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Hunter Business Review

16TH YEAR  
OF PUBLICATION

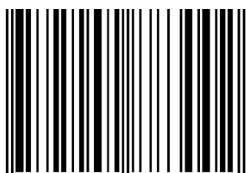
SEPTEMBER 2020  
VOLUME 16 NUMBER 8  
Print Post Approved 100002454

MINING &  
**ENERGY**  
UPDATE

2020/2021  
HUNTER  
BUSINESS  
FUNCTION  
GUIDE

Australia \$6.60

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



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HUNTER BUSINESS REVIEW  
Connecting & informing business people



# IS YOUR BUSINESS PREPARED TO COME OFF GOVERNMENT LIFE SUPPORT?



If your answer is 'no', or even 'not sure', it's vital you read on.

While government support measures have provided some much-needed help for the countless business owners and directors affected by COVID-19, they will come to an end.

Your business needs to lay the groundwork now for what action you'll take when those measures are gone. And this includes gaining an understanding of insolvency procedures to ensure whatever road you take, you achieve the best outcome for everyone involved.

All businesses go through a 'Business Lifecycle' (see below). As you can see, if your business is declining, it can undergo a rebirth – perhaps through a restructure or Voluntary Administration – or if that proves impossible, Liquidation, which offers a legal way to wind it up under certain circumstances. And often, Liquidation is simply the orderly closure of a business, paying creditors and returning the net equity to shareholders.

## Business Life Cycle



Recognising the signs your business is in trouble and actioning an early intervention insolvency procedure in time, such as a restructure, refinance or a period of voluntary administration, could mean the difference between turning it around or going into Liquidation.

## 10 warning signs your business is in trouble

- Experiencing poor or no cash flow
- Unable to pay wages or superannuation
- Securing special payment arrangements with creditors
- Issuing post-dated or dishonoured cheques
- Having suppliers refusing to supply or insisting on COD only
- Unable to borrow funds or raise additional equity capital
- Receiving solicitors' letters, summonses, judgements or warrants
- Delaying/stopping financial and trading performance reporting and forecasting
- Letting go of staff and having staff morale issues
- Making substantial bad debt write-offs

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**PUBLISHED BY:**

Hunter Business Publications Pty Ltd  
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Published monthly (except January)  
 Hard copy circulation: 5,000  
 Also available online

**www.HBRmag.com.au**

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**2020/2021**  
**Hunter Business Function Guide**

See this year's function guide  
 between pages 16 and 17  
 of this issue



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 A large photograph of a yellow and black forklift parked in a warehouse aisle. The aisle is lined with tall blue metal shelving units filled with cardboard boxes. The forklift is a counterbalanced model with a mast and forks.
 

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# From the Editor



As expected, Australia is now in its first economic recession in around 29 years after the release of a 7% fall in the June quarter. This follows the 0.3% decline for the March quarter.

The fall was inevitable given the COVID restrictions that have been in place and the uncertainty of the future.

Spending has dramatically reduced, with consumer spending in particular experiencing a dramatic fall. It is clear that even consumers that have not had their income reduced are being careful with their spending and saving more as they are uncertain about the future.

How long the recession lasts is uncertain, with some anecdotal comments suggesting that a small recovery is underway in some industries.

The Federal Budget to be released on 6 October will be important in creating a framework to encourage economic activity and help increase our confidence about the future. The Government's stimulus packages have kept many businesses afloat during extremely difficult conditions and the challenge for many of these will be continuing to survive as the packages are wound back. The Government may well need to consider further stimulus packages that are targeted to specific industries or groups of businesses.

Regarding COVID restrictions, it is hoped that the states are learning from experience and will fine tune restrictions to help reduce their economic impact. Safety is of course paramount, but it seems difficult, for example, to justify blanket state-wide restrictions when only a few localities are experiencing any COVID infections. Businesses and consumers are also hopefully becoming more acclimatised to the new way of life, but are no doubt eagerly awaiting the time when the restrictions will be removed or dramatically scaled back.

The biggest boost to business and consumer confidence will be when an effective vaccine begins to be distributed. Whilst this looks very promising, it seems unlikely that there will be any major release of a vaccine until at least early 2021.

In the meantime, it is hoped that we see some green shoots of economic recovery in coming months and that we will begin to feel a little less fearful about the future so that consumer spending and business investment will begin to improve.

**Garry Hardie**  
*Publisher & Editor*

#### On the cover

Port Waratah Coal Services shiploader lit up blue over September to support International Prostate Cancer Awareness Month. Photo taken by Tony Banfield, Port Waratah Maintenance Supervisor.



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A fresh upgrade is now underway for one of Lake Macquarie's busiest pedestrian malls, with works starting on-site mid-August. The transformation of Pearson Street Mall will deliver a flexible space for people to connect, eat, work and play within the heart of Charlestown.

Lake Macquarie Mayor Cr Kay Fraser said the \$2.8 million Pearson Street Mall redevelopment would revitalise retail and commercial opportunities in the surrounding precinct.

"The mall is a gateway to our City's largest retail precinct," Cr Fraser said.

"The modernisation of this area will reinvent the space, transforming it into a hub for the Charlestown community."

"The upgrade will allow for events, markets, live music and food trucks, providing opportunities for businesses, workers and residents."

"This is an exciting project for our City and I look forward to seeing this area re-energised and re-purposed."

The revitalisation project includes smart cities initiatives such as smart bins, environmental sensors, Wi-Fi and digital signage, as well as custom-made street furniture designed by Joe Haig from

Codewise Pty Ltd, creative lighting designed by John Fish Studio, new landscaping, improved street lighting and an upgrade at the intersection of Ridley Street and Pearson Street.

Council Manager Assets Management Brendan Callander said the improvements would deliver a safer, pedestrian-friendly precinct.

"As part of the works, we will be replacing the existing pavement, reducing trip hazards and providing safer access through the mall," Mr Callander said.

"We'll also be replacing trees in the mall with mature specimens more suited to the local environment and less likely to cause root damage."

The revamp is set to complement recent works completed by GPT, owner of Charlestown Square, at its reinvented north piazza, The Corner.

Works are expected to be complete early 2021.

Council will work closely with businesses and residents in the area to minimise impacts of the project, where possible.

To stay up-to-date with the project, visit [lakemac.com.au/Projects/Pearson-Street-Mall-Upgrade](http://lakemac.com.au/Projects/Pearson-Street-Mall-Upgrade).

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NEW OPPORTUNITIES STRATEGIC NETWORKING CUTTING EDGE INNOVATION SKILLED WORKFORCE TARGETED STRATEGIES

## Report shows Port of Newcastle an economic powerhouse for NSW and Australia

The Hunter's trade gateway to the world contributes almost \$1 billion to the local economy, according to the latest analysis from HoustonKemp Economists.

The analysis, released in August, highlights the benefits of Newcastle's port activity for the Hunter, state and national economies, including the positive impact on employment and household income.

The port's direct and flow-on contribution to Australia's gross domestic product (GDP) is almost \$1.5 billion and it also underpins almost 9,000 full-time equivalent jobs nationally.

The analysis, using 2018/19 financial year data, also found that port activity generates:

- About 5,700 jobs across the Lower Hunter, \$475 million worth of household income and GRP worth almost \$1 billion
- 7,800 direct and indirect jobs across NSW, as well as boosting direct and indirect household income by \$629 million and contributing \$1.2 billion to gross state product
- 9,000 direct and indirect jobs across the country, \$736 million worth of direct and indirect household income, and makes a \$1.5 billion economic contribution

HoustonKemp also analysed the economic benefit of constructing a 2 million TEU Multi-purpose Deepwater Terminal (MDT) in Newcastle, finding the project design and construction would generate 9,300 jobs and \$1.3 billion to the Lower Hunter alone.

The project would contribute \$2.5 billion to GDP and create 15,000 direct and indirect jobs for Australia. The figures do not include the broader economic benefits created through increased supply chain efficiency and making internationally-trading businesses in NSW more competitive in global markets.

Port of Newcastle CEO Craig Carmody said, while it was difficult to quantify all the ways the Port contributed to the social and economic wellbeing of the region, the analysis helped to shed light on the importance of Australia's largest east coast port to the nation's economic prosperity.

"HoustonKemp has applied its complex economic methodology to quantify the scale of the port's contribution in our region and for the rest of the nation," Mr Carmody said.

"For every dollar generated by port activity in Newcastle, there is a total contribution of \$2.62 to Australia's GDP."

Mr Carmody said the Port had a critical role to play in providing accessible, efficient and cost-effective supply chains that underpinned local jobs, businesses and the region's economic prosperity. "This is especially critical as we do our bit to help the economy recover from the effects of COVID-19," Mr Carmody said.

"We look forward to the Hunter having an uncontained future and being an attractive place for private investment.

"Port projects started today will be critical in the decades ahead, ensuring we can diversify the economy and remain internationally-competitive and prosperous long into the future."

