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Hunter Business Review

18TH YEAR
OF PUBLICATION

JUNE 2022

VOLUME 18 NUMBER 5

Print Post Approved 100002454

TRAINING &
EDUCATION

MINING &
ENERGY
UPDATE

HUNTER SAFETY AWARDS

Australia \$6.60

ISSN 2202 - 8838 (Print)

ISSN 2202 - 8846 (Online)



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HUNTER BUSINESS REVIEW



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PUBLISHED BY:

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Published monthly (except January)

Hard copy circulation: 5,000

Also available online

www.HBRmag.com.au



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From the Editor



The Federal Election is done and dusted and the ALP won as the polls predicted, although not entirely in the manner most suggested.

The ALP received less than 33% of first preferences, historically a very low figure, but with preferences enough to see them win government.

Interestingly, the ALP and the Coalition combined received only a little over two thirds of first

preferences. For many elections this combined figure would have been well over 90%. There has been a steady slide over recent decades and if this continues, hung parliaments may well be the norm rather than the exception.

It will be interesting to see if the major parties will acknowledge reasons for their drop in first preferences and act on them to see a return in voter support.

There are many reasons why the major parties are losing support, but primarily I would suggest is disillusionment with the state of Australian politics, a lack of firm vision by the major parties and being out of touch with changes in the electorate.

Many politicians simply want to play it safe and not run the risk of negative publicity. The result is that most of the electorate simply does not feel like they know the politicians and have no clear understanding of what they stand for.

The argument put forward is that social media is such a powerful tool in shaping public opinion and is largely negative. So, you play it safe to lessen the chance of experiencing an online backlash. Pre-social media politicians didn't have this problem, or the level of scrutiny over every step they take.

Whilst this is true, the other side of the coin is that politicians don't come over as real people and so there is little loyalty built up. Politicians also need to recognise that many online arguments are fuelled by a noisy minority and not the silent majority.

Although earlier politicians did have it easier in many ways, there are still valuable lessons that can be learnt from the past. Take for example two very contrasting, but successful politicians in Bob Hawke and John Howard.

Bob Hawke was hardly squeaky clean but said what he thought and much of the electorate seemed to like him as a down to earth bloke and largely forgave him of his failings.

John Howard never really had a high personal rating but was respected. He made it known what his beliefs and policies were and stuck to his guns. Even those who did not agree with some of his policies took comfort in knowing where John Howard stood and where he was heading.

It remains to be seen how the new Government and Opposition perform and whether they will heed the lessons of the election.

The country is currently facing a number of major challenges, including geo-political changes and instabilities, increased inflationary pressures, rising interest rates and labour shortages.

How the new Government performs has the potential to shape the nation for many years to come.

Garry Hardie
Publisher & Editor

ON THIS MONTH'S COVER

Brayden Burgess winner of the 2022 HIA Jim Brookes Australian Apprentice award. See page 18 for more details.



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www.hbrmag.com.au/2021-hunter-business-function-guide

Businesses push (up) for better mental health

Local staff from three businesses are pushing for better mental health across the community this month by registering teams in the Push-Up Challenge 2022.

The team members from the Australian Rail Track Corporation (ARTC), Newcastle Coal Infrastructure Group (NCIG) and Regional Australia Bank will attempt to complete 3,139 push-ups over 24 days to raise funds for Lifeline Hunter.

ARTC General Manager HV, Andy Barrow said the Push-Up Challenge is a great way for staff to stay connected, get fitter, learn about mental health and have some fun along the way.

ARTC works closely with Lifeline in a number of ways and is proud to get involved with initiatives like the Push-Up Challenge.

"We see the impact the Push Up Challenge has on people's mental and physical health around the office and it acts as a great reminder to stop and check in with yourself," Mr Barrow said.

"We're also raising money for Lifeline Hunter, which does so much locally to help people in crisis and to prevent suicide," he said.

Lifeline Hunter CEO Rob Sams thanked the businesses and their staff for their efforts to promote good mental health within the club and the community. Rob encouraged other businesses looking to undertake a team building exercise that benefits staff and community to consider entering the Challenge too.

Mr Sams is also doing the Push-Up Challenge. He said there is evidence of the positive connection between good physical and mental health, so those doing the challenge will make a difference to their own life as well as the lives of other Hunter people.

"The 3,139 push-ups isn't a random number," he said. "That is how many Australians died by suicide in 2020. Suicide is the leading cause of death for Australians between the ages of 15 and 44."



Local ARTC staff Wes Moyle, Sean Cumpson and Kim Bath are doing the Push-Up Challenge for Lifeline Hunter

"Every year, Lifeline answers more than one million requests for support. We receive a call or text to our 13 11 14 crisis support service every 30 seconds."

"Many in our community are doing it tough right now. We're experiencing more demand for crisis support and our free face to face and online counselling. So, more than ever, we're relying on local community donations and fundraising to be there to listen to local people and to give them hope."

To support a participating business team or individual and support Lifeline Hunter visit www.thepushupchallenge.com.au/beneficiary/Lifeline-Hunter-NSW.

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Off-the-grid adventure cabins slated for Cooranbong

Plans are underway for a new off-the-grid holiday park in Lake Macquarie aimed at eco-tourists and adventure travellers.

Lake Macquarie City Council has won NSW Government grant funding to develop part of the 30 ha site off Freemans Drive, north of Cooranbong, to include 20 bespoke cabins made from recycled shipping containers, along with 60 camping sites.

Holiday Parks Coordinator Garry Ellem said the Cooranbong Eco Adventure Retreat was perfectly placed near the foot of the Watagan Mountains, 5 km from the Awaba Mountain Bike Park and just a few minutes from the M1 Motorway to attract outdoor enthusiasts.

"The other big feature will be the sustainable design principles employed from top to bottom across the retreat," he said.

"This will be an off-the-grid site, using solar-powered amenities, rainwater harvesting and onsite sewage treatment."

Ecotourism has grown to become a major sector of the tourism industry in Australia, employing more than 14,000 people and contributing annual revenue of \$1.6 billion, according to peak industry body Ecotourism Australia.

Development of the planned \$2.5 million retreat, which will sit on land already owned by Council, will include a \$1.7 million grant from the NSW Government's Regional Tourism Activation Fund.

Deputy Premier and Minister for Regional NSW Paul Toole said the Cooranbong Adventure Retreat was exactly the type of project the Regional Tourism Activation Fund was created to support.

A development application will soon be lodged, with the site expected to open in mid-2023, pending approval.

Chairman's Medal Awarded to Hunter Valley local

Recognising more than a decade of volunteering with SHINE for Kids, the Newcastle Permanent Charitable Foundation has awarded its 2022 Chairman's Medal to Helen Walker-McCready, for her efforts supporting children and young people with a parent in Cessnock Correctional Centre.

SHINE for Kids is the only national charity supporting children with incarcerated parents from infancy to adulthood, working to strengthen their connection to community and family through education, support and mentoring.

Jennifer Leslie, Chair of Newcastle Permanent Charitable Foundation, said National Volunteer Week was a fitting time to acknowledge the tremendous contribution Ms Walker-McCready has made supporting the invisible victims of crime, children with a parent in custody.

"Helen's dedication and giving spirit has seen her become a central figure in SHINE, a wonderful organisation that aims to lessen the psychological trauma and emotional and social impact experienced by children as a result of their parent's imprisonment. She not only dedicates hours of volunteering every month, but is always the first to lend a hand when the team is short of volunteers," said Ms Leslie.

