hon Linda Reynolds CSC said the F-35s are the most advanced, multi-role stealth fighter in the world.

"The fifth-generation F-35A, along with the F/A-18F Super Hornet and EA-18G Growler, is key to our air combat capability and critical to achieving the objectives set out in the 2020 Defence Strategic Update to Shape, Deter and Respond," Minister Reynolds said.

"For the last two years, Defence has rigorously tested the F-35A fleet to assess aircraft and system performance, and declare this important milestone.

"I would like to thank everyone that has worked so hard to get us to this point; to have accomplished all the required testing and materiel delivery is remarkable.

"The Australian Defence Force now has an F-35A squadron ready to conduct technologically advanced strike and air combat roles, and another squadron dedicated to providing world-class training here in Australia.

"While 2020 presented significant challenges to all of us, and travel restrictions made it difficult to ferry our aircraft to Australia,

the huge efforts of Defence, industry and our partners in the United States made today's achievement possible."

Minister for Defence Industry Melissa Price said cooperation with industry had set Defence up for long-term success.

"Our defence industry has played a critical role in achieving today's milestone, which continues the success story of Australia's involvement in the F-35 global program," Minister Price said.

"Just last month we announced that more than 50 Australian companies have shared in \$2.7 billion in contracts, demonstrating the Morrison Government's commitment to backing Australian industry and supporting Australian jobs.

"Australia will continue to work with the United States F-35 Joint Program Office and our industry partners as more aircraft are delivered through to 2023, and a mature capability is achieved."

## The Mutual Bank Opens in Edgeworth

Hunter-based The Mutual Bank has started welcoming customers to its new branch located at Edgeworth Town Square.

CEO, Geoff Seccombe, said the new branch re-establishes The Mutual Bank's physical presence in Lake Macquarie and offers a convenient place for local members to do their business and personal banking.

He said that after the initial COVID-19 pandemic outbreak, The Mutual Bank temporarily reconfigured its branch network. It made the difficult decision to close its Lake Macquarie branch at Glendale and reallocate staff to ensure the balance of its branch network remained open.

"After the uncertainty and disruption of COVID-19 in 2020, The Mutual Bank's branch network is back to full capacity with seven branches and is back in Lake Macquarie," Mr Seccombe said.

"The Mutual Bank is maintaining its branch network and operating hours as part of our full-service banking approach," he said.

Edgeworth member service supervisor Carolyn Gibbs worked at the Glendale branch for four years. Ms Gibbs said she and her team are enjoying being back in branch helping customers in person.

"Many of our members prefer to speak with a person when it comes to aspects of their banking," Ms Gibbs said.

The branch and ATM are located just inside the centre, next to Subway. The branch is open from 9 am to 5 pm Monday to Friday and on Saturday from 9 am to 12 pm.





## Newcastle lawyer honoured for commitment to social justice

A Newcastle-based lawyer who uses her skills and expertise to advocate for vulnerable people has received the 2020 Australian Lawyers Alliance's (ALA) Civil Justice Award.

Catherine Henry, founder and principal of Catherine Henry Lawyers, was presented with the award during the ALA's conference in the ACT on 2 December 2020.

"Catherine Henry is a truly deserving recipient of our annual Civil Justice Award," said Mr Graham Droppert SC, National President, ALA. "For many years, Catherine has effectively used the law to support and advance social justice and human rights in Australia.

"Using common law litigation and consumer law remedies backed up by public advocacy, Catherine's work has contributed to positive reform in aged care and health services."

Over the course of the last decade, Catherine Henry has campaigned on several important social justice issues including women's reproductive rights; the rights of Aboriginal and Torres Strait Islander peoples; the rights of people experiencing mental illness; and the rights of older Australians, particularly those in aged care.

"Catherine's commitment spans more than one issue and draws from her experience as a health lawyer and aged care lawyer," said Mr Droppert.

"Catherine has been an advocate for the rights of older Australians living in aged care and a public campaigner for reform of the aged care sector for the past decade. It is pleasing to see that reforms that Catherine has been calling for, such as changes to the Aged Care Act, have recently been acknowledged by the Aged Care Royal Commission.

"Inspired by the people she meets through her practice and their often very distressing experiences, Catherine also campaigns for improvements in healthcare and uses her medical negligence case work to promote change in healthcare delivery and the professionalism of health care providers.



"Catherine is an excellent example of a lawyer who uses her expertise and time to make a positive difference to the lives of others. This is especially valuable in the regional areas where Catherine works, as health and other civil justice outcomes and support services can lag behind those of Australia's capital cities."

Previous recipients of the ALA's Civil Justice Award include former Prime Minister Malcolm Fraser AC, Indigenous rights activist Eddie Mabo, lawyer Bernard Collaery and politician Andrew Wilkie MP.

## MOVABLE

FOR MORE THAN 40 YEARS WE HAVE BEEN PART  
OF FRANCHISED REAL ESTATE GROUPS.  
IN THAT TIME TOGETHER WE HAVE ACHIEVED  
SOME REMARKABLE THINGS.  
BUT IT'S NOW TIME FOR CHANGE,  
TO MAKE A BOLD MOVE.

[movable.com.au](https://movable.com.au)

## Re-use of buildings makes environmental sense

Kingston Building Australia has recently purchased an existing industrial site at 10 Aruma Place in Cardiff Industrial Precinct with a site area of 9,700 sqm. The existing building is a 3,600 sqm industrial warehouse with office facilities and 50 on-site parking spaces. Importantly the site is capable of accommodating larger transport vehicles including semi-trailers and B doubles and is well positioned in respect to the recent Munibung Road extension.

Kingston's Managing Director Colin Robards said "Re-use of existing buildings should always be the first consideration. To build the facility as new would produce over 700 tonnes of CO<sub>2</sub> into the atmosphere just to manufacture the concrete that would be used. Our Logo is People, Planet, Performance and our people are committed to minimising our carbon footprint."

Kingston's refurbishment will see Hi-bay lighting replaced with energy saving LED lights as well as five star fittings throughout the amenities.

Kingston intend to strata subdivide the existing warehouse and construct an additional 950 sqm of floor space on a currently underutilised part of the site. An early marketing campaign run by Trent Robertson of Colliers has yielded impressive results with substantial businesses, a national retailer of air conditioning products and RN Baker Switchboards, having already committed to occupying two-thirds of the existing warehouse.

Kingston has a reputation of delivering quality residential, retail, health and education projects as well as bespoke industrial projects to suit individual clients. Tenants will start to occupy the existing warehouse from February with the warehouse extension due for completion by September 2021.

## Leading Edge Data Centres partners with Megaport

On 20 January Leading Edge Data Centres announced it will be offering direct connectivity from its Newcastle Data Centre to leading public cloud providers via Megaport, a global leading Network as a Service (NaaS) provider.

By utilising Megaport's on-demand Software-Defined Network (SDN), Leading Edge Data Centre customers can combine their private cloud requirements with a direct on-ramp private to leading public clouds to meet their specific business needs. As a Megaport-enabled location, Leading Edge Data Centres will be able to offer its Newcastle customers:

- Choice: Direct private access to an industry-leading 215 cloud on-ramps and more than 700 on-net locations
- Security and Performance: Reliable, direct, private connections that bypass the public internet
- Marketplace: A global ecosystem of more than 350 service providers, including Alibaba, AWS, Google Cloud, IBM Cloud, Microsoft Azure, Nutanix, Oracle Cloud, Salesforce, Rackspace and SAP
- Ease-of-Use: Delivered from the self-service easy-to-use Megaport Portal, Megaport services can be enabled and adjusted as required
- Optionality: Enable hybrid cloud, multicloud, and cloud-to-cloud architectures via point-and-click provisioning with the intelligent Megaport Cloud Router
- Performance: Localise applications and terminate traffic closer to the edge where performance matters
- Scalability: Elastic connectivity supports business needs and aligns to cloud consumption models

Customers will have the ability to take a hybrid approach to data storage and compute functionality – keeping some applications in a traditional data centre environment while also utilising the public cloud for flexible backup, storage and compute functions. This collaboration with Megaport allows customers to simplify

their connectivity to the cloud to only consume the services they need on a pay-as-you-go basis. It is easy to scale bandwidth up or down, giving customers much more flexibility for seasonality, responding to demand-based initiatives, or as their business grows – without making any significant infrastructure investments.

## Triple investment for sport and recreation in Singleton

Investment in sport and recreation in Singleton will more than triple in 2021 with a list of projects for sports facilities across the local government area, including a new surface for Howe Park, sport lighting upgrades and the continued roll out of irrigation systems for sportsfields.

More than \$2.5 million is included in Singleton Council's 2020/2021 capital works program for sports and recreation infrastructure that covers \$450,000 for improvements to Singleton Gym & Swim, \$60,000 for irrigation for Cook Park and \$20,000 for turf renovations to go ahead in 2021.

The NSW Government's recent announcement of Resources for Regions funding also provided \$500,000 for the new grandstand at Singleton Rugby Club, \$250,000 for Howe Park turf renovations, \$476,000 for sports lighting upgrades at Howe Park and Alroy Oval and \$250,000 for a maintenance shed for Singleton Golf Club.