## New data centre paving the way for technology innovation in the Hunter

Construction of the Leading Edge Data Centre facility in Mayfield West began on 10 August, boosting jobs, creating much-needed network infrastructure, and strengthening the digital economy of Newcastle and greater Hunter region.

CEO of Leading Edge Data Centres Chris Thorpe said the groundbreaking is a significant milestone for regional cities.

"This is a great leap forward towards our Hunter project which will provide the same internet and direct cloud connectivity as any other metropolitan city," Mr Thorpe said.

Newcastle Lord Mayor Nuatali Nemes has welcomed the opportunity for 130 new jobs in the Newcastle region.

"This construction and expansion of IT infrastructure will support the local community, as well as provide new opportunities

for economic growth for local businesses. It's another example of how the City of Newcastle is creating a smart, global city under the Newcastle Smart City Strategy," Lord Mayor Nemes said.

The construction is in partnership with Ausgrid, who are providing the land, access to the electrical network, and fibre infrastructure at Mayfield West.

Ausgrid is the largest distributor of electricity on Australia's east coast and provides power to 1.8 million households and businesses across 22,000 square kilometres covering Sydney, the Central Coast and the Hunter Valley.

Ausgrid Chief Customer Officer, Rob Amphlett Lewis said Ausgrid is delighted to support this project which is aligned to its business purpose of connecting communities and empowering lives.

"It's more important than ever before for our communities to be connected," Mr Amphlett Lewis said.

"By collaborating with our partners like Leading Edge Data Centres, Ausgrid not only ensures reliable power for customers, but also supports reliable access to the data their technology relies upon."

Leading Edge Data Centres rollout is rapidly expanding over 14 regions in NSW over the next 12 months, and planning is also well advanced on the expansion of the Edge data centre network into regional locations in Victoria and Queensland.



## Newly upgraded Maitland Netball Courts ready for season restart

Local netballers noticed a huge difference when they hit the courts again in Maitland, as 17 courts have now been reconstructed at Maitland Park Netball Courts by local contractor, Bolla Contracting Pty Ltd.

The upgrades were funded by a grant of \$924,241 under the NSW Government Stronger Country Communities Fund, along with an additional \$435,714 from Maitland Netball Association.

Mayor of Maitland Loretta Baker says, "It's fantastic that another recreational asset has been improved thanks to funding from the state government and the Maitland Netball Association.

The completion of the works is even more significant as it coincides with a huge milestone in our community's return to sport following the pandemic. I'm sure that local netballers will appreciate the upgrades that little bit more because they've been unable to play a game for some time." Parliamentary Secretary for the Hunter Catherine Cusack said the Stronger Country Communities Fund is delivering better community infrastructure and youth initiatives to improve the lives of people who live in our regional cities and towns.

"These refurbished netball courts will mean the world to local club members and their families who return to play every season for fitness, competition and to make new friends," Ms Cusack said.

"The new courts have less trip hazards, which make games safer and more enjoyable and will help to attract higher profile regional competitions to the area, giving local business a boost.

"I congratulate Maitland City Council and Maitland Netball Association for their collaboration and commitment in helping to deliver this wonderful new asset to the community."

To find out more about local projects which have benefited from the NSW Government Stronger Country Communities Fund, search 'Stronger Country Communities Fund'.



## Oddfish Media expands into Newcastle

Peter O'Dell, Simon Gitsham and Darren Fischer

Erina-based full service independent marketing agency, Oddfish Media, has opened an office in Newcastle and at the same time launched their Web Development / eCommerce solution – offering a best-in-class product for the region.

To compliment the expansion, Simon Gitsham has joined the leadership team, bringing a wealth of media experience across radio, TV and digital solutions for the businesses of Newcastle. His media career launched when he was made a Sales Executive for Telecasters 10 at Hervey Bay, QLD in 2000. He moved to Melbourne as a Sales Executive for Radio Sport 927, Mornington Racing Club & SEN 1116, which gave him great understanding of making advertising and sponsorship work for clients. In 2016 he took up the role of Northern NSW Regional Sales Manager for the WIN Network based in Newcastle, overseeing some key advertising solutions for local, state and national clients & agencies.

Commenting on Oddfish's digital plans, General Manager Darren Fischer said, "It has been many years in the making to find the right people to deliver best practice website and e-commerce solutions to grow businesses. Due to COVID we are of the belief that the digital revolution has been brought forward 4-5 years. People of all ages over the last six months have gained confidence buying online. This product will change businesses. It's the first time since

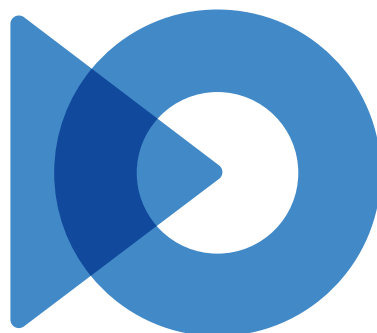
we started in the digital space in 2008 that we have confidently gone to market with a comprehensive web-dev solution that will produce results."

"In the past we have dabbled or stayed clear of the web-dev part of the puzzle. We now have the final piece of the puzzle," he said.

Oddfish Media was established in 2005 by Peter O'Dell and Darren Fischer. Peter O'Dell, from the mid 80's, worked in both news and commercial production and later sales with NBN Television Network. Darren Fischer also had a long career with NBN Television working with agencies and directly with clients across radio and television.

"Oddfish Media has grown along with our clients to offer the full gamut of media services needed today," said Darren.

"Our flat team structure allows us to respond swiftly and appropriately to a client's needs, with some of the quickest turnaround times in the industry. With over seventy years of marketing experience within the team, our knowledge is exceptional and the relationships that we have built within the industry allow us to get you the best market rates, regardless of your advertising needs. Our job is to push the boundaries and challenge your thinking in order to achieve the best results together," he said.



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## Hunter Region Winery Awarded Five Red Stars in the 2021 Halliday Wine Companion Awards

Broke based winery Whispering Brook has been awarded Five Red Stars at the 2021 Halliday Wine Companion awards ceremony. Recognising the outstanding winery for regularly producing wines of exemplary quality and typicity.

The Five Red Stars were given based on more than two wines achieving a score of 95 points and being a five star winery for two years in a row. Whispering Brook's 2014 Shiraz, 2018 Shiraz and 2019 Semillon all achieved more than 95 points, and in previous years a rating of 97 points was given to the 2017 single vineyard shiraz, and 96 points given to the 2017 Semillon.

"To be awarded 5 Red Stars is a particularly great accomplishment for a small, artisan family winery," said winemaker, Susan Frazier. "We grow our own grapes, carefully and lovingly, in tiny quantities, which unlike larger wineries, means we have only one shot each year at making each of our varietals. A focus on uncompromising quality has resulted in success."

This year, we have more reason than ever to celebrate the award," explained Susan. We have been impacted by the drought, badly affected by bushfires, and are now working through the turmoil of covid 19. However our love of the land and passion for winemaking have truly paid off with this milestone."

It has been a 20-year journey for the Whispering Brook winery to achieve a 5 Red Stars rating. Husband and wife winemaking team, Susan Frazier and Adam Bell, first established the winery in 2000. Since then, they have completed 20 vintages overseas and at their Hunter Valley winery and cellar door.

## Charting a new energy future

There is a growing awareness throughout Australia, and particularly in the Hunter, that change is afoot in the energy generation sector.

There is ever increasing evidence about the link between emissions from the burning of fossil fuels and the impact that is having on world-wide climate. This concern is reaching right through to the board level of major corporations via shareholder activism, resulting in several large players commencing their own coal transition plans and/or seeking to increase their consumption of renewable energy.

At the same time the cost of renewably sourced energy is continually declining, along with major technological improvements in battery storage. Accordingly it now makes economic sense for many businesses and homes to at least consider switching to renewable.

Hunter Renewal is a locally based organisation concerned about the potential impact of these economic changes on the Hunter region.

Hunter Renewal recognises that direct coal mining activity and the related supply chain is a major part of the Hunter region in 2020 - however the future is less clear. Hunter Renewal supports all businesses in the region in their current dealings within the coal chain but says we can't be blind to the downstream risks.

A transition away from coal, whether in the short medium or long term, will leave the Hunter economy, owners, workers and their families at risk – unless there is a clear plan regarding what will replace coal.

The Hunter is well placed with its expertise in energy, civil engineering, manufacturing, food production, wine growing, tourism and agriculture, together with excellent infrastructure which provides connectivity directly to the rest of Australia and the world.

Studies such as those by the Grattan Institute (Start with Steel) and Beyond Zero Emissions (Million Jobs) clearly show there is much potential in the renewable energy sector, and that the Hunter is in a prime position to deliver on that potential.

Hunter Renewal believes that there are five key aspects required to ensure that potential is realised in the Hunter.