Helen was presented with the Chairman's Medal at the Newcastle Permanent Charitable Foundation Grant Ceremony on 26 May.

Helen Walker-McCready and Jennifer Leslie



Multi-million dollar saleyards upgrade boosts Singleton's economic rejuvenation

The Federal Government's announcement of \$2.7 million to upgrade the Hunter Regional Livestock Exchange is a shot in the arm for Singleton's economic rejuvenation, Mayor of Singleton, Cr Sue Moore says.

On 4 May, the then Deputy Prime Minister Barnaby Joyce visited the facility on Gresford Road, Clydesdale to share the news, which will contribute to a \$3.4 million redevelopment in a partnership between the Government, Singleton Council and lessees RLX Group - Regional Livestock Exchange.

The project will include a new kiosk building incorporating a commercial kitchen, public seating area and modern office spaces for RLX staff and sales agents, as well as new livestock weighing and processing facilities, new access walkways and unloading ramp.

Works also include upgrades for traffic movement, parking and amenity areas to improve vehicle access and safety.

Mayor of Singleton Cr Sue Moore and the then Deputy Prime Minister Barnaby Joyce





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More than ever before employers are prioritising the health and wellbeing of their staff and benefit greatly by providing access to professional corporate health programs. Many studies have shown that incorporating exercise before or during the workday can improve an employee's experience at the workplace by enhancing effective and cognitive processes, improve productivity and time management skills, increase problem solving abilities and breakthrough creativity lulls. A recent research report from Stanford University, California proved that creativity skyrocketed by 88% upwards in employees that tucked in their chair and got moving during their workday.

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Jayco Newcastle and Camp Quality giveaway \$90,000 campervan

Jayco Newcastle and Camp Quality have named the lucky winner of its Travel Bonanza Raffle, receiving a \$90,000 Campervan plus \$10,000 in cashable gold. Debby Myers from Barwon Heads Victoria was shocked to receive the news and is extremely grateful to Jayco Newcastle and Camp Quality.

"The vehicle raffles organized by Camp Quality are having a huge impact on fundraising for this very special charity that does so much for kids dealing with cancer. Jayco Newcastle is so proud to be involved in providing access to the Renault Motorhome for this most recent raffle. Congratulations Debby on your win," said Damian Charleson, Managing Director of Jayco Newcastle.

Deborah Thomas, CEO of Camp Quality says "Many thanks to Jayco Newcastle, for providing a \$90K Renault Campervan for Camp Quality's first campervan raffle. We raised over \$900,000 to help give children and their families a vital break from the trauma of cancer. We couldn't do what we do without the generous support of Jayco Newcastle, and we are extremely grateful to be working together," said Deborah Thomas, CEO of Camp Quality.

Funds raised will help Camp Quality provide life changing support in hospital, online, at school and away from it all at camps and retreats to give over nine thousand kids registered for Camp Quality services and programs.



QT Newcastle reveals signature restaurant and rooftop bar

The signature restaurant and rooftop bar venues opened at QT Newcastle on June 9. Under the direction of internationally acclaimed Chef Massimo Speroni, signature restaurant, Jana, and Rooftop at QT, will

elevate Newcastle's burgeoning food and drink scene.

Modern Australian bar and grill, Jana, will be the latest addition to join the collection's stable of award-winning dining destinations. Perched atop QT and featuring creative drink lists and curated menus, the Rooftop at QT will take cues from the land of the rising sun.

Executive Chef Massimo Speroni comes direct from multi-award winning Brisbane restaurant, Bacchus. He brings with him impressive experience – from the 2 Michelin-starred restaurant San Domenico in Imola, Italy, and the 1 Michelin-starred restaurant Café le Paillotes in Pescara.

Speroni says, "True to the QT philosophy, QT Newcastle will offer a highly inventive food and beverage experience, highlighting local provenance. QT is a champion for providing extraordinary experiences with a touch of luxury and quirk, from design to signature service. I'm excited to showcase and champion the beautiful Hunter Valley and surrounding regions."

The new Rooftop at QT boasts uninterrupted views across the harbour and pays homage to the artistry of a QT cocktail, which will complement a sophisticated local wine offering, and comprehensive spirit collection; sake, umeshu and Newcastle's largest library of Japanese Whisky. From Harajuku Highball to a Tomasu Margarita, the food is complemented with Japanese-inspired flavours featuring salmon sashimi, yakitori chicken and miso eggplant robata skewers, to enjoy as day transitions into night.



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Trampoline Centre of Excellence funding approved

Lake Macquarie is set to become the home of elite trampolining in Australia, with the NSW Government approving a \$12.5 million grant to help build a new Trampoline Centre of Excellence at Glendale. The state-of-the-art facility will complement the \$25.7 million expansion of the Hunter Sports Centre, co-funded by Council and Federal Government, making it one of the country's premier multi-sport training venues.

Lake Macquarie Mayor Kay Fraser said the announcement was a windfall for the city, and for the region.

"The new Trampoline Centre of Excellence will be up there with the world's best venues for the sport," she said.

"It will mean we can not only attract and train Australia's best up-and-coming athletes right here in Lake Mac, but we can host national and international trampolining competitions."

The centre is expected to generate more than \$2.5 million a year in visitor revenue, much of it from athletes, support staff, families and spectators travelling from outside the region.

A 1500 sqm arena with nine trampolines, two tumbling strips, two double mini-trampolines, a foam pit, warm up areas and seating for 450 spectators are among its features.

It will also cater for training and career pathways in other aerial sports, including skateboarding and skiing.

Detailed design of the new centre is already underway, and the venue is expected to open in early 2025.

2022 Hunter Defence Conference essential for industry

With billions of dollars in new defence infrastructure investment on the horizon for the Hunter, the 2022 Hunter Defence Conference will be an unmatched opportunity for established, new and emerging defence industries, business, advisers and investors to leverage Australia's Defence thought leaders and converge on new markets and prospects for growth.

Defence Industry Adviser and Hunter Defence Taskforce Chair, Tim Owen said that with the Federal Government having forecast an increase of \$270 billion Defence spend nationally over the next decade and a key focus on sovereign capability, including from the Hunter region's defence presence, there has never been better opportunity for Australian businesses in the defence sector.

"Defence and defence industries are facing unprecedented growth potential and Hunter Defence will be providing the platform to engage, connect and capitalise on this opportunity," Mr Owen said.

The 2022 Hunter Defence Conference will focus on helping SMEs position their business and workforce to take advantage of increasing opportunities in the Defence sector announced recently by the Federal Government.

"This focus is central to the ambition of the Hunter Defence collaboration – building connections to achieve industrial growth," said Mr Owen.

The Hunter Defence Conference is about letting the small to medium businesses sit with the big primes and look at the Hunter region as the place to invest and grow their specialised and niche defence industry offerings – helping business capitalise on the economic advancement taking place in the Hunter.

The event, running from August 31 through to September 2 at the Crowne Plaza Hunter Valley, and Hunter Defence is planning keynote speeches by the Minister for Defence and the NSW Minister for Enterprise, Investment and Trade.

Industry development updates will be provided to Conference Delegates from Defence Primes and senior capability development staff from Army, Navy, Air Force, Space and Cyber agencies within Defence. The conference will also look critically on how, at a regional level, we upskill industry workforce to meet these increased opportunities.

"The 2022 Hunter Defence Conference will show current and potential contractors where the supply chain opportunities lie and how they can skill their workforce with the capabilities that Defence needs," Mr Owen said.

Along with insights from and access to sector leadership in government an industry, this year's Hunter Defence Conference will have an added advantage for attending delegates with a full conference exhibition across the three days at the Crowne Plaza.