In addition, Council is working with local clubs on the future of organised sport and will undertake a \$75,000 Community Sport Infrastructure Strategy to help sports clubs prepare strategic plans that will help set the vision for sport in Singleton.

Council also allocated \$31,235 in dollar-for-dollar grants for sports clubs under Round 1 of the Singleton Council Sports Grant Program 2020/2021 at its December ordinary meeting.

*Coordinator Recreation and Facilities Amanda McMahon and Parks Management Officer Mitch Moy at Howe Park.*







**WINNER**



**2020  
EXCELLENCE  
IN BUILDING  
AWARDS**

HUNTER  
CENTRAL COAST  
MANNING  
OXLEY AND  
TAMWORTH



  
**Kingston**

**BUILDING**

Licence No 337988C

📞 02 4927 1877

🌐 [www.kingstonbuilding.com.au](http://www.kingstonbuilding.com.au)

● People ● Planet ● Performance



## Design changes to Scone Airport terminal and Warbirds attraction keep budget on track

Minor changes to the design of the Warbird Visitor Attraction and Scone Regional Airport Terminal have been approved by an independent DA assessor and a meeting of Upper Hunter Shire Council.

The new designs keep the cost of construction within budget by changing some materials and reducing the size of some aspects of the building, offsetting additional fire management infrastructure with a budget of up to \$1.09 million. The design and construction is being undertaken by Kingston Building Australia after a tender process.

The project budget of \$23.5 million is maintained with the revised budget, however the contingency has been significantly reduced due to the fire management system.

A special meeting of the Scone Airport Management Committee held on 7 January 2021 supported the revised design.

As Council is the applicant and landowner, the application was assessed by an independent planning consultant.

The application did not require notification as the modifications are minor and not likely to change the outcomes of the previous concerns addressed. The overall footprint and height of the terminal component will be reduced by 260 sqm and 3.05 m respectively. Whilst the height of the hangar component will be increased by 2.4 m, that will not result in any significant adverse impacts on surrounding properties or the safe operation of the airport. The building is well set back from the road (over 13 m) and does not directly adjoin any residential properties.

Construction of the terminal and Warbirds Attraction is expected to be completed in 2021.

The airside work being undertaken by Daracon is already underway - including 50,000 sqm of bitumen sealing, over 60,000 square metres of lime stabilising and over 10,000 tonnes of gravel, and 4 km of concrete stormwater pipe installed - and is expected to be completed in March 2021.

The \$23.5 million project is proudly supported by the Australian Government, NSW Government and Upper Hunter Shire Council.

## QANTAS connects Newcastle and Melbourne

Australia's national carrier Qantas now directly connects the Hunter Region to Melbourne for the first time in more than a decade. Qantas launched a Boeing 717 jet service on 1 February 2021.

Newcastle Airport ambassadors Mark and Cathy Fren, stars of Channel Nine's popular 'Travel Guides' program were on hand to support the airport's announcement.

Speaking, Airport CEO Dr Peter Cock said the new service to the southern capital was a great show of confidence in the region.

"We've seen really strong travel demand from our region since borders reopened," he said.

"Today's announcement is further good news for our customers and the latest example of airlines meeting that demand. In recent weeks we've seen new services to destinations such as Canberra, Lord Howe Island and the Sunshine Coast."

"We now have Qantas flying to Melbourne at the start and end of the day. Those times will suit all types of travellers and enable business passengers to do a day's work in Melbourne and be home in time for dinner."

"Importantly, this service also enhances the ability to catch connecting flights within the Qantas network, from Melbourne to destinations such as Adelaide, Perth or Darwin and check your bags through to the final destination."

"Our research and forecasts were telling us that our region was outperforming others across the country, so it's great to see an airline such as Qantas recognise us in this way."

## Great ideas attract \$7 million in NHMRC grants

Seven University of Newcastle researchers have been awarded more than \$7 million in National Health and Medical Research Council (NHMRC) Ideas Grants, designed to support innovative and creative research projects which address a specific question.

In collaboration with Hunter Medical Research Institute (HMRI), the Newcastle researchers will explore the effect of bushfire smoke on unborn babies, evaluate wheat as a cause of chronic indigestion, investigate the link between a stroke drug and dementia, and study why the process of perception is disrupted for people living with schizophrenia.

Other projects will focus on the future of Aboriginal health research; possible links between attention deficit hyperactivity disorder and anxiety with preterm birth; and a potential therapeutic strategy for severe asthma.

University of Newcastle Deputy Vice-Chancellor (Research and Innovation) Professor Janet Nelson said the NHMRC funding reflected the University's passion for, and commitment to, driving health outcomes for people in our region and beyond.

"Our researchers are at the forefront of their respective fields, ready to challenge conventional thinking, break new ground and create better health initiatives that change lives," Professor Nelson said.

"This funding will help our Hunter-based researchers discover, develop and deliver new solutions to significant health challenges that affect all Australians."

HMRI Director Professor Mike Calford said the institute was looking forward to supporting the awardees to deliver world class medical research in the Hunter.

"Congratulations to the lead researchers and their teams in securing these well-deserved grants," Professor Calford said.

"The Ideas Grants program is designed to support innovative and creative research, the success of our research community is exciting and will lead to important progress to improve health outcomes for our community."

The grants are the second round to be offered through the scheme since its inception.

## Funding helps Newcastle volunteers save lives on the water

Boating safety on Newcastle waterways has been boosted thanks to Port Waratah Coal Services' support to ensure Marine Rescue Newcastle remains ready to respond to emergencies.

As part of the Port Waratah Community Investment Partnership Programme, the unit received funds to purchase the essential Dry Berth infrastructure to keep its new \$535,000 rescue vessel, Newcastle 30, in tip-top condition for rapid response.

The new infrastructure lifts and secures Newcastle 30 from the water when it is not underway to an emergency or on routine patrols or training exercises. Sitting above the water prevents the vessel's aluminium hull from corroding through constant immersion in salt water or becoming fouled by harmful marine growth or electrolysis.

MR Newcastle Unit Commander Ron Calman thanked Port Waratah for its generous support for the unit's volunteers and their mission to save lives on the water.

"This new infrastructure means our boat needs to spend far less time out of the water for cleaning, maintenance and repairs to damage to the hull caused by salt and growth," he said.

"That's good news for Newcastle boaters because it means we're ready to head out at a minute's notice whenever we receive a call for help."

"It's also good news for the environmental health of our waterways, as the boat's hull will no longer need to be coated with anti-fouling chemicals, preventing these from leeching into the water."

He said this would save the unit significant costs in re-coating the vessel each year, maintenance and repairs and would help extend its operational life.



## Hunter innovation to improve electrical safety

A local electrical company has developed a product that has the capacity to revolutionise the use of electricity and save lives.

WWEST (World Wide Electrical Safety Technology Pty Ltd) is an electrical safety innovator that specialises in the research and development of electrical safety technology. The company was established by local electrician Wayne Callen jointly with Allan Edwards and Robert Zullo.

WWEST has been developing the Residual Voltage Technology (RVT) for a number of years. Initially developing a standalone power board style of product, WWEST has refined the RVT to be about the size of a postage stamp which enables it to be integrated in all electrical products from hairdryers and phone chargers to power tools and high voltage electrical infrastructure.

The device has been independently tested by a NATA approved testing agency as a voltage monitoring device and is the only product of its type on market. The RVT-VMD has been issued a Certificate of Suitability by NSW Fair Trading (CS10890N) and is approved to Australian/New Zealand's Standard 3100:2017+A1.

WWEST believes that the lifesaving technology, which is more effective than mainstream RCD technology, can be integrated into commercial and consumer electrical products and help save thousands of lives and improve electrical safety.

"This device changes the functionality of a traditional RCD and provides an unprecedented level of safety to electrical applications. The RVT-VMD when coupled with an RCD, enabling it to work in all earthing systems and creating a world-first Class II Rated RCD," Wayne Callen said.

"The RVT-VMD is a disruptive technology that provides a higher reliability than standard RCD's by duplicating the functional sensing and triggering components, triggering on both half cycles of the AC waveform," he said.



*Robert Zullo, Wayne Callen and Allan Edwards*

WWEST has already been successful in integrating the RVT-VMD into major infrastructure organisations including Sydney Water. The next step for the company is to work with a major manufacturer to develop the product for use into power boards, industrial and household electrical products, renewable infrastructure (e.g solar panels and battery storage units), emergency service and field maintenance vehicles, construction and industrial sites.

## MOVABLE

MOVABLE IS A MUTINY.  
A REBELLION AGAINST CONFORMITY.  
100% WHAT WE CHOOSE TO DO.  
INDEPENDENTLY FOCUSSED ON STRATEGY FOR  
REAL ESTATE IN NEWCASTLE.

[movable.com.au](http://movable.com.au)

## Fly Pelican launches weekly service to Port Macquarie

The travel time between the Hunter and Port Macquarie has grown shorter after Fly Pelican launched a weekly service from 4 February to the Mid-North Coast town. The service flies on Thursdays and comes on the back of Fly Pelican's successful launch of a three times weekly service to the Sunshine Coast which commenced on 4 January.

Fly Pelican CEO Marty Hawley said the continued expansion of his airline's network was a direct result of the ongoing vote of confidence from the region.