- Early intervention by all stakeholders (business, community and government)
- A strong and aligned community
- Clear communication
- Funding
- Plans

These aspects require drive, support and investment from all levels of government to help identify, plan and encourage fast-track diversification. And governments only act when they hear voices seeking, even demanding, change.

Hunter Renewal is looking at the involvement of the business community as part of a Hunter wide effort to mobilise the various local, NSW and Federal governments to take a pro-active approach to ensure the protection of our region. There are massive opportunities for the Hunter if it embraces and becomes a leader in the renewable energy sector. However, this will not happen by chance.

Further details can be found at [www.hunterrenewal.org.au](http://www.hunterrenewal.org.au) And while there you are encouraged to sign up to the Hunter Renewal Roadmap for Renewal [www.hunterrenewal.org.au/roadmap](http://www.hunterrenewal.org.au/roadmap) to assist Hunter Renewal to better push the various arms of government to provide the support required for a planned, vibrant and sustainable Hunter well in to the future.

## Hunter Central Coast Medtech Industry Network established

Regional Development Australia (RDA) Hunter and the Hunter region office of the Australian Industry (Ai) Group have established a new initiative, the Hunter Central Coast MedTech Industry Network.

The Network brings together Hunter and Central Coast based MedTech and Pharma companies, national industry associations, sector specialists and education and research organisations. This vital sector will be strengthened and grow through collaboration across the Hunter/Central Coast MedTech industry community.

"The impacts of COVID-19 have created momentum around the diversification of the economy of the Hunter Region and the ability of industries to expand the markets in which they operate. Ampcontrol's pivot into MedTech and Whiteley's production increase during the pandemic demonstrate the Hunter's strong MedTech capability as well as its adaptability," said Ai Group's Regional Manager – Northern NSW, Mr Trevor Stuart.

Mr Trevor John, Director of Regional Development at RDA Hunter said, "We are very happy to be coordinating efforts to ensure the new MedTech cluster will develop this important industry – one of the seven sectors RDA Hunter identified in 2016 as having the most potential for innovation-driven jobs growth. We thank our founding associates and partners for their vision and eagerness to back the concept. We look forward to working with them to see the Network succeed."

The Network has agreed on some initial goals, which include:

- Facilitating growth and diversification of the Region's manufacturing and MedTech sector through collaboration with industry, government, research, education
- Improving HCC MedTech access to global supply chains and national and international markets
- Raising awareness of the Region's MedTech capability to gain political, regulatory & bureaucratic support and investment.





## Family business builds dream kitchens for 40 years

Photo by: Edward Cross

The owners of Hunter-based Valley Kitchens believe their focus on quality craftsmanship and old-fashioned personal service - to create great looking but functional kitchens - is the reason why they are celebrating 40 years of operation this year.

Bruce Allinson founded his award-winning kitchen and joinery company in 1980. During that time, the family owned and run firm has expanded its services to include laundries, vanities, walk-in wardrobes, shelving, alfresco areas, and custom-design furniture. Assisted living kitchens for people with a disability is also a specialty of the firm.

Bruce's son, Brad, joined the business straight out of school and gained his trade. After a period away, he re-joined the firm five years ago as general manager along with his wife, Kristi, who is financial controller.

Brad said the company treats its 30 plus staff and its customers as part of the family. One staff member has been with the business since it began, and other staff have 10 or 20 years of service.

"But the most important thing to our company has always been our customers," Brad said.

"Making sure our clients are happy with the final product is paramount," he said.

Five years ago, the firm relocated from Kurri Kurri to a new

manufacturing centre and showroom at Thornton. Brad said the showroom is one of the region's largest with more than 11 kitchens on display.

"Much of our work comes from local, quality builders who have used us for many years."

"But a growing part of the business is with customers looking to renovate.

"We see our showroom as an educational resource for local people who are always welcome to come and get ideas about kitchens and laundries.

"Our in-house designers and consultants pride themselves on giving customers expert advice on the best materials and innovations to help create the kitchen they've always wanted.

"Unlike some other kitchen suppliers, we draw every piece of joinery from scratch, so it is easy to exactly meet people's needs."

Brad said the Covid-19 pandemic has shone a spotlight on the importance of supporting the expansion of Australian manufacturing.

"When our customers get us to build their dream kitchen, laundry or other joinery they are supporting local jobs and skills development"

The firm's expertise and quality has been recognised with numerous local HIA awards including Best Kitchen, Best Kitchen Design and Hunter Kitchen of the Year. It was a finalist for Australian Kitchen of the Year in 2018.

Valley Kitchen's consultants don't work on commissions which Brad said means that, instead of selling, their role is to help customers select what they need.

"We enjoy what we do - meeting people, helping them design and create the kitchen of their dreams"

He said, as kitchens are a central point in a home, they need to look good but, most importantly, function to suit a customer's lifestyle.

"We customise every design to deliver low maintenance kitchens with practical features and storage as well as space saving layouts. We create high end kitchens without people having to spend a fortune."



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## Newcastle ranked as economic and social leader

A new report has boosted the credentials of the newly formed Gateway Cities Alliance cities placing, Newcastle, Geelong and Wollongong among Australia's best performing cities in terms of economic and social indicators.

The City Report compared the latest Australian government data on employment, investment and welfare reliance in the nation's 101 urban areas.

Geelong was rated number two in the country, with Newcastle fourth and Wollongong eighth - all far above the metropolitan centres of Melbourne (23) and Sydney (25).

The report dubbed the centres as 'Goldilocks' cities, with just the right balance of employment opportunities, industry diversity and amenity, without the congestion and high cost of living.

Gateway Cities Alliance Secretariat and Committee for Geelong CEO Jennifer Cromarty said the report reaffirmed the advantages of gateway cities and the formation of the Gateway Cities Alliance. "This report offers insight into the many economic and social benefits of Geelong, Newcastle and Wollongong, which have the potential to play a far bigger role in national development.

"This report is based on pre-COVID statistics but show that gateway cities demonstrate remarkable resilience over generations and in evolving economic conditions.

"This research reinforces the strong position of the Alliance cities before the lockdown, and places them well to play a crucial role in Australia's recovery post-pandemic," Ms Cromarty said.

The newly formed alliance of Newcastle, Wollongong and Geelong has moved quickly to capitalise on their shared characteristics and strategic assets, which include ports, airports, universities and a strong manufacturing history, to make a major contribution to support the nation.

Along with key partners from Deakin University, University of Wollongong and University of Newcastle, the Alliance has met several times during the pandemic to establish priorities:

- Transport infrastructure
- Development of ports and supply chains
- Infrastructure for the future of work
- Migration and population planning; and
- Medical research including opportunities for regional health agencies and universities.

Population, Cities and Urban Infrastructure Minister Alan Tudge officially launched the Australia's Gateways to Growth report at Parliament House in Canberra in November 2019, which recommended the formation of the Gateways Cities Alliance.

Wollongong City Council Lord Mayor Cr Gordon Bradbery AM, City of Newcastle Lord Mayor Cr Nuatali Nemes and City of Greater Geelong Mayor Cr Stephanie Asher agreed that it was important to establish priorities of national significance and to work together to mitigate the impacts of COVID-19 and in building a strong, more resilient economy for their regional cities and the nation.

The City Report was released by Polis Partners on 29 June 2020 and aimed to provide a baseline to compare cities and track outcomes for government-funded initiatives into the future.

## Orica recognised as Australia's most innovative manufacturing company

Orica has taken out two Manufacturers' Monthly 2020 Endeavour Awards – 'Australia's Most Innovative Manufacturing Company Award' and 'Best Industrial IoT Application'.

The Endeavour Awards acknowledge and celebrate manufacturers from around Australia with industry-wide recognition. The 'Most Innovative Manufacturing Company Award' recognises a company working to disrupt the Australian manufacturing industry while the 'Best Industrial IoT Application' acknowledges application used in smart factories to improve the manufacturing process.

Orica was awarded for its state-of-the-art fragmentation measurement technology FRAGTrack. With its unique integration into the BlastIQ Digital Blast Optimisation Platform suite, FRAGTrack captures real-time fragmentation measurement data for optimising drill and blast operations and improving downstream efficiencies in the mining process.

Australian designed and manufactured, and built on more than 20 years of investment in Research and Development, the FRAGTrack system uses binocular cameras and an innovative proprietary hybrid 2D/3D image processing algorithm to deliver rapid insights safely and accurately. Specially designed for durability in the harshest mine environments globally, the system can handle temperatures from below minus 40 to above 55 degrees Celsius.

Orica's Vice President of Digital Solutions Rajkumar Mathiravedu, said: "These prestigious awards are a testament to the efforts of our talented Digital Solutions teams spread across all our regions.

"Together, we are reimagining the future of the mining industry, and delivering outstanding digital solutions for our customers – every day, all around the world."