"Having a platform like the Hunter Defence Conference to actually touch, look and learn about innovation, industry advancement and sector initiatives in this region will help small to medium businesses focus in on their product development priorities and business growth through engagement with like-minded and tested industry colleagues," Mr Owen said.

Registration for the 2022 Hunter Defence Conference is open to the public through the Hunter Defence website.

Local scientist to head bid to clean up the world's soils

A distinguished local scientist has been chosen to lead a global effort to end pollution of the world's food-growing soils. Ravi Naidu, a Laureate Professor at the University of Newcastle and Managing Director of Australia's leading contaminants research centre, CRC CARE, will chair the International Network on Soil Pollution (INSOP).

The Network was set up by the United Nations Food and Agriculture Organisation (FAO) as an urgent response to scale-up global efforts to prevent contamination of arable soils by chemicals, fertilisers and plastics and other toxins, with the goal of zero pollution.

It brings together experts in soils and contamination science from around the world to understand the full cycle of soil pollution, from assessment to remediation to the food chain, and find ways to prevent and clean it up, to protect both human health and the environment. It also helps countries to strengthen their laws, codes of practice and technical skills to avoid pollution of food-growing soils and human food.

Among its many tasks, the new network will:

- Develop tools and guidelines to prevent soil pollution
- Develop a universal code of practice for fertiliser use
- Establish regional guidelines for controlling soil pollution and best practice
- Develop guidelines for cleaning up heavily polluted soils
- Assess the global state of soil pollution and its effects on human health and the agricultural environment.

Professor Naidu has been a leader in Australian contamination and clean-up science for over 30 years. He has authored over 1000 scientific papers, books and book chapters, and holds 13 patents. He has worked at CSIRO as a Chief Research Scientist, and at the University of South Australia and the University of Newcastle to establish and lead globally recognised contaminants research centres. In 2005 he founded CRC CARE to help industry in Australia understand and overcome its contamination issues.

He is a member of the European Academy of Sciences and Arts and a Fellow of the Soil Science Societies of America and New Zealand, the Australian Academy of Technology and Engineering, the New Zealand Academy of Science, the Indian Academy of Agricultural Science, the Royal Society of Chemistry, the Royal Australian Chemical Institute, and the American Association for the Advancement of Science.

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HUNTER SAFETY AWARDS

Leaders in ecological demolitions, Fenech Demolition walk away with gold from the 2022 Hunter Safety Awards

Safety has once again prevailed as the 2022 Hunter Safety Awards announced the winners of the 13 award categories for businesses and individuals at their awards ceremony.

The Hunter's biggest night in the work, health and safety (WHS) calendar was held on Thursday 12 May at the Newcastle Exhibition and Convention Centre (NEX) – the first in-person event hosted since 2019.

Hunter Safety Awards Founder, Sarah-Jane Dunford said it was a pleasure to be back in the room with so many likeminded individuals and businesses.

"This event had been a long time coming, and we're so glad we were able to hold it in person once again," Sarah-Jane said.

"The safety-conscious individuals and businesses in the Hunter Region deserved to be recognised and we're grateful the event went off without a hitch."

Now in its sixth year, the Awards recognised businesses across 13 different categories of health and safety, with a further exploration of mental health being evident across submitted entries following the COVID-19 pandemic.

Major winners included Fenech Demolition who walked away with the prestigious 'Gold' Safety Helmet in the WHS Business of the Year category as well as Best WHS Management System for Small to Medium Enterprises.

Sarah-Jane said the judges were highly impressed, not only with Fenech Demolition's six-step management system, but their overall approach to safety management in their business.

"Fenech Demolition faces some extremely hazardous risks in their line of work and developed a proactive approach to safety management in their industry," Sarah-Jane said.

"Their values around open communication for reporting on hazards, bi-weekly meetings with their team and training sessions were an excellent example of how all businesses, no matter the size, should approach safety."

Manager of Fenech Demolition, Julian Fenech was speechless over their two award wins.

"We weren't expecting any win tonight, we just thought we were coming to an awards night to enjoy some great entertainment with our team and our family," Julian said.

"I am honestly lost for words and couldn't make a speech when we won because I was so shocked and excited."

"We've taken safety to another level, not just on the job site, but in our workplace where it all begins. At the end of the day everybody wants to go home to their families, and as a family-owned business that's what we're all about."

Asset Training was awarded Best WHS Training Program for their development of Australia's first online Drain Cleaning System Refresher course.

Following COVID-19 restrictions, Asset Training saw the need for course content that allowed students to demonstrate the required skills while on the job, through video recordings for practical assessments and submitting live workplace documents evidencing their ability to provide accurate safety documentation in an actual working situation.

Asset Training also came away as a dual winner on the night, with team member Sam Herd winning Young WHS Leader of the Year for his ongoing commitment and dedication to his role as a Trainer and Assessor.

"My team and company have been the driving force behind my dedication to safety and I wouldn't have won this without them," Sam said.

"It's has even more meaning knowing our company won for their hard work too, and I'm excited to celebrate alongside them."

The judges were impressed by the dedication and innovation every finalist and winner showed in their entries.

The full list of winners are as follows:

- **WHS Business of the Year:** Fenech Demolition
- **Best Health and Wellbeing Program (Large Organisation):** Molycop
- **Best Health and Wellbeing Program (SME):** Murray Consulting
- **Best WHS Improvement (Large Organisation):** Chandler Macleod
- **Best WHS Improvement (SME):** Warner Company
- **Best WHS Management System (Large Organisation):** CMA Contracting
- **Best WHS Management System (SME):** Fenech Demolition
- **Most Innovative WHS Idea (Large Organisation):** Molycop
- **Most Innovative WHS Idea (SME):** GCG
- **WHS Student of the Year:** Louise Conn (Hunter Ready Made Concrete)
- **WHS Champion of the Year:** Monica Toews Brown (Red Insight)
- **Young WHS Leader of the Year:** Sam Herd (Aqua Assets)
- **Best WHS Training Program:** Asset Training

HUNTER SAFETY AWARDS



Fenech Demolition celebrates wins

The team from Fenech Demolition, winners of Best WHS Management System (SME) and the WHS Business of the Year awards at the 2022 Hunter Safety Awards

Fenech Demolition was honoured to have been awarded the Best WHS Management System (SME) 2022 and the WHS Business of the Year 2022 from Hunter Safety Awards.

A second generation, family run business, established in 2008, Fenech Demolition is proudly 100% indigenously owned and operated.

"We would like to thank the Hunter Safety Awards team of judges for deeming our company worthy of both these awards," said Fenech Demolition Managing Director Julian Fenech.

"We would like to also thank the sponsors of both these awards, Cypher IQ Digital (Best WHS Management System (SME) and AGL (WHS Business of the Year).

"Thank you to all the sponsors of this event who inspire all

business, large and small, to excel their businesses into achieving excellence in Safety, Innovation & WHS Ideas, Health & Wellbeing and WHS Improvements in the workplace.

"Congratulations to all the winners on the night and to all the contenders.

"Thank you to our team of dedicated workers and to all those who have helped us get to where we are today.

"This is small business doing it's best to put Work, Health & Safety first in the workplace.

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HUNTER SAFETY AWARDS

Red Insight committed to safety

Red Insight is a Work Health & Safety, Environment and Quality Consultancy providing all round services to clients.

The broad array of services ranges from inspections, audits, onsite support, systems development and management, coaching & mentoring to name a few.