"Despite all the hurdles that the pandemic has thrown up, we've continually found strong demand for inexpensive, convenient travel from our region. We're hopeful the addition of this quick flight to Port Macquarie continues that trend."

Port Macquarie-Hastings Mayor, Peta Pinson was delighted to see Fly Pelican build on the success of the Port Macquarie to Canberra service.

"This is a wonderful new service for our community, providing yet another opportunity for us to spread our wings and travel locally within our beautiful country," Mayor Pinson said.

"Local getaways are becoming increasingly popular, and we look forward to welcoming and showcasing our region to even more visitors from Newcastle."

## World's first LNG-fuelled large bulk cargo vessel berths at Port Waratah

On 11 January Port Waratah Coal Services welcomed the HL ECO, a LNG-fuelled bulk carrier, at the Kooragang Terminal, as the first port of the global eco-friendly vessel's maiden voyage from Korea.

One of the first of its kind, the HL ECO is the first LNG-fuelled vessel to berth on the eastern Australian seaboard. The vessel is one of two 180,000 tonne bulk carriers built in Korea and launched on 11 December 2020. HL ECO's sister ship the HL Green arrived in Port Hedland, WA, last Wednesday.

It is equipped with two of the world's largest Type C LNG fuel tanks, each with a storage capacity of 1600 cubic metres. The vessel sets a new standard for eco-design as the maritime industry moves to reduce emissions from shipping operations.

The LNG fuel design reportedly reduces 99% of sulphur oxides and particulate matter, up to 85% reduction in nitrogen oxide emissions, and a 30% reduction in greenhouse gas emissions, compared to the levels of current bulk-carrier vessels.

It is expected to make about 10 round trips a year between Korea and Australia.



## Kurri Kurri selected for shared community battery

Enova Community Energy's first shared community battery will be installed at a site in Kurri Kurri, in an innovative peer-to-peer solar energy trading initiative known as The Beehive Project. The 1 MW battery will be installed at the Ausgrid substation on the outskirts of Kurri Kurri later in 2021.

About the size of a shipping container the battery will be operated by Enova to maximise its value at the wholesale level and deliver benefits to energy customers and the community.

Enova received funding from the NSW Regional Community Energy Fund to support the implementation of the battery. It will be paired with online platform Powertracer, developed by technology company Enosi, that will enable peer-to-peer energy trading between participants and the battery.

The peer-to-peer program will enable 500 participants to buy and sell (or trade) rooftop solar energy from each other and trade with the battery itself. The project is a unique pilot, to be analysed and documented with outcomes widely shared by University of Newcastle.

Enova Community Energy CEO Felicity Stening said, "This project is unique. Not only is it a key strategic initiative for Enova, it's also the first of its kind in Australia. Projects like this have the potential to change the face of the electricity system as we know it."

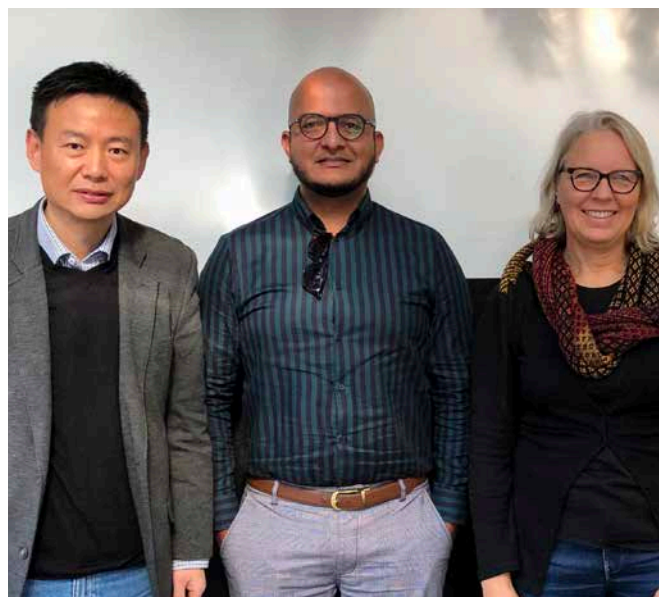
"With our partners Enosi and University of Newcastle, we're looking forward to generating great results and learnings that can be shared with the broader community, so that the capability to generate, store and share renewable energy can start to be part of the new normal," said Felicity.

In welcoming the project location, Cessnock Council Mayor Bob Pynset said, "This community battery project is a groundbreaking initiative, there's nothing else like it in Australia. I'm proud that Cessnock City Council has played its part in giving it a home. The Hunter region is navigating its way from being seen as only a coal producing region, toward a region of opportunity. This opportunity to support a community energy asset could not have come at a more important time. We're thrilled to invite our community to get involved by registering to participate."

Kurri Kurri locals and Hunter region residents are invited to register their application to participate in the shared community battery project, by visiting [www.enovaenergy.com.au/shared-community-battery](http://www.enovaenergy.com.au/shared-community-battery).

Enova will invite at least 500 households with and without rooftop solar to participate. Project participants can live anywhere in New South Wales. The project will enable them to share and trade rooftop solar energy with each other and with the battery itself.

*UoN researchers on ENOVA project*







# 2021 HUNTER INVESTMENT PROSPECTUS

Promoting  
the Hunter as a  
Smart Business,  
Investment &  
Lifestyle  
Choice

Published by Hunter Business Publications Pty Ltd, the Hunter Investment Prospectus is an important promotional project for the Region that is distributed as a high-quality hard copy as well as online.

View a copy of the 2021 Hunter Investment Prospectus  
online at [www.hunterinvest.com.au](http://www.hunterinvest.com.au)

## SPONSORS

The Hunter Investment Prospectus is only made possible by the following organisations that have supported this project and are active supporters of the growth of the Hunter Region.

### GOLD SPONSORS

Cessnock City Council  
Hunter & Central Coast  
Development Corporation  
Knight Frank  
Out of the Square Media  
SHAC  
The University of Newcastle

### SILVER SPONSORS

Ai Group  
Collaborative Construction  
Solutions  
Dungog Shire Council  
Evoke Projects  
GHD  
Glencore  
Hunter Region Business Hub  
HunterNet  
McNamara Adams  
Movable

### NCP Printing

North Construction & Building  
Regional Development Australia – Hunter  
Scorpion International  
Singleton Council

### BRONZE SPONSORS

Hunter Water  
Newcastle City Council  
The Port of Newcastle  
Upper Hunter Shire Council

For queries or feedback regarding the **2021 Hunter Investment Prospectus**, please contact:

**Hunter Business Publications Pty Ltd** P: +61 2 4062 8133 E: [info@HBRmag.com.au](mailto:info@HBRmag.com.au) W: [www.HBRmag.com.au](http://www.HBRmag.com.au)

## Kurri Kurri Wastewater Treatment Works upgraded

Upgrades have now been completed at the Kurri Kurri Wastewater Treatment Works, which will better protect our environment and improve the health of our waterways.

The works will also provide additional future capacity to service up to 25,000 people in the area to help meet the needs of the growing community.

The major upgrade is part of Hunter Water's program to replace and upgrade ageing assets that require modernisation across the region.

Manager Asset Solutions Justin Watts said the infrastructure upgrades at Kurri Kurri were crucial to delivering positive environmental outcomes for our community.

"Growth in the catchment was forecast to exceed the capacity of the plant by 2022. This upgrade also responds to the immediate needs of the growing community and will support the growth of the region into the future," said Mr Watts.

The upgrade included the installation of a new wastewater clarifier to increase capacity and improve water quality, while new electrical equipment would improve the safety and efficiency of the plant.

Hunter Water delivered the project, with the construction works carried out by John Holland.

## Cessnock offers financial support to community organisations

Council is offering financial support in the form of a Rates Subsidy to local not-for-profit community organisations.

The subsidy of up to 50% is designed to recognise the value of community organisations and help with the delivery of their services and activities to the Cessnock Local Government Area community.

To be eligible, organisations must meet the principles of Council's Rates Subsidy Policy, complete the Rate Subsidy application and provide all the required supporting documentation.

Applications for the 2021-22 financial year subsidy must be lodged with Council by 19 March 2021. All applicants will be notified of the outcome of their submission by 1 June 2021.



*Professor Tania Sourdin,  
University of Newcastle  
and Sean O'Sullivan,  
Moray & Agnew*

## Moray & Agnew and UoN announce new Indigenous student scholarship

Moray & Agnew Newcastle has established the Moray & Agnew Indigenous Shaping Futures Scholarship in Law with the University of Newcastle.

Beginning from 2021 and in place for at least three years, this equity scholarship focuses on supporting Indigenous law students throughout their studies.

The Moray & Agnew Indigenous Shaping Futures Scholarship in Law scholarship contributes \$4,000 to a different University of Newcastle Law School student each year to assist with expenses such as accommodation, text books and equipment, day to day living, travel costs and work placements.

Sean O'Sullivan, Moray & Agnew's Managing Partner Newcastle, says, "We are excited to partner with the University of Newcastle, a highly reputable institution well known for high-quality education, to support transformative outcomes for Indigenous students.

"Our firm has an ongoing commitment to good corporate citizenship. One aspect of our firm's business strategy relates to reconciliation initiatives and ways in which it engages

with First Nations communities, supporting awareness and understanding of Australian Indigenous culture and entrepreneurship. One of the factors underpinning this is education."