Following last year's Hunter Manufacturing Award, this latest recognition further cements FRAGTrack as a pioneer product in mining innovation. It is one of the key value-adding technologies strengthening Orica's differentiated position in the marketplace.

## Major makeover for Macquarie Pier

Newcastle's iconic Macquarie Pier and its historic harbourside walkway will be revitalised in a major new improvement project by Port Authority of New South Wales.

Started in August, the Macquarie Pier Revitalisation Project will create a destination spot that celebrates Newcastle's maritime history and seamlessly complements the Bathers Way coastal walk.

Due for completion by the end of the year, Port Authority's \$3 million upgrade will see a new, widened pathway complete with sandstone seating, maritime-style fencing, and interpretive heritage features along the 900m route. At the foot of Nobbys Head, a new paved area will create a gathering space for visitors to relax, enjoy a coffee from mobile cafes and watch the activity of the working port.

"Macquarie Pier has provided safe passage for ships entering Newcastle Harbour for over 200 years, and has been integral in developing Newcastle into the city it is today," said Emma Fensom, Port Authority's Head of Operations, Newcastle & North Coast.

"Macquarie Pier is a link between Newcastle's past and present and continues to contribute to the prosperity and liveability of our city. As owner of this significant site, Port Authority recognises its immense value to our community.

"The revitalised Macquarie Pier will give people a place to connect with Newcastle's maritime heritage and create a space for visitors and the city's community to enjoy for years to come."

Deputy Premier and Minister for Regional NSW John Barilaro thanked Port Authority for its commitment to revitalising the Newcastle Port area.

"This is an exciting project that will significantly transform Macquarie Pier into a modern, vibrant and accessible space that will attract visitors and locals alike to play, relax and explore," Mr Barilaro said.

The revitalised Macquarie Pier is set to open to the public in late 2020 in time for the summer season. Port Authority will announce a confirmed opening date closer to the project's completion.

For safety reasons, Macquarie Pier and Nobbys Head will be closed to the public during the construction period. The Newcastle Breakwall will remain open during the works and can be accessed by the public via Nobbys Beach.

The Macquarie Pier Revitalisation Project was a recipient of a grant from the NSW Government's Newcastle Port Community Contribution Fund and has been supported with contributions from Port of Newcastle.



## Hunter Lawyer wins Australian Law Award

Hunter health and aged care lawyer, Catherine Henry, has taken out a top honour at the prestigious Australian Law Awards held on Friday 7 August.

The principal of Newcastle-based Catherine Henry Lawyers was named Regional-Suburban Lawyer of the Year.

Ms Henry was one of 10 finalists vying for the award. Her firm was also one of eight finalists for Regional-Suburban Law Firm of the Year Award.

She said she is humbled by the nominations and thrilled to have won over some very accomplished peers.

Ms Henry has pioneered bringing health, aged care law and elder law services, usually only available from capital city law firms, to regional NSW since returning to work in Newcastle more than a decade ago.

"It is really important that people who have experienced poor health care and aged care in regional areas have access to the highest quality representation to gain redress and justice," Ms Henry said.

"Litigation is a way to hit poor operators and providers where it hurts – in their hip pockets – and thereby forcing positive change in healthcare standards," she said.

She is continuing to expand and diversify her firm's health law, aged care law and elder law services including developing a health disciplinary practice representing health professionals whose conduct has been questioned or prosecuted by health regulatory bodies. The firm is also doing work in challenging health decisions, preparing contracts for assisted reproduction, as well as health transactional work which give rise to both health and consumer law remedies. Expanded aged care and elder law services include aged care advocacy (accommodation disputes and challenging and negotiating aged care contracts) and financial elder abuse.



Catherine Henry

"We are representing more than 80 women who have received poor medical care from disgraced doctors – representing them individually rather than via a class action."

"Some clients were rejected by capital city law firms but we are taking them on."

"This year we have maintained our 100% success rate in medical litigation cases thanks to my expert health law team."

"Not many firms take on the confronting task of representing the frail aged, particularly in regional areas."

Ms Henry said she is passionate about using the law to achieve health and aged care reform and to advocate vulnerable groups. She is also the Australian Lawyers Alliance national spokesperson on aged care and elder law.

The national award is not the only recent accolade for Ms Henry. She is one of only two lawyers in the Doyle's Guide list of New South Wales' top medical negligence and malpractice compensation lawyers that are based outside of Sydney. She has been recognised in the Guide three years running.

The Australian Law Awards is in its 20th year.



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Advisory Group has expanded its footprint across the Hunter and regional NSW by the acquisition of AMP Advice Newcastle and Erina, bringing their office locations to eight. The acquisitions were undertaken to strengthen its geographical presence in the Hunter and regional NSW allowing more clients greater access to specialised financial advice.

"In these difficult times being able to grow our presence allows us to help more people achieve their financial security and live the lifestyles they want and deserve. We are all being impacted by the Corona Virus in a variety of ways, many financially and that is where we can help. A relationship with professionals who share their values can make all the difference," said Kate Catzeddu, Advisory Group General Manager.

For over 30 years Advisory Group have helped people achieve financial security and lifestyle goals. They now have 47 staff across eight offices, Newcastle, Maitland, Scone, Taree, Tamworth, Port Macquarie, Dubbo and Erina.

"Being able to provide more regional jobs and at the same time focus on our business purpose of helping people meet their financial needs and achieve their financial goals now and into the future is extremely rewarding. That's why we take a 'lifestyle' approach to our discussions with our clients. Sure, we talk about money, but by getting to know them as people, we understand their needs, their hopes, their fears and their dreams. With each year that passes, we find new ways to make those dreams a reality by adding new resources, intelligence and staying on top of our industry's innovation," said Kate Catzeddu.

Advisory Group is an award-winning Financial Planning business, with an extensive range of professional experience in providing a wide variety of individualised services, including wealth creation strategies, Centrelink optimisation, superannuation, SMSF, mortgages & finance and retirement planning.

## City of Newcastle supporting the visitor economy

A new program designed to assist businesses to develop, promote and sell tourism products is being launched by the City of Newcastle. Local tourism operators are invited to apply for the targeted program, which is being funded as part of the City's Community and Economic Resilience Package.

Newcastle Lord Mayor Nuatali Nelmes said the City of Newcastle was working with the local industry to help it survive and recover from the unprecedented impacts of COVID-19.

"We know Newcastle is an attractive city with a wealth of natural and built assets, a broad range of accommodation and tourism providers, and has a thriving café culture and dining scene," she said.

"While more than 5 million people visit the city each year, research shows that Newcastle lacks a good mix of bookable tourism experiences.

"Under this program, expert consultants will work alongside local tourism businesses to improve their tourism offerings and enhance their ability to attract visitor dollars, which in turn will help promote greater industry resilience, drive destination awareness and grow the visitor economy even further.

"Pre COVID-19 figures showed about five million tourists visit Newcastle each year, which is a rise of around 60% over the past five years, while the value of the Newcastle tourism economy increased 57% to \$1.13 billion in the 12 months to March 2019.

"With the right mix of products and experiences, Newcastle will be in the perfect position when travel restrictions ease to grow visitation, length of stay and expenditure."

The business growth and optimisation program builds on the free accredited training already offered to local businesses by the City of Newcastle as part of its response to the economic impact of COVID-19.

A number of places are still available across the 14 online programs being delivered by TAFE NSW, the University of Newcastle and Novaskill, with training focused on areas such as customer behaviour, digital and social media marketing, business innovation and growth, and community engagement.

"By upskilling our local workforce and empowering people to adapt, we provide positivity and support for the business community as they work to recover from this period of extraordinary economic and social disruption," Cr Nelmes said.

Expressions of interest in the Tourism Business Growth and Optimisation Program opened on August 17.

## Proposal to create a vibrant community-focused lakeside precinct

A proposal for a small-scale building to facilitate social connections through food and beverage offerings and complementary small business uses, such as recreational equipment hire, has been unveiled by Lake Macquarie City Council for 4 Bath Street and 1B Victory Row, Toronto.

Council's Manager Property and Business Development David Antcliff said the lakeside precinct off Bath Street will be a diverse and dynamic foreshore celebrated for its versatility and open space.

"We've listened to feedback from our community through consultation, and taken into consideration a review of the best use of the site in line with our Sustainability Policy Review," Mr Antcliff said.

"A new small-scale building is proposed for the space providing opportunities for casual lakeside dining, boutique functions and pop-up community events.

"Taking inspiration from its scenic lakeside location and adjacent 5 ha of foreshore, the proposed precinct will feature indoor and outdoor dining opportunities, as well as pedestrian access improvements and new car parking. There is also an opportunity for a complementary small business such as kayak, bike or boat hire."

Lake Macquarie Mayor Cr Kay Fraser said community consultation is an integral part of the planning process, and has influenced the proposal for this site.