James Brown and Monica Toews Brown are a husband-and-wife team that started Red Insight in 2014. They saw potential and a space in the industry that could be serviced with their broad experience.

Their logo is an important image as the light house is a symbol of safety, and the sound/light is a homing beacon as the founders strongly believe everyone deserves to go home at the end of the day.

The team has grown from two to seven over the last few years and this growth displays Red Insight's commitment to doing their part in ensure people go home safe.

James and Monica alone have 40 years' experience purely in safety. Monica has a strong systems background, backed by a solid understanding of why people behave the way they do with an honours degree in Psychology.

New team members are hand selected based on their personality, drive, commitment, and passion for all things safety. The entire team has a proactive approach to safety and through risk management they can identify and control the risks based on what is reasonably practical.

"Winning the Hunter Safety award, WHS Champion of the Year, means everything to me," said Monica.

"It is an award reflective our team, not just me.

"I think it helps to drive and inspire our team and our clients to strive to achieve better results.

"It's an excellent award that demonstrates commitment and passion towards safety.

"Being proactive and initiative driven can improve productivity moral and overall culture.

Monica Toews Brown, Winner of the WHS Champion of the Year award with Simon Coleman of Ampcontrol (sponsor of the award) and Sarah-Jane Dunford (Director of the awards) – Image credit Justin Aveling and Laurie Scovgard.



Chandler Macleod organisational safety journey recognised

Chandler Macleod was honoured to receive the Best WHS Improvement award (Large Organisation) at the 2022 Hunter Safety Awards.

"The recognition by the judges was the icing on the cake for everyone at Chandler Macleod who worked hard over recent years to improve safety outcomes for everyone," said Shanelle Lowe Chandler Macleod Regional Manager – NSW

In 2019 as an organisation, Chandler Macleod was progressing confidently in their safety journey. Injury rates were dropping year on year and were competitive with their peers.

As many other businesses in the region would have done, Chandler Macleod sat down to initiate their next planning cycle. They thought about where they wanted to be, and what were the steps to get there. Chandler Macleod started planning a timeline to a point in the future where everyone in their organisation was a Safety Leader. Somewhere in the process they got a little impatient. Comments were made about how great it would be if all of their people were already Safety Leaders, if they were ALL Safety Leaders.

With that, the mantra for their organisational safety journey was born. With their CEO, Peter Acheson backing the project, it was formalised and from that day on at Chandler Macleod it was set 'We are all Safety Leaders'.

Every day, and in every small or large decision Chandler Macleod empowered everyone within the organisation to make decisions as a safety leader.

To date this has led to system improvements, innovation, but most importantly, since that day Chandler Macleod has halved their already competitive injury rates.

The ultimate test of safety management is employees going home every day fit and healthy ready to return the following day.



Red Insight
safety | quality | environment

WORK SAFETY IS A MINDSET

At Red Insight we believe every worker has the right to go home safe, everyday. Reach out to learn more about our how our consultants can help your business, or for more about our award winning WHS system and obtaining ISO accreditations.



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Chandler Macleod

Hunter Safety Awards **2022 Winner**

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HUNTER SAFETY AWARDS

Double win for Molycop

Molycop is Australia's sole manufacturer of essential steel products, such as rail wheels, grinding media, anode pins and ingots for Australia's rail transportation, hard rock mining, aluminium smelting and metal forging industries. With over 600 employees, safety has always been a core value at Molycop.

In heavy industry there are inherent risks and hazards in the workplace, requiring individuals to be alert and have their mind on the job. Molycop recognised that prioritising mental health would positively impact an individual's physical safety and keep them focused on situational awareness in the workplace.

Some of the silent side effects of mental health issues are: the inability to concentrate, difficulty with problem solving, poor decision-making skills, misunderstanding situations and people, poor situational awareness, and poor memory.

By investing in our people's mental health, we believed we would see long term improvements in all the above, which will positively impact our business.

Molycop, with creative agency Out of the Square came together to develop "Everyone Has A Story" Mental Health Initiative to highlight the importance of mental health. The aim was to normalise talking about the personal struggles that people deal with day to day, including within heavy industry organisations, with a predominantly male workforce. The initiative was originally developed for Molycop personnel, but other Hunter businesses heard about the initiative and were keen to get on board.

The "Everyone Has A Story" mental health initiative will continue to positively impact our people; to empower them to reach out, ask for help, and improve their mental wellbeing. This in turn will help to ensure their mental and physical safety. The EHAS project is innovative but is also something any business could implement.



Molycop and Out of the Square were proud to be named winner of both Best Health & Wellbeing Program (Large Organisation) and Most Innovative WHS Idea (Large Organisation) for "Everyone Has A Story". However, this is not just a win for Molycop and Out of the Square, but a win for all the other industry partners who supported and participated in the EHAS project and have seen the positive impacts in their own workplaces.

Molycop and Out of the Square also acknowledge and thank all the courageous men and women who shared their very personal stories, in the hope it will encourage others to reach out and seek help.

Not everything is hi-vis...

everyone 
has a story

everyonehasastory.com.au



**Don't let your
internal struggles
go unseen**

An initiative of
MOLYCOP
OUT OF THE SQUARE

**Best Health & Wellbeing
Program (Large Org)**

**Most Innovative WHS Idea
(Large Org)**



This project is proudly supported by:



If you or someone you know is struggling, contact Lifeline 13 11 14

LEASING A COMMERCIAL PROPERTY IN A COMPETITIVE MARKET

Steve Dick
Movable

If there is one sector of the real estate market that swings quickly, it is commercial and industrial leasing.

Yet whether we are in a competitive market or not, you must make sure if you make the move you make the correct one because if not, you are locking your business into years of pain.

Get the fundamentals right

The fundamentals of a commercial property lease must be right first before we can talk about the lease negotiation.

1. Location

A lot of people chase high exposure, main roads, and busy corners. Moreover, they will pay the higher rent for the privilege. However, the reality is that the passing traffic notices you for the first week, then unless you are prepared to work the signage by changing it continually, your business disappears into the white noise of the busy road. Often high exposure sites also have difficulty with parking, delivery, and courier access.

What would happen if the extra you paid for in rent and the cost of working the signage were applied to the marketing?

Over my 30 years in assisting companies in moving, I have seen some horror location choices made for all the wrong reasons. Probably the worst was a major drink company that signed a 5-year lease on the south-eastern corner of Lake Macquarie because the newly appointed manager lived on the Central Coast and wanted to be closer to home. This company was distributing throughout the region from an isolated location, and probably cost them millions in distribution costs. The manager moved on a short time later.

When moving, consider your customers and staff. Many companies think about their location choice, but in a tight labour market, you must consider your staff and where they live. Be inclusive and include them in the plans to move and let them have their say and provide input.

2. Size and features

A real effort needs to be invested into the planning of the move and allowing your staff to have some ownership. Moving is enormously disruptive to not only the business but its people as well, and if they have some input, the business's journey will be easier.

Set up a prioritised checklist of your requirements. Floor space, office space, data connections, staff amenity, lighting, and power supply. Check if gas is needed, what access doors are available for trucks, disability needs, and car parking. Also, consider if you will accept a first-floor space or higher and what shape and height you need for the warehouse.

3. Availability

Whatever you do, don't put yourself under time pressure. Ideally, you'll have a fair idea 12 months out. Start planning, and then start looking. So, what if you find the perfect place 12 months out. You, just employ an expert such as Moveable to find your replacement. Yes, you'll pay our fees, but I have never met a landlord who has rejected the gift of a replacement tenant on a new, longer lease. You were going anyway, and the landlord would have been stuck with the problem and costs of finding the new tenant.