The University's Pro-Vice Chancellor (Indigenous Strategy and Leadership) Nathan Towney says, "The University of Newcastle has a national leadership role and outstanding track record in Aboriginal and Torres Strait Islander higher education. Our enrolment of Aboriginal and Torres Strait Islander students is significantly higher than the national average.

"We believe in providing a world of opportunity for all people, regardless of their background and experiences. We're delighted that Moray & Agnew has chosen to support our dedicated Aboriginal and Torres Strait Islander scholars of law and help them achieve their full potential, now and into the future."

Professor Tania Sourdin, Dean and Head of Newcastle Law School, says, "It's wonderful to have this support for our Indigenous students; there's a pressing need to have more Indigenous lawyers."



## Mullane & Lindsay recognised as leader in family law

Mullane & Lindsay has been recognised in the 2020 Doyles Guide of Leading Law Firms for its work in family law. The law firm which was established in the Hunter in 1976 specialises in a range of legal fields but has been recognised as a leading Newcastle, Hunter Valley and Central Coast Family and Divorce Law Firm.

Additionally, Mullane & Lindsay Directors Mark Sullivan and Ashleigh John were also named in the Guide's Leading Family Lawyers for the Newcastle, Hunter Valley and Central Coast.

Mark is the leader of Mullane & Lindsay's Separation, Family, Relationships Law group and a NSW Law Society Accredited Specialist in Family Law since 1994. He has practised in this area for 37 years and been a principal and now director of Mullane & Lindsay since 1985.

Ashleigh joined Mullane and Lindsay in 2007 and is also a Director of the Separation, Family, Relationships Law group. She is a NSW Law Society Accredited Specialist in Family Law and practices primarily in family law property and parenting matters, and has a particular interest in parenting and children's matters. Ashleigh is also a lecturer at the University of Newcastle in the Family Law Practice course, President of the Hunter Valley Family Law Practitioners Association, and is a Steering Committee member of the Greater Newcastle Family Law Pathways Network (an interagency of family service providers in the Hunter).

The Mullane & Lindsay Family Law team currently includes four solicitors: Mark Sullivan, Ashleigh John, Rose Laffan and Catherine Williams who are supported by Rebecca Fren, Angela Newsome and Sally-Anne Todkill. Over the past 43 years, the Mullane & Lindsay Family Law Team has produced family law barristers, a Family Court Registrar and a Family Court Judge.



Ashleigh John & Mark Sullivan

The Doyles Guide includes online peer-based surveys as well as extensive telephone and face-to-face interviews with clients, peers and relevant industry bodies, to compile its list each year.

Director Kristy Nunn said that the national acknowledgement was testament to the firm's commitment to client outcomes.

"Our team of talented and empathetic individuals work hard to make our clients' lives a bit easier and take on some of the burden during difficult times," Ms Nunn said.

"The firm values its strong connections with its local community both as business and an employer and where possible chooses to recruit and support students from local educational pathway providers including the University of Newcastle's Faculty of Business and Law.

"What this means, is that we are very proud of our ongoing ability to recruit and attract local people who understand our clients and their needs," she said.



Offering Solar Energy Solutions to the Commercial, Industrial and Large Scale Sectors, earthconnect is a business dedicated to making a difference environmentally, through Renewable Energy Technologies.

**[www.earthconnect-australia.com](http://www.earthconnect-australia.com)**

(02) 4028 6948 | [info@earthconnect-australia.com](mailto:info@earthconnect-australia.com)



AN0821577



## Can Employers direct the job? COVID-19 vaccinations in the workplace

**Jeremy Kennedy**  
**Roberts Legal**

With the confirmed rollout of the COVID-19 vaccination in Australia ahead of schedule by almost 6 weeks, the question looms for Australian businesses as to whether they can require their employees to compulsorily receive the inoculation or provide a legal direction for them to receive it.

From a Federal point of view the receiving of the vaccine will be completely voluntary. However, both workplace and public health and safety is the responsibility of individual states and it remains to be seen if legislation will be implemented on a state-based level making injections compulsory for attendance at work or in various public places particularly where there may be a high risk environment.

The NSW Premier has indicated that proof of receipt of the vaccine will be required in order to enter hotels etc one would assume that this would also apply to workers at these places of work. When, how and who will assume responsibility and potential liability is not yet clear.

Nor is it currently clear as to what extent existing WHS and industrial laws will assist employers to force vaccines on their workforce.

### Work Health and Safety obligations

In states that have adopted the model WHS legislation such as NSW, there is an obligation to ensure so far as is reasonably practicable the health and safety of all workers and other persons who may be put at risk at a workplace.

Regulators, may require the introduction of a workplace mandatory vaccine policy as a reasonably practicable measure to be taken to ensure a safe workplace. Cost is one consideration when considering what is reasonably practicable and as the cost of the vaccine is being met by the Federal Government this would give weight to this argument.

Another key consideration may well be the nature of the business in terms of a worker's exposure to the risk of contracting COVID 19 such as the health and aged care sectors.

Workers also have obligations under the Act to take reasonable care for their own safety and that their acts or omissions do not adversely affect the health and safety of other persons. They are also required to comply so far as they are reasonably able with any reasonable instruction given to them by their employer and to cooperate with any reasonable policy. A failure by a worker to follow a mandatory vaccination policy could arguably put themselves at risk of prosecution.

### Lawful and reasonable direction

There is an implied term in any contract of employment that an employer can give a lawful and reasonable direction to perform a task or comply with instructions, providing that direction or instruction 'properly appertains' to their job. If an employee fails to follow that direction, they can be dismissed.

Relevant considerations for employers in seeking to implement a mandatory vaccination policy and provide a lawful and reasonable direction to their employees include whether exemptions should be granted under the policy due to religious grounds, existing conditions or disabilities and age. Other considerations would be whether there are other available measures to reduce the risk of COVID-19 such as requiring wearing of masks, social distancing, hand sanitiser and working from home.

Some guidance as to how a mandatory vaccination policy may be interpreted can be obtained from the Fair Work Commission decision in a recent case of *Arnold v Goodstart Early Learning Ltd T/A Goodstart Early Learning* [2020] FWC 6083

In this case GoodStart had introduced a free mandatory flu vaccination policy for all employees with an exemption based on medical grounds. An employee objected to the vaccination and was subsequently terminated for her failure to receive the inoculation.

This indicates that at least in certain employment sectors, failure to comply with a direction to be vaccinated, without a reasonable excuse could allow employers to terminate their employees.

### Considerations & actions for employers

Hopefully employers will be given some further guidance from respective State governments and/or their regulators through legislation on these issues and the implementation of a mandatory vaccination policy, however in the interim employers should consider the following;

- whether it is appropriate for their business to implement a policy that addresses workplace vaccinations and what measures can be taken to reduce the work health and safety risk relating to COVID-19.
- training employees on measures to effectively reduce the spread of COVID-19 including providing accurate information on the benefits and the risks of vaccination.
- whether they should arrange for employees to voluntarily be vaccinated against COVID-19 during work time and on premises.
- avoid any unintended unlawful discriminatory impact on employees who may have a reasonable excuse not to be vaccinated either due to health, religion or other protected reasons.

Roberts Legal is able to assist by providing advice in relation to your work health and safety obligations and can also assist in the development of an appropriate policy.

**For more information visit [www.robertslegal.com.au](http://www.robertslegal.com.au), call (02) 4926 2236 or email [hello@robertslegal.com.au](mailto:hello@robertslegal.com.au)**



**Jeremy Kennedy** is nationally recognised for his expertise in managing serious workplace incidents and complex employment issues. He represents employers in the mining, construction and manufacturing industries throughout Australia and regularly provides advice and training to boards in relation to compliance with work health and safety laws.



## Including “Self-Care” in your 2021 business plan

**Brett Cameron**  
Cameron Hypnotics

Whether you are a sole trader or part of major corporation, this is the time of year for “big picture” planning. What are you planning on achieving in 2021 and what has to change for that to happen? In business we are always juggling the wearing of different hats. You have your admin/business hat, your self-motivation or team motivation hat, your empathic hat, your marketing and sales hat, your organisation hat, and your networking hat. Bring your attention to how you will use the “self-care” hat in 2021. For too many years the preservation of mental health at all levels of business has been overlooked. We all know someone who has experienced levels of challenged mental health, whether that be depression, anxiety or other.

As a sole trader, when you receive an email or a message from a client informing you that they can’t make their appointment today, and you respond by doing a fist pump supported by a triumphal “oh yeh”, then that is a sure sign of burn-out. Anyone who is running a successful solo business or practice would be giving an unconscious nod as they read that sentence.

In my Clinical Hypnotherapy practice I was at that burn-out point three years ago when I was seeing clients five days a week and putting in full-day clinic time. By the weekend there was nothing left in the tank. I was running on empty. I was telling my clients that it was OK to take their foot of the accelerator to re-focus, and it was time for me to listen to my own words. It was at that point, I decided on a life-changing yet simple strategy. I cut my face-to-face days to four days a week and had a price rise.

The trick to having effective self-care is to put it in your diary. I love getting a reminder on Thursday that tomorrow is “client free”.