"We are asking our community to reflect on the proposal presented to them and the benefits it could deliver for Toronto and western Lake Macquarie, and to have their say online," Cr Fraser said.





Marty Adnum, Managing Director OOTS, Matt Hingston Head of Marketing and Customer Experience Greater Bank, Rob Vincent, Exec Manager OOTS, Garry Hazell Marketing Communications Manager Greater Bank.

## Greater Bank re-appoints Out of the Square as its Creative Agency

Greater Bank, Australia's Customer-Owned Bank of the Year (Money Magazine, 2020) has re-signed Out of the Square (OOTS) as their Creative Agency for an additional three-years solidifying further the successful 6-year relationship.

OOTS Managing Director, Marty Adnum recognises the synergies between the two companies, saying "Over the last 6 years both organisations have evolved, learnt and grown. We share common values, an appreciation of people and the region in which we live and contribute to. From an OOTS perspective - we can honestly say Greater Bank is a client who simply "gets it", they offer open transparent collaboration, enjoy healthy creative discussions and put people first."

The re-signing of the relationship falls in Greater Bank's 75th year of business and has yielded strong results and increased market positioning based on alignment to brand strategy. Tactical product campaigns and ongoing proactive work has assisted growing opportunities within the market. OOTS has also collaborated with Greater Bank's marketing team to help establish and promote the work of the Greater Charitable Foundation

and their community partners, with recent focus on the support Greater Bank has given their partners during the COVID pandemic.

Matthew Hingston, Head of Marketing & Customer Experience at Greater Bank "OOTS has consistently proven themselves. From customer acquisition and retention to proactive work capitalising on market shifts, they deliver time and again and are a strong seamless extension of our internal marketing team. The quality of their work and delivery speed are an important part of the success we share."

"Although we have 6 years of experience under our belt with Greater Bank, nothing can be taken for granted, I think the current economic situation has shown that. The next 3 years (and beyond) will need all organisations to be nimble, proactive and customer focussed. Something we know both OOTS and Greater Bank have in their DNA" Marty Adnum

OOTS were responsible for Greater Bank's rebrand from building society to custom-owned bank in 2016 and have helped establish their new brand positioning.



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In a show of commitment to creating world-class work, Enigma has acquired internationally awarded creative agency, Disciple.

Founders, Peter Buckley and Tim Brown, who have created some of Australia's favourite and most awarded campaigns for brands like Tooheys, Hilux, Subaru, SunRice, Toyota and Olympus, have joined the Enigma team.

Enigma's Founder Lisa Sutton Gardner said the agency was on a determined growth path and was looking to bolster its creative offering for clients.

"Pete and Tim are a highly awarded team, but more impressive to Enigma is that their work demonstrates a genuine connection to the hard work and determination of all Australians, and that is what Enigma is about," Lisa said.

"We are proud to work with clients all over metropolitan and regional Australia and the Disciple team has a lot of value to add for those clients.

"Enigma has enjoyed significant growth in the past few years and we attribute this to our strong connection to Australia's heartland and our no-nonsense approach to growing our clients' success. Pete and Tim share this approach and bring a level of thinking that's fresh, exciting and moves the needle."

Following the acquisition by Enigma, Pete and Tim will now take on Executive Creative Director roles at the agency.

Tim Brown said Enigma was a great Australian agency with a unique offering.

"Enigma is strong in both regional and metro markets. They have an insight into the hearts and minds of every Australian like nobody else," Tim said.

"The thinking is high quality and so are the people. It's a great fit for us.

"Being acquired by an independent Australian owned agency was important to us. For our clients it offers increased expertise and more diverse capabilities. We can't wait to roll our sleeves up and do great things across the group."

Enigma now has its sights set on expansion into the Brisbane market in 2021.

## \$25,000 national art prize launches in Lake Mac

A new \$25,000 national art prize is set to nurture art and culture while adding works by leading Australian artists to Lake Macquarie's Cultural Collection.

Lake Macquarie City Council Manager Arts, Culture and Tourism Jacqui Hemsley said the Lake Art Prize, would be a biennial competition open to artists aged 18 and over.

"This is an acquisitive art prize, so the winning artist will have their work purchased by Council, up to the value of \$25,000," Ms Hemsley said.

"If the work is valued at less than \$25,000, we will look to purchase other outstanding entries in the competition."

This year's theme is 'Where There Is Water'.

Museum of Art and Culture (MAC) Director Debbie Abraham said judges would be looking for works that reflected that theme, either directly or in more conceptual ways.

"With MAC situated on the lake foreshore, it's perhaps not surprising that water is an ongoing theme in our exhibition programming and collection development," Ms Abraham said.

"In working with the theme, we want artists to not only embrace

notions of location, but to explore water as a metaphor or narrative."

Artists working across all mediums, including sculpture, painting, drawing, photography, installation and sound, are eligible for the prize.

"This is a fantastic way to not only encourage and celebrate art, but to grow our City's Cultural Collection," Ms Abraham said.

The Museum of Art and Culture will host an exhibition of all Lake Mac Art Prize finalists, opening on 12 December.

Works on display will also be for sale to the public, with a \$2000 People's Choice Award for the most popular artist up for grabs.

Artworks entered in the competition must have been completed in the 12 months from 23 October 2019 to the entry closing date on Friday 23 October this year.

**Go to [www.mac.lakemac.com.au/lakeartprize](http://www.mac.lakemac.com.au/lakeartprize) for more information.**



Esteemed cancer researcher and charity advocate, Dr Matthew Dun, has been acknowledged for his dedication to improving cancer survival outcomes, with a 2020 'Young Tall Poppy' science award.

Dr Dun, a researcher from The University of Newcastle and The Hunter Medical Research Institute (HMRI), was selected by the Australian Institute of Policy and Science (AIPS) as one of the country's outstanding early career researchers for his contribution to cancer research.

Dr Dun focuses on cancers with extremely poor outcomes. His laboratory is one of only a handful internationally that conducts 'quantitative phosphoproteomics' in tumours, a technique that attempts to identify novel treatment targets and drug combinations to improve survival.

The cellular processes and resulting proteins that activate tumour growth can differ from person to person. Applying biochemistry and cell biology expertise, Dr Dun works with clinical and pharmaceutical industry partners to design tailored therapies.

Dr Dun said this specialised approach enabled detailed profiling of specific types of tumours and the highly individualised way they manifested in different people.

"Cancers are not all the same, so the more precisely a drug can target tumour cells the more effective the therapy is and the fewer side effects patients will suffer," said Dr Dun.

Translating his work from discovery to identification of new therapeutic strategies for cancer patients is helping to improve the outlook for children with the brain cancer 'diffuse intrinsic pontine glioma' (DIPG) and will soon move into clinical trials for leukaemia patients.

Dr Dun's quest to find better cancer treatments is a very personal pursuit for him and his family. Experiencing the loss of a child due to DIPG motivated Dr Dun and his extended family to form the charity 'Run DPG' which advocates for this rare cancer and raises much-needed funds for research into its treatment.

In addition to running his own charity, Dr Dun is a passionate advocate for enhanced investment in childhood cancers and has spoken publicly through the media and at community events such as the 'Tour de Cure' and 'Build for a cure'. Dr Dun said the award meant a great deal to him, but his focus remained on outcomes for the patient.

Dr Dun joins a broader alumni community of 800-plus scientists who have been acknowledged for their scientific and communication excellence through the AIPS Tall Poppy Awards.



# 2021 HUNTER INVESTMENT PROSPECTUS

## NOW SEEKING SUPPORT

We are currently seeking support for the 2021 edition of the **Hunter Business Investment Prospectus**, the annual publication that promotes the Hunter Region as a smart business, investment and lifestyle choice.

Produced as a high-quality book and available on the internet, the **Hunter Investment Prospectus** is a powerful marketing tool for our Region.

## SUPPORT THE HUNTER WHILE ALSO PROMOTING YOUR ORGANISATION

Production of this important project is only made possible through supporters. It also provides them with a valuable marketing tool to promote their organisation's products and services, as well as highlighting their active support for the Region.

We hope you will consider supporting the 2021 Hunter Investment Prospectus to help grow the Hunter and your organisation.

For further information please contact Hunter Business Publications Pty Ltd on (02) 4062 8133 or email [garry@HBRmag.com.au](mailto:garry@HBRmag.com.au)

### Have you read the 2020 edition of the Hunter Investment Prospectus?

The 2020 edition can be read online at <http://www.hunterinvest.com.au>

A wide range of organisations supported the 2020 edition.

Contact us to find out how you can join this impressive list for the 2021 edition.



## Funding to improve region's heart health

Each year in the Hunter New England region more than 900 people experience their first heart attack, placing the region within NSW's highest cardiovascular disease mortality band.

In an effort to reduce the region's risk of heart disease, researchers from the University of Newcastle, Hunter Medical Research Institute (HMRI) and Hunter New England (HNE) Health have been awarded a Medical Research Future Fund (MRFF) grant of more than \$1 million.