In the long run, you are moving because the business needs a different space to enhance its profitability. Don't think you are stuck there until the end of the lease, come, and talk to the likes of me.

The rules for leasing in a tight market.

- Give yourself time to find the right property.
- Know what you want.
- Do not, and let me repeat, do not take a position of cockiness into the negotiation.
- Be fair with your offer. To do this, you have to know the market. Be aware of asking rates for similar properties. Never throw this information at the agent or owner.
- Be prepared to move quickly for the right one. Again, you have to be confident in your knowledge of what you need and what is the value for the money you'll be paying for the lease.
- Do not be frightened to commit to a long-term lease of five or more years. This

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Lease from \$110 per week + GST (Gross) **JOSH 0425 302 773**

*Approximate

movable.com.au

shows the owner you are confident in your business and where it is heading. Plus, you will or should receive a greater package of incentives from the owner. Let me reiterate, if you need to move before the lease has ended, just employ the likes of me to release it for you.

In summary, moving is expensive and stressful. Include your staff, listen to what they say, give yourself time and know what you are looking for. Do not be arrogant or cocky in your negotiation, and do not be frightened of a longer-term lease.

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.

LOCAL RESIDENTIAL VACANCY RATES RISE

The REINSW Vacancy Rate survey results for April 2022 show residential vacancies have risen in the Hunter.

"In Newcastle, vacancies rose by 0.5% to be 2.0%, and the Hunter region overall increased to 1.7% (+0.7%)," REINSW CEO Tim McKibbin said.

Sydney vacancy rates were stable.

"While the vacancy rate for Sydney overall only increased by 0.1% to be 2.3%, the three Rings fluctuated," Tim McKibbin stated. "The Inner Ring dropped by 0.5% to be 2.1% and the Middle Ring rose by 0.6% to be 3.3%. The Outer Ring stayed steady at 1.7%."

"And while the rate for Wollongong dropped by 0.3% to 0.7% for the month, vacancies for the Illawarra region overall rose by 0.7% to 1.3%."

Vacancy rates across regional New South Wales remain tight, however the majority of areas experienced a slight easing in the availability of residential rental properties.

"Rates for the Central Coast, Central West, Coffs Harbour, Mid-North Coast, Murrumbidgee, New England, Northern Rivers and Riverina all rose," Tim McKibbin said. "The Albury, South Coast and South East areas each recorded drops and Orana remained stable."

While vacancy rates have risen slightly in some areas, sourcing sufficient rental stock to meet tenant demand continues to be an issue for many REINSW members across New South Wales.

"Landlords in competitive markets are being inundated with applications amid the shortage of available rentals."

"And, more and more, tenants are offering above the advertised price or up to a year's rent in advance to secure a home.

"For tenants, in many areas, it's like finding a needle in a haystack when trying to find a property to rent."

The REINSW Residential Vacancy Rate Report is based on the proportion of unlet residential dwellings to the total rent roll of REINSW member agents on the 15th of each month. Carried out monthly, the research – a survey of REINSW member agents conducted by Survey Matters – collects the total properties on agency rent rolls, the number of properties that were vacant on the 15th of the month, and the postcode in which a majority of agents' rental properties are located. The suburb-level rates reported by agents are weighted based on ABS Census 2016 Dwelling Characteristics. The April 2022 report is based on survey responses covering 100,804 residential rental properties.



HUNTER APPRENTICE WINS HIA'S HIGHEST NATIONAL APPRENTICE AWARD

In front of an audience of industry leaders and home-building consumers the highest honours in the residential building industry were presented on 23 April at the 2022 HIA-CSR Australian Housing Awards.

HIA Hunter Executive Director Craig Jennion congratulated Hunter finalist Brayden Burgess who was recognised as the 2022 HIA Jim Brookes Australian Apprentice winner. The accolade acknowledging his outstanding skill set and demonstrated potential in the industry.

Brayden has been hosted by PB Quality Constructions since the start of his carpentry apprenticeship in 2017. Brayden's eagerness and motivation is praised by the judges and his host.

A high achiever in school, Brayden has continued his commitment to learning by taking on supervisory roles, completing his Certificate IV in Building & Construction, and gaining his Bachelor of Construction Management at university.

He is forward-thinking, loves a challenge and is an effective leader. He relates well with his colleagues and takes pride in a high standard of workmanship in his tasks.

Brayden's ability to clearly articulate his achievements and industry goals impressed the judges. His communication skills, work ethic and attitude, make him a true asset to PB Quality Constructions.

The HIA Jim Brookes Australian Apprentice award, partnered by Stratco, celebrates the achievements of future tradespeople and recognises excellent trade knowledge, quality building work and solid trade school results.

The award was named after Jim Brookes, an avid supporter of young people and their training in the industry, who worked with James Hardie in supporting the HIA Training Foundation while it was active.

2022 HIA Jim Brookes Australian of the Year - Brayden Burgess



HVTC Awards showcase excellence across NSW

The HVTC Group's high achievers were celebrated for their accomplishments on 9 May at the 2022 HVTC Excellence Awards presentation event, held at Noah's on the Beach in Newcastle.

The Awards provide an opportunity for HVTC Group apprentices, trainees, and students to be recognised for excelling in their chosen training pathways, as well as highlighting the valuable support and training opportunities facilitated by our host employers.

This year's Awards saw achievements recognised across NSW, with individual and business winners spanning across 10 of HVTC's regional locations.

HVTC CEO Sharon Smith said this year's winners reflect the diversity of training and career opportunities available through vocational education and training (VET) pathways.

"The array of vocations and training opportunities represented by this year's HVTC Excellence Award winners highlights the value of VET in offering a diverse range of pathways for people looking to commence in the workforce, as well as those looking for a career transition.

"For dual-award winner, Kasey Lewis, a career in electrotechnology was not always on the cards. Originally a graphic designer, Kasey decided that she needed a change, so she was pursued an electrical apprenticeship and undertook a pre-apprenticeship course to give her the upper hand with her applications. Now in the second year of her apprenticeship with HVTC and host employer, Origin Energy, Kasey is taking everything in her stride and achieving outstanding results in her training.

"Our Trainee of the Year, Finlay Hegarty, has gone down a different path and decided to take on a Surveying traineeship straight out of school. After completing his Cert III, Finlay has gone on to complete a Cert IV and now Diploma in Surveying before securing a full-time role with his host employer, Shoalhaven City Council.

"No two career journeys are the same, but the vast opportunities available through VET pathways allow anyone to get into an industry they are passionate about."

Ms. Smith also commended the award-winning businesses that were recognised in this year's Excellence Awards.

"Each of our host employers play a pivotal role in HVTC's operations, providing on-the-job training opportunities for our apprentices and trainees.

"We currently have over 250 host employers across NSW equipping people with real industry skills and experience, preparing them for future roles within the host business or for future employment in their chosen field.

"Across our network of host employers, HVTC is proud to employ over 750 apprentices and trainees in a range of vocations. The achievements of our award-winning hosted employees are proof that VET pathways lead to successful careers.

"On behalf of HVTC, I would like to congratulate all winners and finalists in the 2022 HVTC Excellence Awards and wish you the best for your future careers."



Congratulations to HVTC's 2022 Excellence Award winners and finalists.

HVTC has a long and proud history of producing quality apprentices and trainees, working in partnership with our dedicated host employers like Newcastle Coal Infrastructure Group, Origin Energy and Alfabs Group to skill the region's future workforce.

Need an extra pair of hands? Call us now to get an HVTC apprentice or trainee on your team.