What could you achieve on your client free day or your self-care day? My activities are:

- Admin and marketing: plan social media posts
- Write articles
- Have a swim, massage, do some yoga, visit the chiropractor
- Do some gardening
- Read
- Put brain in bucket, rinse and repeat
- Plan for the following week

How are you planning to manage “you” better in 2021? When you are rested, healthy and focussed, your clients and customers will thank you, your business will thank you, and your family will thank you. Think about it. It might be the best business decision that you have made.

**For further information call Brett Cameron on 0403 335 751, email [brett@cameronhypnotics.com.au](mailto:brett@cameronhypnotics.com.au) or visit [www.cameronhypnotics.com.au](http://www.cameronhypnotics.com.au).**



**Brett Cameron** is the man behind Cameron Hypnotics, a Clinical Hypnotherapy and Coaching practice at The Junction.



Recruiting the right person for an executive or permanent role is not as easy as it may seem... but finding the right HR organisation is. **EMERY HR** is a local recruitment and HR agency built on integrity, passion and 30 years of industry know-how with a unique fee structure that could save you thousands. **Find the right one... talk to Margo Emery today.**

**(02) 4933 4100 | 0409 385 667 | [www.emeryhr.com.au](http://www.emeryhr.com.au)**





### MONICA CLARE RECRUITMENT

Monica Clare Recruitment has welcomed **Mel Evans** to the team. Mel joins as a Senior Recruitment Consultant, bringing with her over 14 years' recruitment experience with a focus on construction, manufacturing and engineering. She has a career history that spans the east coast of Australia and looks forward to growing her network in construction, civil infrastructure, rail and mining.



### RCA AUSTRALIA

**Alex Rees** has been appointed the new General Manager of RCA Australia. Alex is also a Non-Executive Director for a local charity and is a sessional academic with the University of Newcastle. Alex looks forward to continuing to develop connections with local business, educational and community sectors in 2021. The outgoing General Manager Bob Carr continues to serve on the RCA board of Directors and remains a Principal Geotechnical Engineer with RCA.



### THE MUTUAL

The Mutual Bank has appointed **Sharon Howes** to its Board of Directors. Sharon has around 30 years' experience in executive leadership and business consultancy garnered through a career spanning manufacturing, energy, and resources in private, listed and government sectors. Sharon is the Managing Director of AblesonHowes and Associates, a business advisory firm, as well as a Partner at Intelligite, a consultancy that specialises in auditing organisational culture, risk culture, conduct, and non-financial risk.



### HUNTER WATER

Experienced utilities, energy, resources and financial services chief executive and company director, **Greg Martin**, has been appointed as the independent Chair of Hunter Water. Greg Martin brings a wealth of skills and experience, including 40 years' serving in the utility, energy and resources sectors, which will help Hunter Water achieve its strategic objectives and deliver on the aspirations for the Lower Hunter region.



### CATHERINE HENRY LAWYERS

Experienced elder lawyer **Tanya Chapman** has joined the team at Catherine Henry Lawyers as a Senior Associate in elder law, aged care law and estate planning. Prior to practicing as an elder lawyer Tanya worked at Sydney's College of Law as a senior content developer. She has a Master of Law degree from Kyushu University in Japan, a Bachelor of Arts/Bachelor of Law from the University of Canberra, and a Graduate Diploma in Legal Practice from the Australian National University (ANU).



### HAZMAT SERVICES

**Matthew O'Connor** has joined the Hazmat Team as an Environmental Scientist with 4 years environmental consulting experience in Australia. His work experience encompasses contaminated land, environmental site investigations, waste classification and analysis, fieldwork procedures, preparation of high-quality reports and conducting identification and assessment of occupational risks within the construction workplace. Matthew is also a Licenced Asbestos Assessor.

## 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.





# BRAND AWARENESS IN A CHANGING WORLD

**Steve Dick**  
**Movable**

It would be remiss of me not to address why we switched to Movable. We didn't do it lightly because the costs are extraordinary, and after being part of a franchise network since 1975, the number of places our old name has permeated into is countless. So, we have a team flat out expunging the previous identity.

What has changed? Everything and nothing. The team is all here, and still in their same seats. We have even expanded a little in support, sales, and management. However, the significant change is that we are wholly invested locally with none of our funds leaking into a Sydney conglomerate's coffers.

We are sourcing, where possible all our services locally, spending and supporting our local businesses.

It's disappointing that people, especially involved in more prominent businesses and government departments chase brand names, like kids chase clothing labels, in some misguided belief that they offer security when really, they don't.

They offer people who don't have much expertise and on occasions far less experience because they use the juniors while giving them fancy titles. At Movable, many of our staff have worked through natural disasters such as earthquakes, floods, economic recessions, 17% interest rates, and BHP's closure that put 12,000 local people out of work.

Movable may be a new name, but the property experience runs deep in our veins.

## The outlook for 2021

I am still of the belief that this mother of all economic bubbles is reaching its limit. Nor am I Robinson Crusoe in taking this position. Citi chief economist Tobias Levkovich said, "there is a 100% historical probability of down markets in the next 12 months at current levels."

Markets continue to levitate higher and higher, on the back of bad news that is good news. It's very confusing as the good news is also good news, and no news is good news too. Whatever the story currently, the markets go up and up. The trigger that pricks the bubble may not come from the stock market, but it will manifest most dramatically there.

How can anyone explain a US stock market where small-cap companies usually trade 10 to 15 times Price to Earnings multiple (PE) are at 85 times? Or the fact that many central banks in 2008 jumped in to save the world financial system from collapse by spending AUS\$4.1 trillion. Yet in 2020 they spent AUS\$12.3 trillion. It's all got to come crashing down.

But we have no control of global spending or economies, which brings me back to something that I can guide. Movable gives us the flexibility to take our future in the direction we want, circulating funds back into our local community.

Movable gives you the experience and knowledge of a team that has seen and been through all types of markets and adversities. Movable is always a good move.

**For further information contact Movable on (02) 4915 3000**



**Steve Dick** is a director of Newcastle's leading residential and commercial real estate firm, Movable.

## HomeBuilder the workhorse of economic recovery

The Property Council of Australia says that the success of the Federal Government's HomeBuilder grants program demonstrates the power of residential construction in supporting jobs and driving economic activity.

According to new figures from Treasury, more than 75,000 households have applied for the HomeBuilder grant with around 80 per cent of these for new construction.



"HomeBuilder has been the workhorse of Australia's recovery from the impact of COVID-19, supporting hundreds of thousands of jobs, generating tens of billions of dollars in economic activity and helping more Australians into their home," said Ken Morrison, Property Council Chief Executive.

"Significantly, we are seeing record numbers of first home buyers coming into the market, assisted by HomeBuilder and the First Home Loan Deposit Scheme.

"HomeBuilder has kept the residential construction sector going strongly at a time when we were looking at a significant fall-off in new building activity even before the impact of COVID-19," Mr Morrison said.

"It has been an extremely powerful and effective stimulus lever, delivering important economic and social benefit at a critical time for the economy," Mr Morrison said.

"Importantly, the Government has also taken steps to optimise the benefit of the scheme by making the necessary adjustments along way to ensure HomeBuilder delivered the very strong results we are now seeing.

"The new home building activity supported by Home Builder which will flow into the economy for many months to come," Mr Morrison said.

The Property Council has welcomed the extension of HomeBuilder to the end of March at the reduced rate of \$15,000.

# Construction industry recovery strengthens into 2021

The Australian Industry Group/Housing Industry Association Australian Performance of Construction Index (Australian PCI) improved by a further 2.3 points to 57.6 in December 2020 and January 2021, indicating four consecutive months of positive conditions and the strongest result since July 2017 (readings above 50 indicate expansion in activity, with higher results indicating a faster expansion).

Three of the four sectors in the Australian PCI recovered strongly in December and January with only the apartment sector still contracting and all four components of construction activity reported robust expansion, with a surging new orders index boding well for the months ahead.

Ai Group Head of Policy, Peter Burn, said "The stronger performance of Australia's construction sector over the months of December and January is further evidence of the extension of the recovery from the depths of the COVID-19 crisis. House building remained strong and the pace of improvement accelerated among the commercial builders. Engineering construction maintained a gentler expansion and apartment building, which has lagged for some time, continued to do so although the pace of decline was arrested. Across the construction sector, activity, employment and new orders all lifted on November levels. The strong rise in new orders is particularly encouraging and points to the likelihood that coming months will see the recovery continue. Notwithstanding the good news on recent activity and with interest rates set to remain low for several years, with immigration on hold there will be limited opportunity for residential construction, and particularly the apartment sector over the course of 2021."

HIA Economist, Angela Lillicrap said "The Australian PCI index for new orders in the house building sector remained at a record high in January, consistent with other indicators including housing finance and new home sales. HomeBuilder was the catalyst for consumer confidence in the market improving and this has been enhanced by several factors including low interest rates and growth in house prices. There is a divergence between the conditions facing detached house builders and the conditions facing apartment builders. The index tracking apartment construction continues to indicate the market is contracting, albeit at a slower pace. The apartment market is likely to be constrained going into 2021 due to slower population growth and a stronger preference for detached houses."