The three-year project, led by University of Newcastle researcher, Professor Clare Collins, will explore the cost-effectiveness of Medical Nutrition Therapy delivery in rural and regional primary healthcare. This will be done in partnership with the primary health network and University of Newcastle's Department of Rural Health.

Medical Nutrition Therapy provided by accredited practising dietitians is used to treat specific chronic conditions, such as diabetes and heart disease, through individually-tailored nutrition support and counselling.

Professor Collins said this project would improve the way people accessed dietitians by working with GPs and primary care providers to test telehealth models of care to reduce the inequities faced by regional and rural communities.

"If you live in the regional and rural areas of Hunter New England, then you are 20-30% more likely to have heart disease," said Professor Collins.

"We know that if we could support people at higher risk of heart disease then their risk would drop. But if you live in these areas, the dietitian workforce is 25% smaller per head of population compared to cities."

The results of the study will contribute to lowering diet-related heart disease risk in the community and help GPs to support their patients to improve nutrition-related health, and help better identify those people who need additional measures such as medication.

Results will also inform policy and practice related to nutrition and heart disease across Australia.

University of Newcastle Deputy Vice-Chancellor (Research & Innovation), Professor Janet Nelson, said the funding success will harness the capabilities of the University to improve health outcomes for regional communities.

"Our University is focussed on translating our research into practical benefits for the people in our regions. This project will achieve this by supporting those in our community to live better, healthier lives," Professor Nelson said.

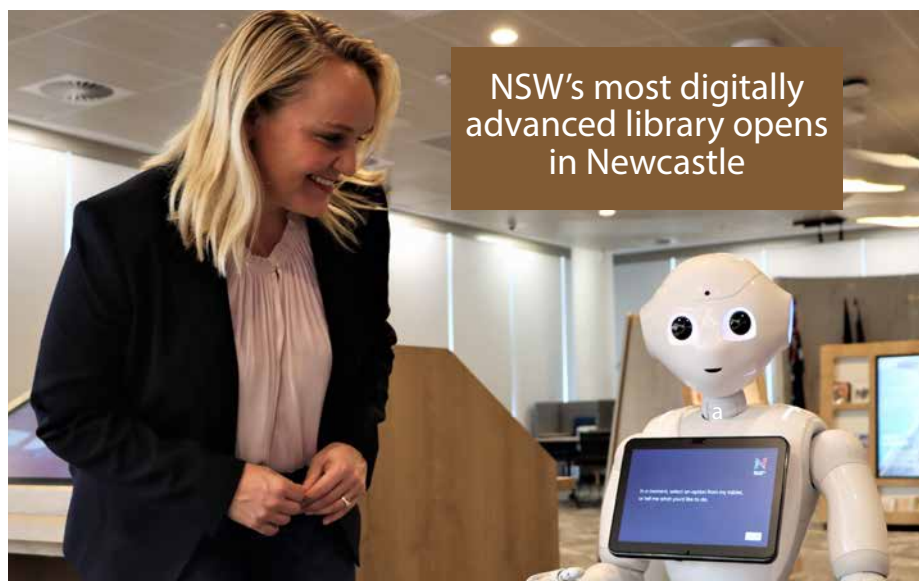
"I congratulate Professor Collins and her research team on this great success and I'm excited to see the impact of this research in reducing the health disparity of regional and rural people," Professor Nelson said.

HMRI Institute Director Professor Tom Walley highlighted the importance of this important preventative health research.

"Improving health outcomes for complex and chronic diseases, particularly for people in rural and regional areas, is an urgent priority. With this funding, the team will now be able to work to deliver support directly to those who need it, through telehealth and novel technologies."

The Medical Research Future Fund (MRFF) – Primary Health Care Research Initiative aims to support an increase in Australia's evidence base in primary health care through research to improve service delivery and patient outcomes.

The MRFF funding builds on Professor Collins' commitment to improving the world's food and nutrition related health, using smart technologies.



Lord Mayor Nuatali Nelmes with Pepper the programmable robot

## NSW's most digitally advanced library opens in Newcastle

The most digitally advanced library in NSW has opened on the ground floor of the City of Newcastle's new Customer Service Centre in Newcastle West.

The Digital Library offers visitors a range of state-of-the-art digital technologies including a podcasting studio, a 4.5m x 1.6m interactive digital wall that tells the story of local suburbs, as well as videos promoting the city, Google Earth, various live streams and a host of other learning materials.

The Digital Library also includes an industrial 3D printer, a programmable robot, and only the second digital multimedia 'Magic Box' anywhere in the world, which provides a hands-free way of reading the more than 400,000 items in the City's Heritage Collections, including about 1,500 rare books.

The Digital Library also breaks new ground in terms of the collection on offer. Rather than offer up a single copy of every book as done in a traditional library, the Digital Library stocks

up to 10 copies of the latest and most popular books, CDs and DVDs. Older books can be ordered and delivered to the Digital Library for pick-up.

The process of borrowing and returning an item is also fully automated, allowing library staff to dedicate time to enabling digital learning rather than being behind desk.

Large touch screens offer up digitised copies of more than 6,000 newspapers and magazines from 123 countries around the world.

Tablets and personal computers are available free of charge, as well as free Wi-Fi and online games inspired by

literary classics. The entire Newcastle Libraries' collection is also available forenabling people to read books from their phones or tablets rather than the traditional approach of borrowing a physical book to carry home.

The Library has been designed so that the space can be quickly converted to a Council Chamber for the twice monthly evening meeting of Councillors.

The ground floor of the Council Administration Centre also features a new Customer Service Centre for residents who need to meet with staff for matters such as development applications. Return visitors will immediately notice the introduction of a concierge service, inspired by Service NSW's popular one stop shops throughout the state.

Funding of \$2,128,835 towards the cost of the project was provided via the 2015 sale of the former Newcastle School of Arts that was dedicated to be used for a new library.





2020/2021

HUNTER  
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**FUNCTION  
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THE COMPREHENSIVE ANNUAL GUIDE TO HELP WITH  
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Dessert

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1 glass of sparkling  
Seafood entrée  
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**Package 3**  
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BROKE ROAD, POKOLBIN





# WELCOME

Welcome to the 2020/2021 issue of the Hunter Business Function Guide, an annual special coverage by HBR to help businesspeople with planning and running a successful event in the Hunter region.

The function and events sector has been severely affected by COVID-19 restrictions this year, with many venues in temporary closure as this edition went to print. Supporting services, including planners and caterers, have also been badly hit, with most reporting the loss of most of their work since COVID restrictions have been in place.

The good news is that you can still run an event, provided COVID restrictions are followed and the local functions and event sector would be appreciative of your support.

With the final quarter of 2020 approaching, now is also the time to start thinking about Christmas functions. These events will be a little different this year, but you can still hold COVID-safe celebrations. If you need advice you can also discuss with local venues and event planners.

With the challenges facing the function and event sectors this year, this edition is smaller than past editions of the Hunter Business Function Guide but still contains valuable information and contacts.

We hope you find the 2020/2021 Hunter Business Function Guide a valuable resource for your function planning for the coming 12 months.

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265 King Street  
Newcastle NSW 2300  
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sales@ncp.com.au  
www.ncp.com.au