Call us today!
1800 247 864
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 skills change lives



This year's award winners were:

Milton Morris Encouragement Award –

Kasey Lewis (HVTC Hunter – Hosted to Origin Energy)

Milton Morris Encouragement Award –

Shaani Monson (HVTC North West – Hosted to Whitehaven Coal)

RTO Student of the Year –

Kasey Lewis (HVTC Hunter – Hosted to Origin Energy)

RTO Online Student of the Year –

Anny Le (HVTC Sydney – Hosted to Service NSW Bondi Junction)

RTO Achievement Award –

Zackery Barry (HVTC Hunter – Hosted to Alfabs Engineering)

School-Based Apprentice/Trainee of the Year –

Jorgieah Perry (HVTC Mid Coast – Hosted to Garden Village Port Macquarie)

Woman in Non-Traditional Trade Apprentice/Trainee of the Year –

Taylor Vandijk (HVTC Sydney – Hosted to Sutherland Shire Council)

Indigenous Apprentice/Trainee of the Year –

Sophia De Vries (HVTC Southern Tablelands – Hosted to Service NSW Goulburn)

Trainee of the Year –

Finlay Hegarty (HVTC Shoalhaven – Hosted to Shoalhaven City Council)

Apprentice of the Year –

Highly Commended – Matthew Lewis (HVTC Northern Rivers – Hosted to Aloha Interiors)

Apprentice of the Year –

Michael Owen (HVTC Hunter – Hosted to NCIG)

HVTC Employee of the Year –

Ashley Kelly (Human Resource Advisor)

Host Employer Innovation Award –

Service NSW

Host Employer Safety Award –

BlueScope (HVTC Illawarra)

Small Host Employer of the Year –

O'Brien Plumbing Tamworth (HVTC North West)

Large Host Employer of the Year –

Origin Energy (HVTC Hunter)

Overall Host Employer of the Year –

Alfabs Group (HVTC Hunter)

RTO Student of the Year - Kasey Lewis (HVTC Hunter - Hosted to Origin Energy)



Five reasons postgraduate study is right for you

Whether you're ready for a complete career change, or want to upskill and land that next promotion, postgraduate study at the University of Newcastle can help get you there. And you don't have to jump in headfirst. The University's Graduate Certificates are a great way to test the water and find out if postgraduate study fits in with your lifestyle. These short courses provide up to 40 units of credit into relevant Master's degrees upon completion, and you can take advantage of up to 80% off course fees with current government rebates on eligible degrees.

Stay relevant

Postgraduate study helps you to keep on top of emerging trends and develop specialised skills to advance your career. And with 93+% postgraduate employment rate - above the national average¹ - graduates of the University of Newcastle are in demand.

¹ Graduate Outcomes Survey 2019-2021

Flexible study options

With the choice to study either part-time or full-time, and with the option to complete online, face-to-face or a combination of both, the University of Newcastle's flexible postgrad programs can be tailored around a busy lifestyle. "It was fantastic for someone working full time - doing it part-time, having the online flexibility, the resources like NUspace, and that sort of access from anywhere, anytime, made the difference."

Liam, Master of Business Psychology, The University of Newcastle

Earn more

Postgraduates earn more. In 2021, the median salary for an undergraduate Bachelor's degree holder was \$65K, compared to \$89.7k for postgraduate coursework graduates². If you study at the University of Newcastle, the future could be brighter still - postgraduates earn a median salary of \$98.8k, well above national average³.

² Graduate Outcomes Survey 2021

³ Graduate Outcomes Survey 2019-2021

Connect with industry

Postgraduate study is the best way to make connections and build your networks. And there is no better place to do that than the University of Newcastle - the No. 1 University in Australia for industry collaboration⁴. Take advantage of industry partnerships and graduate with valuable professional connections.

⁴ Innovation Connections IC Report 2014 - 2020

Expand your global network

When you graduate from the University of Newcastle, you'll join our 161,000+ strong global alumni community spanning 152 countries. With networking events, meet-ups, and mentoring opportunities, you can connect the dots and grow a global career.

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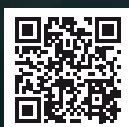
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*Visit newcastle.edu.au/short-courses for more details.
2022 1002 | CRICOS Provider 00109J

Continued growth for Atwea College

Atwea College, formerly known as WEA Hunter (Worker's Educational Association – Hunter), was established as a way of providing education to blue-collar workers more than 100 years ago.

Today, these humble beginnings remain a proud and fundamental part of Atwea College's legacy, but the organisation has become so much more. It is now the fifth-largest provider of community-based education in NSW, offering a diverse range of senior secondary and vocational education to thousands of students across the state.

Recent years have seen continued growth in courses, increased staff and an expanding footprint, both online and physically. Atwea college now has campuses in Newcastle, Newcastle West, Cooks Hill, Charlestown, Argenton, Raymond Terrace, Tomaree, Tuncurry, Cessnock and Hamilton.

The organisation attributes much of its continued success and growth to the special qualities of its educators.

Many educators are effective in teaching. Trainers deliver instruction and in turn the students learn. However, it is very special to encounter a trainer that has the "gift" of teaching – the ability to light up the classroom with inspiration and to see that their joy and passion is being mirrored by their students.

A great example is Deborah Mercer, an energetic and motivational educator who specialises in training Disability and Aged Care. Outside of the classroom, Deborah is dedicated to constantly improving her teaching skills whilst connecting with industry and contributing to our community through her volunteer work with the RFB Kurri Kurri Masonic Village.

Throughout the last year, Deborah has trained students in Certificate III in Individual Support in both Ageing and Disability, Certificate IV in Disability and Infection Control training to employers.

Additionally, Deborah delivers workshops and on the job support to a number of our Aged Care Trainees.

To conclude her classes Deborah asks her students to share three things. Something they liked, something they learned and their "uh-oh". This promotes student reflection and provides an emotionally supportive environment for expression, self-discovery and sharing learning experiences.

Throughout their learning journey, Deborah's students develop the skill of perseverance and not to give up on themselves because they know that they will always have a trainer that believes in them. Understanding that the influence of an educator extends beyond the classroom, Deborah shares her working experiences and teaches from her heart to ensure her students are prepared to enter the industry and make a difference in the real world once their study comes to an end.

Atwea College educator Deborah Mercer



How to get the right training done right

Sam Robinson
LKS Quaero

Have you ever undertaken training that felt like a waste of your time? Perhaps it didn't connect back to what you actually do at work, or you didn't learn concrete skills that you could apply in practice. When organisations are deciding on training and development for their workers, it can be difficult to make a targeted choice that has a demonstrable impact on results.

Unfortunately, as someone who works in leadership development and safety training with clients across many sectors, I've heard all too many stories about past courses that have missed the mark or functioned as a vacation from day to day work. Here's what I've learned about getting the right training for your team.

Which training?

Select training that's targeted to your organisation's goals and your team's needs (rather than targeted to buzzwords). The best way to do this is to run a training needs analysis so you can see where the gaps are in people's skills, viewed against the objectives you need to achieve. By focusing on the highest value and highest risk areas, you'll gain the best leverage. You'll then have a basis for seeking out reputable program facilitators who can meet those needs.

The right choice will be people who work to understand what your organisation needs and tailor the training accordingly, while remaining consistent with their own theoretical base and any mandatory qualification requirements. Most importantly, they'll make sure you understand them back so that everyone is on the same page.

Effective programs

Effective programs engage participants, requiring more of them than passively sitting. Organise training that has lots of different interactive learning methods and that demands something of participants, particularly to check their understanding.