# UNDER CONST- RUCTION

## Your local commercial and industrial sales and leasing specialists!



### **REDEVELOPMENT SITE WITH PASSIVE INCOME**

#### **FOR SALE - HAMILTON**

- Five lots in highly sought after location
- Combined land area of 1,465 square metres (approx.)
- Tenanted to established smash repair business until September 2022
- Zoned B4 Mixed Use under the Newcastle LEP 2012

**EOI CLOSING 5PM 11 MARCH 2021**



### **PREMIUM OFFICE WITH FITOUT INCLUDED**

#### **FOR LEASE - HAMILTON**

- Fantastic exposure and signage opportunity in corner block position facing busy Donald St and Beaumont St intersection
- Modern office fitout with a net lettable area of approximately 396 square metres
- Designated on-site parking



### **VERSATILE SPACE IN SOUGHT AFTER LOCATION**

#### **FOR LEASE - MAYFIELD**

- Well located on Maitland Rd offering fantastic main road exposure and an excellent signage opportunity
- Available for the first time in 20 years!
- Ducted air-conditioning & rear access to the premises
- Net lettable area of approximately 230 square metres



### **INVESTMENT OR DEVELOPMENT OPPORTUNITY**

#### **FOR SALE - MARYVILLE**

- Fantastic Investment or Development opportunity
- 1,030 square metres (approx.)
- 4km (approx.) from CBD and Newcastle Port
- Tenanted until June 2022 with a 3 year option
- Great redevelopment or rezoning potential

**EOI CLOSING 5PM 11 MARCH 2021**



### **HIGH PROFILE RETAIL OR OFFICE IN CBD**

#### **FOR LEASE - NEWCASTLE CBD**

- Corner block position with full glass frontage to Scott St and Newcomen St offering fantastic exposure
- Suited to retail, retail of services, office or medical usages
- Net lettable area of approximately 210 square metres



### **GROUND & FIRST FLOOR AVAILABLE APRIL 2021**

#### **FOR LEASE - BROADMEADOW**

- Freestanding Commercial Premises
- Opportunity to lease as one premises or one level separately to suit your requirements
- Great signage and exposure
- Air-conditioning and carpet throughout
- 7 designated on-site car spaces

**DOWLING**  
COMMERCIAL

For further information please contact David Rogers on 0425 267 111

P: 02 4969 8000 | Shop 1, 86-88 Tudor Street, Hamilton [www.dowlingcommercial.com.au](http://www.dowlingcommercial.com.au)



## Local retail property market mixed

Retail activity in the Newcastle and Hunter Region areas is really a tale of two markets according to the latest Herron Todd White Commercial Property Report.

While selling activity has been limited, retail properties with long lease expiry profiles and secure tenants (think Coles, Woolworths, McDonalds, KFC, service stations) are seeing ever decreasing yields rates and record high sale prices. This is especially evident in the nondiscretionary retail market, which is seen as a defensive purchase option in the current market.

Small scale local retail investment properties are a different story. While these properties have been actively selling, more strongly so if the tenant is long term and a well-established business, the sale prices in this market subsegment have been relatively stagnant, brought down by a relatively limited appetite for vacant possession properties in this space.

Any vacant property that appears to have any additional risk, such as fringe locations or limited exposure, are rarely selling at present. Those that are selling are at a discount to what we would have expected to see say one year ago.

There is significant risk to small retail businesses when the federal government's JobKeeper payments are reduced to zero in March 2021. Should there be a second lockdown in Newcastle due to a COVID-19 outbreak, these businesses would fold without this additional government stimulus.

This is seen as a real possibility in the market and in the short term, caution, hence limited activity, is the prevailing sentiment.

YOU CAN  
FIND US AT



@HBRmag



### FOR LEASE MAITLAND - HIGH FOOT TRAFFIC!



Maitland's Riverside Plaza, is located on the newly refurbished 'Levee' precinct which is made up of a mix of retailers and professional alike.

The plaza comprises of national retailers such as Kmart, Best n Less and Aldi. The centre also boasts a variety of different food options from Proud Rooster and Toto Sushi to name a few. We currently seeking new tenants to join the long standing business which have thrived from being a part of the high traffic location that is Maitland Riverside Plaza.

#### Property Features

- 48-588m<sup>2</sup> floor areas available
- Air-conditioning
- Glass window frontage
- Central location in major retail centre
- Access to ample free parking for your customers

For further information please call

**Matthew Higgins on 0403 706 042**

### FOR LEASE RUTHERFORD LARGE INDUSTRIAL WORKSHOP + HARDSTAND!



Located at the start of Rutherford's industrial area, the 1050m<sup>2</sup> building would suit a variety of business from light fabrication to storage and distribution. With its close proximity to the New England Highway it's an ideal position for transporting goods. The colour bond construction makes for a user friendly building as well as creating a secure property, with ample hardstand.

- 3 phase power
- Semi trailer access
- Zoned IN1
- Mezzanine level
- Gravel hardstand
- Onsite parking

For further information please call

**Matthew Higgins on 0403 706 042**

### FOR LEASE RUTHERFORD - \$40,000PA + OUTGOINGS + GST AVAILABLE NOW!



Positioned in the heart of Anambah's Industrial Estate, this 358m<sup>2</sup> unit offers a clearspan workshop/showroom area, along with an conditioned office and full amenities. Located only a 40 minute drive to Newcastle CBD and a 2 hour drive to Sydney CBD. this building is perfect for anyone looking for more storage or wanting to grow their small business.

- Off street parking
- Prime location
- Full height roller door
- Surrounded by numerous businesses

For further information please call

**Matthew Higgins 0403 706 042**

P: 4933 6299 W: starrpartners.com.au

## MOVABLE

### SALE



**Level 3/23 Watt Street, Newcastle 257m<sup>2</sup>**  
Well appointed entire 3rd floor of this mixed use building.  
Price \$770,000 + GST **JASON MORRIS 0425 302 778**

### LEASE



**402 King Street, Newcastle 181m<sup>2</sup>**  
High exposure, office/showroom. Opposite Wests Newcastle  
Lease \$48,000 + OGS + GST **STEVE DICK 0425 302 771**

### LEASE



**C3/114 Tudor Street, Hamilton 171m<sup>2</sup>**  
Corner location, main road exposure & 2 secure car parks.  
Lease \$51,000 + OGS + GST **ALAN TONKS 0474 744 422**

### LEASE



**3/236 Lambton Road, New Lambton 28m<sup>2</sup>**  
Sought after location and unbeatable exposure.  
Lease \$18,200 + GST **TOBY GREAVES 0425 302 773**

### LEASE



**1/738 Hunter Street, Newcastle West 177m<sup>2</sup>**  
Versatile commercial space to suit multiple uses.  
Lease \$42,500 + OGS + GST **PAUL TILDEN 0425 302 772**

**movable.com.au**

# WORKPLACE DESIGN TRENDS IN A POST-COVID 2021

**Jerry Kennard**  
**Evoke Projects**

While many aspects of the year ahead remain unpredictable, workplace design company Evoke Projects presents the most likely trends for 2021.

## **Challenging the status quo**

Having to adapt quickly in 2020 led to many changes in the way we worked. As companies reassess the workplace, teams will challenge the status quo, looking to bank the benefits from new ways of working and build upon them.

## **More strategic physical distancing in the workplace**

Companies have now had time to plan for longer term physical distancing strategies that work from a business perspective. This means that safety, productivity and workflow are being considered in concert. Physical environment office design trends include:

- Private cubicles within open spaces
- Fewer desks / reduced workspace density
- More break-out spaces and lounge furniture
- Mobile partitions between workstations for an agile office design
- Movable room dividers for easy remodelling of the office fit-out
- Movable furniture to give employees flexibility
- Better use of outdoor workspaces
- One-way and wider aisles throughout the office design

## **Health and hygiene focus will set companies apart**

For several years, talent has been migrating to businesses that look after their employees. This will accelerate in 2021. Commercial tenants will be looking for office spaces that allow them to 'walk the talk' when it comes to health and hygiene.

Workplace design plays an important role in physical and mental health and well-being. The WELL Building Standard® (link to <https://www.wellcertified.com>) promotes workplace fit-outs that support health and well-being through its ten concepts of Air, Water, Nourishment, Light, Movement, Thermal Comfort, Sound, Materials, Mind and Community. Biophilic design addresses many factors within the WELL Standard. Companies will also need good mental health support programs and strategies.

Hygiene initiatives that can set companies apart in 2021 include:

- Touch free entrance and exit points
- Touch free sanitising stations
- Ultraviolet sanitisation on escalator handrails and in lifts
- Availability of personal protective equipment such as masks
- Good visual cues regarding distancing and hygiene.

## **Hybrid working**

Working from home brought many benefits but also some challenges. In 2021, companies will move towards hybrid work models:

- Hub and spoke working with a head office "hub" and smaller

regional office "spokes". Employees commute to the hub when they need to collaborate with a large group. Other days, they work from home or attend regional offices.

- Offices that were previously allocated to a departmental function, e.g. operations or finance, will increasingly host local employees regardless of their role in the company.
- Pop-up spaces used to be the domain of hospitality venues and art events. Pop-up workspaces are the new kid on the block. Watch out for hotels and under-utilised corporate offices to offer short term leases for pop-up workspaces. Along with the need for physical distancing, hybrid working will add to the office design trend for reduced workplace density and more collaborative spaces.