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

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Rooms with a *view!*

# Function Guide 2020/2021

Venues	Conference Rooms	Max Area/M <sup>2</sup>		Max Capacity			Facilities	Onsite Activities	Accom. rooms	See page
				Cocktail	Theatre	Banquet				
Foghorn Brewery Newcastle	1	400	Normal	250	180	180	Wireless microphone, wi-fi, data projector.	Brewery tours & guided tasting	N/A	8
			*COVID 19	N/A	10	10				
Fort Scratchley Historic Site Newcastle	2	246	Normal	200	150	150	Data projector unit, screen, wired Microphones and Lectern, Flipchart, Whiteboard and WIFI. * fees apply for additional microphones	Located at the Fort Scratchley Historic Site, overlooking the entrance to Newcastle harbour, guests of a function and event at Fort Scratchley are able to explore the Fort's grounds, or even take a guided tour of the underground network of tunnels.	N/A	7
			*COVID 19	N/A	54	68	Onsite caterers – Blue Star Catering offers quality and affordable menu options for your function, whatever the catering requirements may be.			
Harrigan's Hunter Valley Pokolbin	3	285	Normal	250	60	150	Data projector & screen, whiteboard, flipcharts, PA systems, lectern, WiFi	Sports bar, restaurant, swimming pool, alfresco dining.	48	2
			*COVID 19	N/A	8	47				
Margan Family Wines Broke	2	232	Normal	200	170	150	Microphone, PA system, Whiteboards, Easels, Wireless internet connection	Wine Tour and Wine Tasting, Garden Tour, Cooking Class, Vermouth Masterclass and Olive marinating.	3	5
			*COVID 19	N/A	80	80				
Mercure Resort Hunter Valley Gardens Pokolbin	9	255	Normal	350	300	170	Microphone, data projector, wireless internet	Swimming pool, sauna, spa, tennis court, gym, Hunter Valley Gardens	48	2
			*COVID 19	N/A	63	95				
Nelson Bay Golf Club Nelson Bay	2	230	Normal	200	200	170	2x data projectors and screens installed, PA system with handheld mics, FREE WIFI, stage, dancefloor, dedicated bar in function room, balcony overlooking golf course, in-house caterers, professional events team, wedding ceremony site on the course. Located next door (walking distance) at The Landmark Resort and Mantra Aqua located across the road.	27 hole golf course, Bluewater Grill Restaurant, Sports Bar, full gaming facilities, café/lounge, golf carts, halfway house on course, fully stocked proshop, function room + boardroom, kids room	N/A	10
			*COVID 19	N/A	80	80				
Newcastle City Hall (Numbers are for Concert Hall only) Newcastle	7	382	Normal	500	805	300	City Hall has numerous function rooms and capacity varies by room and setup. A full listing is available here: <a href="http://newcastle.nsw.gov.au/Community/Newcastle-Venues/Business-Events">http://newcastle.nsw.gov.au/Community/Newcastle-Venues/Business-Events</a>	N/A	N/A	7
			*COVID 19	N/A	70	150	Complimentary inclusions are: Data projector unit, screen, wired Microphones and Lectern, Flipchart, Whiteboard and WIFI. * fees apply for additional microphones			
							Harvest & Soul Catering & Events are the in-house caterer for all Newcastle City Hall business events, functions and weddings.			
Newcastle Museum Newcastle	1	132	Normal	120	100	80	Data projector unit, screen, wired Microphones and Lectern, Flipchart, Whiteboard and WIFI. * fees apply for additional microphones.	Museum	N/A	7
			*COVID 19	N/A	33	33	Onsite caterers – Newcastle Museum has four contracted options for on-site caterers. Please contact our Newcastle Venues team on 02 4974 2166 to discuss your catering requirements.			



Venues	Conference rooms	Max Area/M²		Max Capacity			Facilities	Onsite Activities	Accom. rooms	See page
				Cocktail	Theatre	Banquet				
NOAH'S On the Beach	8	380	Normal	300	300	200	Lectern, lectern microphone, roving microphone, Data projector, projector screen, wireless internet, whiteboard, flipchart stand.	Restaurant & Cocktail bar	91	3
Newcastle			*COVID 19	N/A	88	88				

## SUPPORTING SERVICES

The Hunter Region is blessed with a wide variety of organisations that can provide services and expertise to help make your event be a success.

*Following are the service organisations that are featured in the 2020/2021 Hunter Business Function Guide.*

COMPANY	SERVICES	PAGE
Abercrombie Management	Event Management	9
NSW Segway Tours	Team Building	6
Tree Tops	Team Building	11

\*THESE GUIDELINES HAVE BEEN DETERMINED BY THE PUBLIC HEALTH (COVID-19 RESTRICTIONS ON GATHERING AND MOVEMENT) ORDER (No. 4). CAPACITIES ARE BASED ON THE ONE PERSON PER FOUR SQUARE METRE RULE. PLEASE CONTACT THE VENUES DIRECTLY FOR THE LATEST PUBLIC HEALTH ORDER GUIDELINES.



### BREAKOUT DINNERS AND TEAM BUILDING ACTIVITIES

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WINE TASTINGS      VERMOUTH CLASSES  
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"... IF YOU ONLY HAVE ONE MEAL IN THE HUNTER, MAKE IT AT MARGAN. ALMOST EVERYTHING IS GROWN ONSITE... WONDERFUL, CONTEMPORARY FOOD. IT'S 'WOW' STUFF."

*JOHN LETHLEAN, THE AUSTRALIAN*



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# Planning your COVID-safe event

**The Newcastle Events team**  
**City of Newcastle**

COVID-19 has thrown a spanner in the works for everyone's plans for 2020/21, but the pandemic doesn't mean all events need to be cancelled. Careful planning and research, such as being aware of the most up-to-date Public Health Order restrictions, is the key to safely and successfully staging an event in this environment. As a team experienced in delivering events for 8 to 800 pax, Newcastle Venues has put together some useful tips to help event planners prioritise the safety of their guests and their team.

## **Before you arrive at the venue**

When selecting or preparing your venue ensure they are COVID Safe accredited and have adequate handwashing facilities or hand sanitiser readily available for guests to use.

Consider allocated seating and encourage people to remain seated as much as possible to minimise co-mingling between attendees. Also consider staggering the start and finish times of different sessions as this will assist to minimise crowding around the venue.

These options should be discussed with your event coordinator prior to arrival.

Additionally, be proactive in providing the venue with your attendee list including contact names, mobile numbers and email addresses.

## **Communicate a COVID Safe message with your event attendees**

There are a number of simple things we can all do to keep COVID Safe. Urge your attendees to cover their nose and mouth when they cough or sneeze and avoid close contact with anyone with cold or flu-like symptoms. If an attendee is feeling unwell, ask them to stay home.

As much as it has been common in the past to provide writing materials, encourage guests to bring their own notepad, pens and laptop. It is also important that attendees are made aware of the COVIDSafe app and its benefits to support contact tracing.

## **When you arrive at the venue**

Meet the event team for a COVID Safe site induction. Conduct an event briefing with your attendees at the start of the event, highlighting COVID Safe requirements and general housekeeping.

Familiarise yourself with the individual venue and room capacities and make sure you and your guests comply with the displayed occupancy limits. Most importantly, maintain 1.5 metres between each other at all times.

# NSW SEGWAY TOURS

A PERFECT COVID SAFE TEAM BUILDING EXPERIENCE



Segway tours are ideal for small groups to reconnect, groups are segregated and in the open air. It's a great experience for all ages and most fitness levels, exploring the amazing Hunter Valley back country on your very own off-road Segway! The 5.5 km guided adventure incorporates a famous 'Shiraz' vineyard, bush trails from an 1800's stock route, creek crossings, a bottling company and all within view of the Broken Back ranges.

**If you are looking for a fantastic team building experience, this is the one!**

**NSW SEGWAY**



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*Some of the members from the Newcastle Venues team*

### Display signage

Signage is a great way to remind guests to stick to COVID Safe measures. NSW Health has a range of signage and resources available for use from their website. Types of useful signage include:

**Keep a physical distance of 1.5 metres between you and other people**

**Clean your hands with soap and water, or hand sanitiser**

**Cover your nose and mouth when you cough or sneeze**

**Avoid close contact with anyone with cold or flu-like symptoms**

**Stay home if you are sick.**

### Room occupancy limits

Capacities are based on one person per four square metres to ensure social distancing can be maintained at all times. These guidelines have been determined by the Public Health (COVID-19 Restrictions on Gathering and Movement) Order No. 4. To align with these measures, all events and activities must be seated.

A dedicated event coordinator will be available to help plan your COVID Safe event and find the most suitable space to accommodate your guests. This may involve booking multiple spaces within a venue.

While the task may seem daunting, planning a safe and successful event in the coming 12 months is easily achievable. It's advisable that you put the planning in the hands of experts, such as the team at Newcastle Venues, who can provide guidance and support when organising your event. As an industry, we are ready to welcome you back.

**For further information contact the Newcastle Events team on (02) 4974 2166, email [newcastlevenues@ncc.nsw.gov.au](mailto:newcastlevenues@ncc.nsw.gov.au) or visit [www.newcastle.nsw.gov.au/newcastle-venues](http://www.newcastle.nsw.gov.au/newcastle-venues)**



## Your Trusted Event Partner

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With delicious catering options provided on-site by Harvest & Soul - Catering & Events and discount options for multiple event bookings, you can reliably unite your team on a regular basis.



Contact our team **4974 2166**  
[newcastlevenues@ncc.nsw.gov.au](mailto:newcastlevenues@ncc.nsw.gov.au)  
[newcastlevenues.com.au](http://newcastlevenues.com.au)



# Four things you think about when preparing for a hybrid event

**Nikki Abercrombie CEM**  
**Abercrombie Management**

*Video conferencing may now be the world's new normal way of gathering, but hybrid events is the future.*

As much as we are all looking forward to being back organising and attending face-to-face lavish Charity Dinners, or all-day conferences where the muffins are flowing, the reality is that the COVID-19 situation has given everyone a taste of what a virtual event experience feels like, and organisers, attendees and sponsors are loving it. Virtual events has opened up multi-layer engagement opportunities, provided more flexibility with attendees choosing when to dip in and out of on-demand content and it has reduced many of the financial and safety risks associated with running a physical event.