Most of all, you need to make sure that they're taking their learning back to work. Ideally, the training will be organised in a way that enables participants to start applying their learning at work immediately after the program – or even during it as part of an assessment task, which is a requirement of most of LKS Quaero's programs. In any case, set up mechanisms for participants' leaders to engage them on what they learned and the support they need to put it into practice as part of the work of their role.

Evaluating training

How do you know how well training has gone? Measure the impact, in a way that's appropriate for the nature of your goals. We conduct participant surveys at the start and end of leadership development programs, so that our clients can see the direct and immediate effect of the programming for participants. We've helped clients to monitor long term trends for measures such as injury rates following safety programming. By monitoring and evaluating the impact of training, you'll have a fuller picture of what kind of training you'll need in the future.

Good training is training you can understand, apply, and measure. Getting the right training in place will benefit your organisation for the long term and your workers for their whole careers.

For more information on training for more positive and productive organisations, contact LKS Quaero at enquiries@lksquaero.com or 02 4312 4303.



Sam Robinson is Managing Director of LKS Quaero. He works in leadership development, change management, organisational structure, and culture. Sam helps leaders to succeed by connecting people, relationships, systems, and structures. He has worked across the public, private, and not-for-profit sectors.



Atwea College

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Back to Basics Business Training celebrates 25 years

The Construction Industry is a demanding competitive profession requiring constant professional development to maintain the continual changes in technology, legislation, regulations, standards and building codes along with business and financial management.

Keeping up with the constant changes and the political issues that surround the industry often create a lack of willingness to take the time to study. However, training and education for management and employees is a critical component to the success of an organisation in the construction industry today.

The industry now requires qualifications to gain employment and licensing at Certificate IV and Diploma levels. It is imperative that those who work in the industry need to "Go back to School".

TAFE and several Group Training Organisations (GTO's) have excellent programs for the trades and have the infrastructure to provide the facilities to bring apprentices through their given specialised trade over a 2-3 year period. The GTO's may and often do, provide employment for their trainees.

Back to Basics Business Training Pty Ltd is a boutique Registered Training Organisation, founded by Managing Director Susan Stephens in 1997 specialising in the programs for the Building and Construction industry, located in the Hunter, employing Hunter people.

Celebrating 25 years in 2022 supporting students from every State and Territory in Australia to gain a qualification to obtain employment, licensing, or safety credentials within the industry. Their experienced Student Support Team provides assistance and personal one on one 5 day support through their journey to gain a qualification.



TAFE NSW Newcastle helping locals tap into fitness industry jobs boom

TAFE NSW Newcastle will play a critical role in training the next generation of local fitness instructors as the Hunter emerges from its COVID-19 hangover, according to the nation's peak health and exercise industry association.

The local fitness industry is recovering from the impacts of COVID, with restrictions forcing gyms to close and forcing fitness instructors out of work.

But the reopening of the economy is triggering a surge in demand for fitness instructors and personal trainers to help motivate and train locals to achieve their fitness goals.

Barrie Elvish, CEO of the Australian fitness industry's peak body AUActive, said an exodus of fitness instructors from the industry during COVID, combined with a flurry of new gym memberships, had created a "perfect storm of opportunity" for those wanting to become a fitness instructor.

"There were a lot of people that left the industry over the past two years but when I speak to our members, they tell me the last three months have broken all records when it comes to new gym memberships for young people," Mr Elvish said.

"Demand for fitness instructors is growing rapidly as a result and gyms are struggling to get qualified staff.

"We see TAFE NSW as an important part in getting quality graduates coming through."

The Federal Government's Job Outlook website says demand for fitness instructors is expected to remain strong over the next five years.

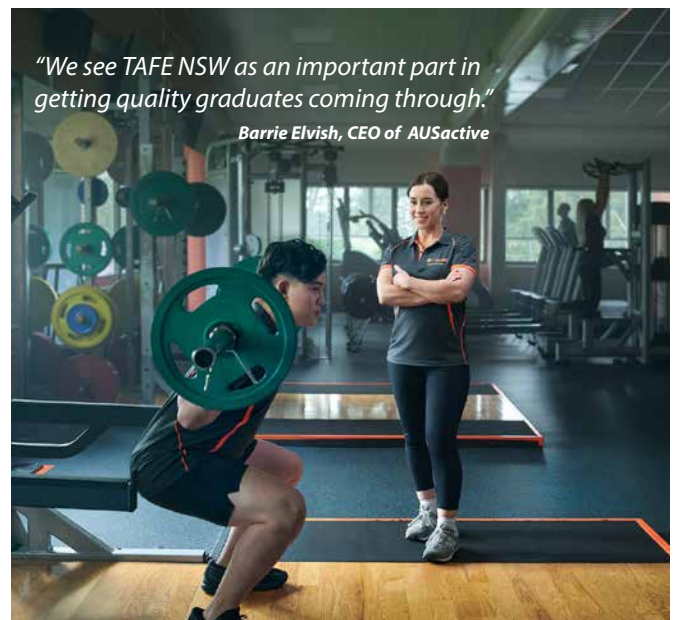
TAFE NSW Newcastle Head Teacher of Fitness Karyn Gardner said TAFE NSW offered students the practical skills, work experience and industry connections to make a running start to their career.

"The industry struggled during COVID but now we're seeing gyms looking for staff again," Ms Gardner said.

"Locals are seeing what's next: they may have started their fitness journey on their own during COVID and they're now looking for industry professionals to help them take the next step.

"It's an extremely rewarding job and for many fitness instructors, it really is a calling. They live the health and fitness lifestyle and get so much out of it, they want to share that with the community."

Ms Gardner said the Certificate III in Fitness (Gym Instructor) is a six-month course, including units in planning group exercise sessions, developing gym-based exercise programs for individual clients, and providing healthy eating information.



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Energy Renaissance batteries pass 90% local content goal

On 12 May Energy Renaissance, pioneer in the invention and manufacturing of Australian lithium battery technology, announced that it has appointed three Australian companies to provide key components that will be used to manufacture its superStorage™ family of batteries.

Through long term framework agreements and preferred supplier relationships, this forms part of the company's move towards achieving 100% onshoring of its manufacturing of batteries in Australia and contributes to 92% of components in their batteries sourced from Australian companies:

- Academy Sheetmetal, a family owned sheetmetal manufacturer in Newcastle, NSW, will supply the steel cabinetry that is used for the Renaissance superRack™ and superPak™.
- GPC Electronics, one of Australia's largest contract electronics manufacturers in Penrith, NSW, will supply the printed circuit board assemblies that are used in the Battery Management Systems (BMS).
- B&C Plastics, an Australian plastic moulding injection manufacturer in Brisbane, QLD, will supply the plastic components that are used in the packs.

32 of the 35 components that make up a superStorage battery are produced in Australia, validating Energy Renaissance's commitment towards strengthening its local supply chain, creating local jobs and opportunities for all Australians.

Mark Chilcote, Managing Director of Energy Renaissance said, "Energy Renaissance is dedicated to onshoring manufacturing in Australia so we can protect our customers against global supply chain constraints and unexpected price increases that come with increased freight costs.

"We started our business with a target to have 100 percent of our manufacturing completed in Australia. However, this target can only be achieved with a long-term partnership with local suppliers who will invest in business to grow in line with our production requirements.

"Energy Renaissance is strengthening local manufacturing and, in the future, securing our supply chain for critical battery



minerals when we commence the manufacturing of battery cells in Australia."