## **Desk for a day**

While agile working still has a lot to offer, the days where four people happily used the same chair and desk are gone. Strict cleaning protocols will need to be in place with visible records of cleaning. Hot desking will become less popular while 'hoteling' will increase. With hoteling, employees reserve and check in to a workstation or cubicle space. Reserving a 'desk for a day' will give people comfort that they are sitting at a desk that had a deep clean overnight.

## **Technology steps up**

Technology will continue its march forward in 2021. Digitisation of physical records will improve productivity and reduce storage needs. Digitisation also demonstrates a commitment to sustainability through reduced paper usage.

Going one step further, digital processes make people feel more secure, with less fear of human error. For example, smart technology can show a workstation's occupancy and cleaning status – e.g. free / in use / needs cleaning / cleaned at 9am. This type of smart technology will be particularly useful in office hoteling and other hybrid workspace systems. We can also expect an expansion of technology for recording employee movements (for contact tracing).

Utilising Cloud workplace solutions will continue to support remote working. Cybersecurity products and training for remote workers will be a growth area for 2021.

## **Style trends**

Being COVID-safe does not mean that the workplace design has to lose its sense of style! Trends for 2021 include:

- Comfort and homely touches to reduce the disconnect between home and work
- Sustainable upcycled products
- Funky community spaces with socially distanced furniture
- Improved functionality with spaces that are quiet work areas one day, meeting rooms the next.
- Biophilic design elements will continue:
- Green/living walls
- Planters
- Natural colours and materials
- Adaptable lighting
- Nature-inspired meeting room names.

**For more information on workplace design trends and COVID-safe office fit-outs, please call Evoke Projects on 1300 720 692.**



**Jerry Kennard** is a highly focused and results driven CEO who leads through example and motivates the Evoke team to work to their full potential. He inspires his team to think outside the box when delivering creative and visionary office design and fit-out solutions to ensure that every client not only achieves their operational objectives but also increases the engagement, productivity and retention of their team. He believes the physical environment is like the soil for every team to grow in, and ultimately the determinate of their success.



# Workplace Design Trends in a Post-COVID 2021

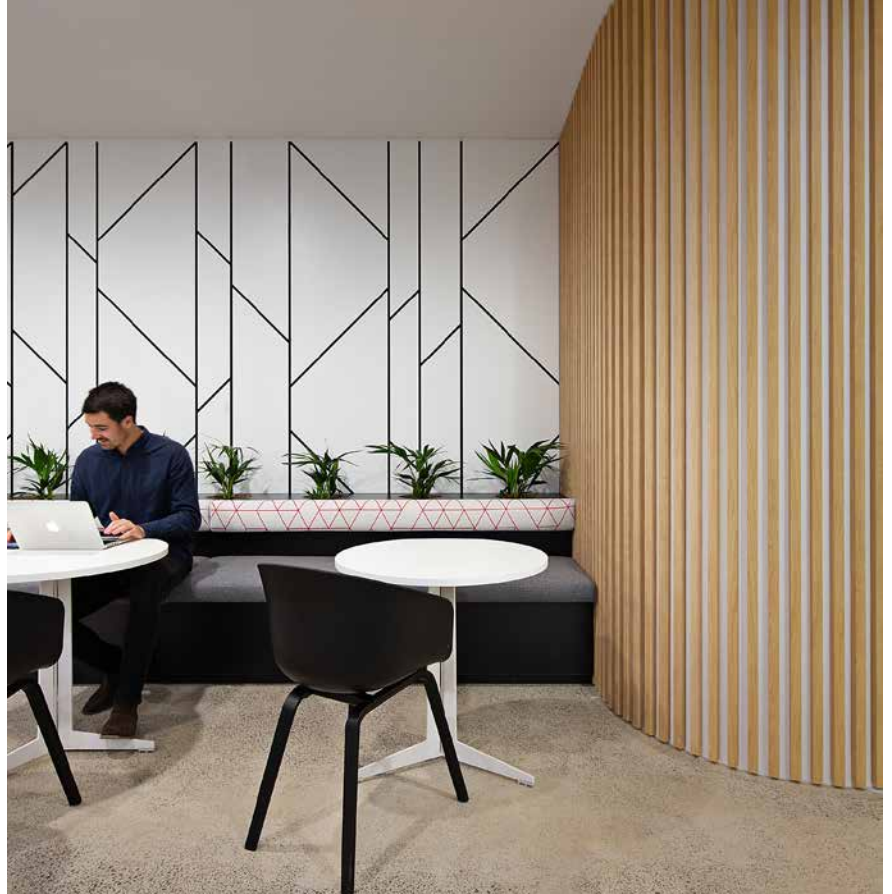
As workplaces have adapted to COVID-safe practices, questions have been asked about the future of the traditional office environment.

Commercial office fit-outs still provide an opportunity for flexible and versatile office spaces that can be scaled up and down. Buildings have capacity for multiple work zones, collaborative, quiet and breakout spaces – so people can work in the place where they feel most comfortable and productive.

Given that full-time remote work will rarely support an employee to be their most productive selves, companies are moving towards workplace solutions that provide the best of both worlds.

Workplace design company Evoke Projects looks ahead to 2021 and the impact COVID will have on commercial fit-outs, workplace design and the employee experience.

If you are looking to re-evaluate your workplace design in 2021 please call Evoke Projects to find out more.



# THE SOLUTION IS CLEAR

Perhaps the greatest challenge the workplace will face in 2021 is – how do we reduce the risk of infection spread within the office and therefore create the safest possible space for all users? Experienced Office Furniture specialises in designing, manufacturing and installing furniture and acrylic screens to provide protective barriers which will limit face to face interactions yet still allow communication and office flow.

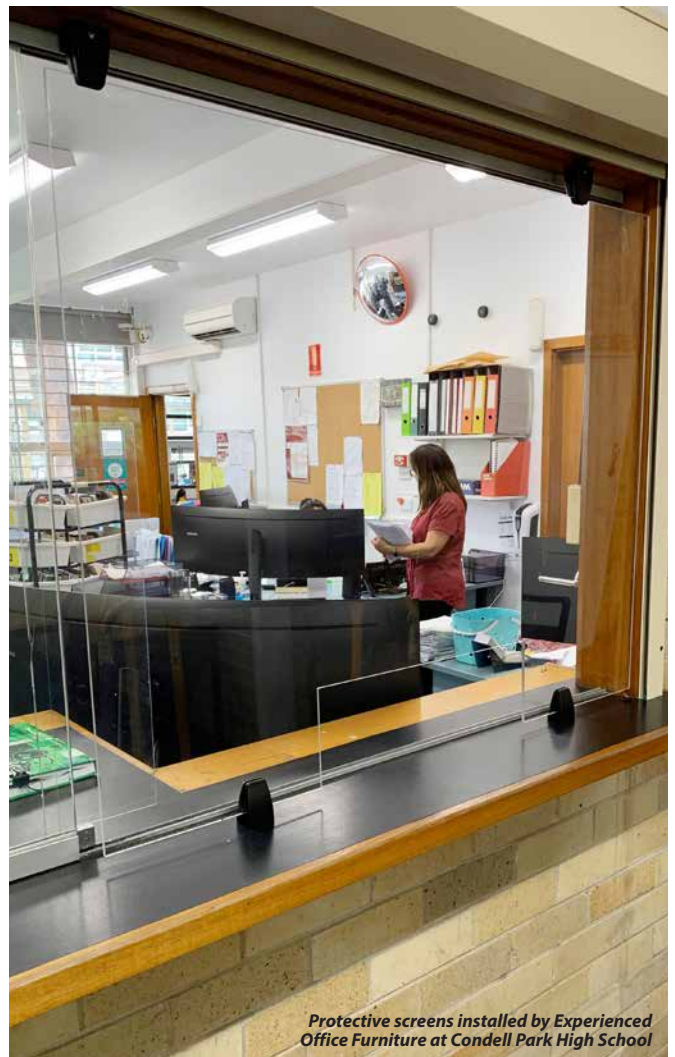
Experienced Office Furniture has recently installed protective screens throughout high flow traffic zones at Condell Park High School, Sydney. Experienced Office Furniture General Manager Paul Wildschut had an initial consultation with the school then visited onsite to plan, custom design, manufacture and install acrylic screens which transformed their existing office space into a COVID safe environment. The screens use proprietary fixing systems and are designed to withstand day to day usage in a busy work environment.

The protective screens are custom designed to suit specific requirements. Custom cut-outs can be incorporated into the screens which will allow for access to payment machines. The screens are high quality, easy to clean and will be installed pre-cut and polished to fit exactly into the designated space.

The protective screens have also been installed throughout Hunter New England Health facilities providing our health care workers added protection while interacting with the public.

"Workplaces are under increasing pressure to become COVID safe, these acrylic screens utilise the existing office framework and upgrade the interior by providing increased protection. It provides peace of mind for the occupants and allows visitors to feel welcome and shielded," Paul said.

The protective screens can also be installed into a traditional workstation-based office layout. Screens can be mounted on existing desks to create a partition between users, screen height can be varied depending on usage and allowances can be made for existing fixed furniture. The translucent acrylic works well in an open plan office space with visibility across the office not obstructed and a clean line of sight still achievable.