Energy Renaissance's procurement strategy includes:

- Supporting both small and medium businesses to large corporations.
- Partnering with values-based organisations who are committed to their customers, workforce safety, diversity and a quality assurance process.
- Working closely with Australian companies to reduce the cost of producing components needed for superStorage™ batteries. In the longer term, this will make it more cost competitive for components to be manufactured locally as Australia competes with global manufacturers.

Mark added, "While negotiating for supplier agreements, we found local manufacturers who are price competitive with similar components made with a higher quality standard than what we would have to import. This has challenged our views on sourcing for components globally and highlighted that we do have many local companies who share our passion of onshoring manufacturing."

Energy Renaissance continues to negotiate local supply agreements as it ramps up the production of Australian-made batteries.

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Glencore publishes Sustainability Report

Glencore plc ("Glencore") has published its 2021 Sustainability Report, which is available on its website.

The 2021 Sustainability Report incorporates Glencore's ESG (environment, social and governance) data book, which aligns with the Global Reporting Index's reporting requirements, and maps to the International Council on Mining & Metals (ICMM) Mining Principles, the United Nations Global Compact's principles and the reporting requirements of the Sustainability Accounting Standards Board's Metals and Mining Sustainability Accounting Standard.

As in previous years, this year's Sustainability Report focuses on those areas identified as material to Glencore, its assets and both its internal and external stakeholders. In addition to providing an overview of the approach, performance and activities during the year for each material topic, we include case studies on the work undertaken by our commodity departments to drive improved performance in our operations.

Gary Nagle, Chief Executive Officer, said "I am proud of the progress that Glencore is making to embed sustainability throughout our business activities. During 2021, the roll out of new and revised Group policies and their accompanying governance documents has initiated a more robust and consistent approach to health, safety, environment, community and human rights at all our operations.

"We also recognise our stakeholders' keen focus on climate change and their expectation for Glencore to align its business strategy with the goals of the Paris Agreement. We undertake extensive engagement with interested stakeholders, particularly with the investor group, Climate Action 100+.

"I am proud of the progress that Glencore is making to embed sustainability throughout our business activities."

Gary Nagle, Chief Executive Officer Glencore

"During 2021, we strengthened our commitment to reducing our total emissions footprint (Scope 1, 2 and 3), which underpins our ambition to be a net-zero total emissions company by 2050. Our revised targets are: 15% reduction by 2026 on 2019 levels; and 50% reduction by 2035 on 2019 levels

"We use the Intergovernmental Panel on Climate Change (IPCC) scenarios to illustrate our compliance with the net zero ambition. Our 2026 target lies within the range of IPCC 1.5-degree scenarios (IPCC SR1.5) and our 2035 target is aligned to the IEA NZE 2050 scenario, which is consistent with IPCC SSP1-1.9 (IPCC AR6WGI).

"The steps that the Board and I took in reviewing our safety performance and strengthening our safety culture is driving improved performance. We are determined to eliminate fatalities across our business and safety continues to be our top priority.

"The group-wide cultural review that we initiated in 2020 to ensure robust, consistent cultural heritage practice across our industrial business has resulted in the development of a standalone Cultural Heritage Standard. This Standard will elevate the visibility and priority of cultural heritage management across the business and establish clear performance expectations for all industrial assets."

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NSW Mining's member companies pump \$122 billion into NSW economy over last 10 years

New analysis by the NSW Minerals Council has found our mining member companies directly injected over \$122 billion into the NSW economy over the last decade, creating tens of thousands of jobs and supporting thousands of local businesses across the State.

The analysis of the last decade's figures also shows that mining member companies steadily increased the number of direct jobs provided over the last ten years, from around 20,000 per year in 2011-12 to around 30,000 per year in 2020-21.

Since 2012, the NSW Minerals Council's Member Expenditure Survey has recorded the number of jobs member companies provide in NSW, as well as direct spending levels, and the number of local businesses supported.

Now in its tenth year, analysis shows that mining member companies directly invested \$122 billion in NSW over the last decade, including \$28 billion in wages and salaries and over \$81 billion in purchases with thousands of local supplier businesses. And despite the economic peaks and troughs over the last ten years, as well as the last two years of a global pandemic, our mining member companies continue to support between 7,000 to 8,000 supply businesses across NSW.

The report also shows the massive direct contribution made to the NSW budget with over \$15 billion in mining royalties delivered to the NSW Treasury over the last ten years, and another \$2.8 billion forecast in the most recent budget update. This revenue helps pay for vital services like hospitals, schools, roads, public transport and emergency services.

The \$6.1 billion of direct mining spending in the Hunter last financial year included over \$1.53 billion spent on wages and salaries, as well as almost \$4.5 billion for goods and services purchased from over 3,160 mining supplier businesses across the Hunter region.

Over the last few years, in particular, figures from the annual Member Expenditure Survey show that the NSW mining sector is stronger than ever, with outstanding opportunities on the horizon.

Global demand for high-quality NSW metals and coal has continued at record levels, reflected in high prices. This has meant more mining jobs, more royalties for the people of NSW, and more economic benefits for NSW mining communities.

Mining continues to be a major contributor to the Hunter economy. Mining companies supported over 13,250 jobs in the Hunter in the last financial year, a slight increase on the previous year and the third-highest result reported in the ten-year history of the survey.

Participating companies directly injected \$6.1 billion into the Hunter economy in the last financial year - down just slightly from the previous year and the equal second highest result reported in a decade.

The \$6.1 billion of direct mining spending in the Hunter last financial year included over \$1.53 billion spent on wages and salaries, as well as almost \$4.5 billion for goods and services purchased from over 3,160 mining supplier businesses across the Hunter region.



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Prisoner complains to guard as he first arrives at prison.
 "Even the judge knows I'm being imprisoned for a crime I never committed!"
 Guard: "What you in for?"
 Prisoner: "Attempted murder."

An elderly gentleman had serious hearing problems for a number of years. He went to the doctor and the doctor was able to have him fitted for a set of hearing aids that allowed the gentleman to hear 100%.

The elderly gentleman went back in a month to the doctor and the doctor said, "Your hearing is perfect. Your family must be really pleased that you can hear again."

The gentleman replied, "Oh, I haven't told my family yet. I just sit around and listen to the conversations. I've changed my will three times!"

Police officer: "I pulled you up just 15 minutes ago and told you your car is too heavily overloaded. And now I find you still driving without reducing the load. I'm going to have to take away your driver's license."

Driver: "You're kidding me, right? The license can only weigh 20 grams tops!"

My girlfriend said, "You act like a detective too much. I want to split up."
 "Good idea," I replied. "We can cover more ground that way."

Boss: "Why is it that I always catch you goofing off?"
 Employee: "That's easy! It's because you walk so quietly."

Husband: "Soon we will be married for 10 years. I will get you a nice new car for our anniversary."

Wife: "Oh darling. Nothing would please me more!"
 And so the husband got her nothing for the anniversary.

A man goes to the lawyer: "What is your fee?"
 Lawyer says: "1000 dollars for three questions."
 Man: "Wow - so much! Isn't it a bit expensive?"
 Lawyer: "Yes, what is your third question?"

A wife goes to consult a psychiatrist about her husband: "My husband is acting so weird. He drinks his morning coffee and then he goes and eats the mug! He only leaves the handle!"
 Psychiatrist: "Yes, that is weird. The handle is the best part."

On a first date: Man: "When I see your smile I wish we could see each other more often."
 Woman: "Oh, you're so charming, George..."
 Man: "Not really, I'm a dentist."

QUOTE OF THE MONTH

"Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young."
 - Henry Ford

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