Protective screens installed by Experienced Office Furniture at Condell Park High School

"Our team will visit your site for a free consultations and assess exactly what needs to be altered in your office. We need to rethink the office space and creatively shift floor plans and furniture orientation. Incorporating protective screens is taking it to the next level," Paul said.

# HBR

Hunter Business Review

BACK ISSUES AVAILABLE  
FOR VIEWING ON OUR  
WEBSITE!

[www.HBRmag.com.au](http://www.HBRmag.com.au)





# Creating safer workspaces.



**Custom sized Acrylic screens now available at Experienced Office Furniture**

**Call us for a free on-site consultation to upgrade your office space for 2021**

Shop this look online at  
[www.experiencedofficefurniture.com.au](http://www.experiencedofficefurniture.com.au)

Since 1986

**Built in  
Newcastle.**

**AUSTRALIAN  
STANDARD**



**Experienced Office Furniture**

**shop instore** 13 Bindera Road, Lambton, 2299

**free measure + quote** Phone 02 4952 1555

**shop online** [www.experiencedofficefurniture.com.au](http://www.experiencedofficefurniture.com.au)

# BUSINESS AS USUAL

**Jock Whyte**  
**Newcastle Office Interiors**

Let's share a bit of positivity.

Where all the talk and ubiquitous hype over COVID and its impact on the general public, businesses and the economy alike seems to be all absorbing, there are "good news" stories out there.

Where with all sincerity, we do need to acknowledge those worst affected and continue to be challenged daily as Australia continues its drive towards a semblance of normality, it is encouraging that among others Newcastle Office Interiors (NOI) and nationally, the general Office Interior fit out sector, continue to demonstrate growth in this tumultuous time.

What is the reason for this I might hear you ask? Is it the change in dynamic with many staff working from home and the need for a dedicated work environment, could it be the companies who require a de-fit as they downscale and hand back part of their leased premises or move to a smaller space? Conversely could it be "one man's meat is another man's poison" where other industries who as mentioned are indeed striving due to the, dare I use the word, "unprecedented" times that we are faced with at the moment. Whatever the cause, the effect is that in our space



companies and individuals continue to spend and demonstrate a resilience to the general circumstances surrounding them.

This upbeat and rebellious approach in my belief is the very essence of what makes Australia proven world leaders in fighting this pandemic and give every credit to each and every person for their continued role and efforts in sustaining this.

**For further information contact Newcastle Office Interiors on (02) 4942 5109, email [sales@newcastleofficeinteriors.com.au](mailto:sales@newcastleofficeinteriors.com.au) or visit [www.newcastleofficeinteriors.com.au](http://www.newcastleofficeinteriors.com.au)**

## FIND YOUR PERFECT FIT OUT



For refurbishment and fit out

noi

From buzzing Agile working spaces to confidential, private offices, Newcastle Office Interiors will deliver what your company needs to thrive, and we'll be with you every step of the way.

**Some call it old fashioned. We call it customer service.**

[newcastleofficeinteriors.com.au](http://newcastleofficeinteriors.com.au)

PHONE 4942 5109

EMAIL [sales@newcastleofficeinteriors.com.au](mailto:sales@newcastleofficeinteriors.com.au)  
Unit 8 / 5 Metro Court, Gateshead, NSW 2290





# OFFICE FIT OUT SPECIALISTS

*Transforming Office Spaces*



**LET'S CHAT ABOUT YOUR OFFICE PLANS**

**P: (02) 4943 5535**

**E: [mail@insightbuilding services.com.au](mailto:mail@insightbuilding services.com.au)**

**[www.insightbuildingservices.com.au](http://www.insightbuildingservices.com.au)**

**Or drop into our office at  
97 Bailey Street, Adamstown**



# business services

ACCOMMODATION

## BORRELLI-QUIRK NEWCASTLE REAL ESTATE NEWCASTLE - HUNTER TOURISM & ACCOMMODATION

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



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

## CREST FINANCIAL SERVICES

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

(02) 4929 2552

Newcastle - East Maitland - Nelson Bay



"Working together for your future"  
[www.crestfs.com.au](http://www.crestfs.com.au)

FINANCIAL SERVICES

CLEANING SERVICES

## ADAMSTOWN CLEANING SERVICE

- Strata Cleaning Services
- Medical Centre Cleaning
- Commercial Office Cleaning
- Over 25 years experience in Newcastle & Lake Macquarie



P: (02) 49610145 E: john@adamstowncleaning.com.au

## NEWCASTLE INSURANCE GROUP

Put your business & family in good hands with **NEWCASTLE INSURANCE GROUP** - a locally owned family business that you can trust.

- No charges to compare your insurances
- Access to over 150 national and international insurers
- Claims handling at no additional cost

P: 1300 62 80 80 W: [www.newcastleinsurancegroup.com.au](http://www.newcastleinsurancegroup.com.au)  
E: [info@newcastleinsurancegroup.com.au](mailto:info@newcastleinsurancegroup.com.au)



FINANCIAL SERVICES

DOCUMENT DESTRUCTION

## THE MOBILE SHREDDING COMPANY

- Security bins and one-off shredding
- Totally secure in-truck on-site shredding
- NAID AAA Certified
- Locally owned and operated
- Servicing Newcastle, Hunter Valley, Port Stephens & Central Coast



Phone: 4957 9903 [www.mobileshredding.com.au](http://www.mobileshredding.com.au)

"SECURE DESTRUCTION - GUARANTEED"

## LAKE GROUP STRATA Strata & Community Title Managers

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



[www.lakegroupstrata.com](http://www.lakegroupstrata.com)

Phone: 02 4942 3305

STRATA MANAGEMENT





Three men are talking in a Soviet gulag.

One of them asks the two others: "So what did you do?"

The first one answers: "Well, I arrived late at the factory, and so they accused me of slowing down the Revolution and the victory of the Proletariat."

The second one answers: "Well, I arrived early at the factory, and so they accused me of wanting to be favoured and promoted over my fellow workers."

Then they turn to the one who asked the question: "How about you, then?"

"Well, I arrived at the factory right on time, and so they accused me of having a watch from the West."

A politician visited a remote little rural village and asked the inhabitants what the government could do for them.

"We have two big needs," said the village headman. "First, we have a hospital but no doctor."

The politician whipped out his mobile phone, spoke for a while and then said: "I have sorted it out. A doctor will arrive here tomorrow. What is your other need?"

"We have no mobile reception at all in our village."

A man buys a parrot and brings him home. But the parrot starts insulting him and gets really nasty, so the man picks up the parrot and tosses him into the freezer to teach him a lesson. He hears the bird squawking for a few minutes, but all of a sudden the parrot is quiet.

The man opens the freezer door, the parrot walks out, looks up at him and says, "I apologize for offending you, and I humbly ask your forgiveness."

The man says, "Well, thank you. I forgive you."

The parrot then says, "If you don't mind my asking, what did the chicken do?"

An elderly gent was invited to his old friends' home for dinner one evening. He was impressed by the way his buddy preceded every request to his wife with endearing terms-Honey, My Love, Darling, Sweetheart, Pumpkin, etc.

The couple had been married almost 70 years, and clearly they were still very much in love. While the wife was in the kitchen, the man leaned over and said to his host, "I think it's wonderful that, after all these years, you still call your wife those loving pet names."

The old man hung his head. "I have to tell you the truth," he said, "I forgot her name about 10 years ago."

Two sociologists are sitting by the pool. One turns to the other and asks, "Have you read Marx?"


The other replies, "Yes, it's these damn wicker chairs."

### QUOTE OF THE MONTH


"The pessimist sees difficulty in every opportunity. The optimist sees the opportunity in every difficulty."

- Winston Churchill

COME  
PRINT  
WITH  
US



AWARD-WINNING OFFSET PRINTING  
AUSTRALIAN NATIONAL PRINT AWARDS  
GOLD MEDAL WINNERS 2013



**NCP – NEWCASTLE'S AND THE HUNTER'S, PREMIER PRINT GROUP.**

From stationery to magazines, point-of-sale to packaging, direct mail to inventory management and distribution, our comprehensive production facilities combined with our expertise ensure the right solution is offered for your print and communication needs.

14 Channel Road, Steel River Industrial Estate, Mayfield West NSW 2304 | [Call us: 02 4926 1300](tel:0249261300) | [Email us: sales@ncp.com.au](mailto:sales@ncp.com.au) | [Browse us: ncp.com.au](http://ncp.com.au)

# NEWCASTLE'S **ULTIMATE** VEHICLE WRAP SPECIALISTS!

## TURN YOUR VEHICLE INTO A MOBILE BILLBOARD.

Creative Designers.  
Qualified Installers.  
Guaranteed Performance.

*We won't let you down.*



### Use your vehicles as sales & branding machines 24/7.

We can transform any kind of vehicle

- ✓ Small & Large Cars
- ✓ Work Vehicles
- ✓ Machinery & Equipment
- ✓ Ute Toolboxes
- ✓ Utes & Vans
- ✓ Trucks
- ✓ Fleet Graphics
- ✓ Colour Change

**UP TO 7 YEARS  
WARRANTY**



**ULTIMATE**  
VEHICLE WRAPS  
MEMBER OF THE HI-VIS GROUP

**CALL 4920 2710**

SEE OUR PRICE GUIDE ONLINE

**ULTIMATEVEHICLEWRAPS.COM.AU**