Many people have been hesitant to adopt the hybrid concept, which is a mix between a physical event and virtual elements. A common concern is that a hybrid event will prevent people from attending their event in person, but event experts disagree and early indicators for the ticket sales for business events in the first quarter of 2021 backs that up.

Opening your face-to-face event up to a virtual audience increases the event reach and gives you the opportunity to generate additional revenue. That Newcastle-based seminar that in the past attracted 50 guests from across NSW face-to-face, if designed and marketed correctly, should triple the attendance by designing in elements such as live streaming sessions to anywhere your audience is, building an online community via a live discussion forum and offering an extended playback period for attendees to maximise their exposure to the content.

Over the past few years, there has been an abundance of new technologies enter the market, meaning audio visual technology that can deliver a virtual event was available and ready for activation. Over the past six months while the demand has increased for virtual and hybrid events, we have been working alongside Newcastle Specialists Fordtronic AV to design event programs and produce live and pre-recorded elements to stream cohesive, interactive and engaging events, here are our top tips:

**1. Technology:** The AV quality will always make or break an event and that now has even more weight as the technology has become the essential component to a seamless execution of both the face-to-face and virtual aspects. Although the budget does not need to skyrocket, this is not an area to cut back on going forward and it's important to engage a professional early on in the design phase.

**2. Venue:** It is essential to have a strong relationship with your venue, now more than ever, as the new business world requires flexibility in contracts, assurance they are operating COVID-Safe environments and a level of hospitality excellence at every touch-point.

**3. Value:** Make sure the virtual element does not make the face-face component redundant or vice versa. If there is a perceived imbalance in the type of ticket being sold, program some exclusive add on's like an additional face-to-face only social event.

**4. Interaction:** People will forever crave connection during events, so embrace the multi-layer technology platform to do this. Think moderated discussion forums including pre and post event, virtual table seating allocations via video streaming, pre-event home delivery of goodie bags and extended face-to-face networking breaks in the program schedule.

Hybrid events are here to stay. As long as you always have your target audience in mind, be bold and creative with the technology and embrace the new normal.

**For more information contact Abercrombie Management on (02) 4905 0632, email [info@abercrombiemanagement.com.au](mailto:info@abercrombiemanagement.com.au) or visit [www.abercrombiemanagement.com.au](http://www.abercrombiemanagement.com.au)**



The advertisement for FogHorn Brewery Newcastle features a background image of a beer tap and glasses. The logo, which includes a stylized factory icon, is prominently displayed. Below the logo, the text reads 'NEWCASTLE EST. 2014' and 'NEWCASTLE'S BREWERY'. The ad promotes a unique experience at their multi-award winning brewery and restaurant, offering tailored packages for up to 250 guests. It lists various amenities including canapés, beer tasting, PA systems, and live music.

**FOGHORN**  
BREWERY

NEWCASTLE EST. 2014

**NEWCASTLE'S BREWERY**

TREAT YOUR GUESTS TO A UNIQUE EXPERIENCE  
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BREWERY & RESTAURANT

WORK WITH OUR EXPERT TEAM TO TAILOR  
A PACKAGE THAT SUITS YOUR NEEDS

Packages to suit up to 250 guests	Canapés & 3 course meal options
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	Live Music

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





Nikki is a people-person and ideas-woman. With more than 15 years' experience as an events manager, she is skilled at designing and delivering successful events with professionalism, creativity, and aplomb. Nikki founded Abercrombie Management in 2014 with the desire to help businesses, associations, and not-for-profits share their smart people and ideas with the world.



AUDIO-VISUAL HIRE SPECIALISTS



**Abercrombie  
Management**  
business events specialists

## Two leading event specialists are partnering to deliver:

- Hybrid and virtual event solutions
- Technology hire and technical support
- Local event expertise



Connect with us

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**fordtronicav.com.au**





# Engaging your audience

*We have all been to business functions that failed to engage the audience. They were too long or just plain boring and had attendees watching the clock or even making excuses to leave early.*

When organising a business event you can fall into the trap of putting so much effort into the purpose of the event and the logistics that you forget about the most important people, the attendees – keeping them engaged and providing them with a positive experience.

Each event is different, but the following tips should be remembered when you plan an event:

**1. Always keep attendees in mind** – The event may well have some very serious messages to get across but to ensure the audience remains engaged you must organise the event from their point of view. This may sound blatantly obvious but is still often forgotten and must be one of the key aspects of organising.

**2. Make attendees feel welcome** – Upon arrival, it should be clear where attendees should go. If applicable, signs or welcoming people should direct attendees. Upon arrival at the room or location there should be people welcoming them. Light refreshments are often good at this stage.

**3. Run on time** – Business people are busy people. The last thing you want is to make them feel like they are wasting time waiting for an event to commence or stressed because the event is running overtime and clashing with other activities on their schedule. Networking time at the start is often useful for some attendees but you should be upfront with the attendees about any networking time and the commencement of the more official parts of the event.



**4. Keep presentations short and sharp** – The reality is that most attendees to a business event are not interested in the fine details of your organisation or the same message repeated by multiple presenters. Keep speeches short and to the point, focusing on the key points, but with an open invitation for attendees to obtain additional information. It is also often well worthwhile to have some printed information available, particularly if media representatives are present. For awards ceremonies consider if every recipient really needs an acceptance speech and ensure that any acceptance speeches are short.

**5. Entertain attendees** – The event may well have a very serious purpose but you need to entertain the attendees. This provides them with a more positive overall experience and can keep them in a more receptive frame of mind for your message. Sometimes event organisers fear that entertainment may trivialise any messages they are trying to get across but properly organised entertainment can enhance attendee receptiveness and provide them with a more positive opinion of your organisation. Entertainment make take many forms, from keynote speakers to music to comedians to magicians and much more.

**6. Create a theme** – For major events, organisers can consider creating a theme. This will make the whole experience more enjoyable and also allow attendees to join in.

**7. Provide breaks** – For longer events ensure that frequent breaks are scheduled for attendees to have a refreshment, visit toilets, talk with others, check on emails or contact the office. This also helps attendees to maintain their attention levels.

**8. Provide attendees with a positive ending to the event** – Make sure that attendees have a positive ending to the event. Ensure they are thanked and consider a small gift if applicable. Also ensure that key members of the organisation are available to meet with attendees who wish to make personal contact or have additional queries.





**Nelson Bay Golf Club** has a 27 hole golf course which is completely surrounded by native trees and fauna and has an abundance of wildlife and purpose-built function facilities. Nestled by the Tomaree National Park near the pristine waters of Port Stephens, the Golf Club is located 2.5hrs north of Sydney, just 50 minutes north of Newcastle and 30 minutes from Newcastle Airport.

**The Club's facilities are:**

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- Bluewater Grill Restaurant with adjoining kids room
- Boardroom
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- Professional events team
- Team building activities
- Located right next door to The Landmark Resort and Mantra Aqua which makes Nelson Bay Golf Club a complete solution to your next residential conference or corporate getaway





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\*Applies to TreeTop Adventure Park Adult tickets at TreeTops Central Coast, Newcastle, Western Sydney, Sydney The Hills and Coffs Harbour. Online bookings only. Use the code HBFG21 to receive a 10% discount, offer expires 31 December 2021. Terms & conditions apply including minimum age/weight see website for details. Not valid during NSW school holidays. Valid for weekday climbs only.



# Effective team building activities

*Many businesses organise activities for their staff in an effort to build a more effective team, as a reward and to increase job satisfaction. If they are poorly organised, however, these activities can fail to produce these outcomes and even dampen morale if it is seen as just a work obligation.*

The following tips will help you with planning your team building activities.

## Set goals and a budget

What is the purpose? Is it to celebrate a significant business accomplishment, reward staff, let staff get to know each other better without work pressures, help staff see the "bigger picture" or some other purpose? The activity needs to be selected to meet the goals and keep within budget.

## Select an activity suitable for your whole team

If you have less active member, it is not a great idea for anything too strenuous. Don't select an activity that is likely to have an extreme range in abilities. Don't let the activity be overly competitive – you can have winners if you want, but make sure that others don't feel like losers.

## Pick a convenient time

Employees will be most receptive to an activity that is during work hours and does not interfere with their personal time. When scheduling the activity, keep your employees' schedules and personal obligations in mind. If you have employees with children in day care or school, make sure that the team-building day does not interfere with their pick-up schedule or require them to plan additional childcare.

## Ease work pressures

Make sure that you reduce the employees' workload that typically gets done during the scheduled team-building time so that they do not have to work nights or

weekends to get their jobs done. You may need to hire temporary staff. Take into account the downtime when setting schedules and targets.

## Consider help

Ask possible venues for tips, what has worked before etc. You can even consider hiring an external professional to organise the whole or some of the activities.

## Don't forget travel time

You may find a great location, but staff may not be happy if they have to travel an extra hour or two each way. If you are really set on a location a little more distant, consider hiring a mini-bus and also use the travel time effectively.

## Provide food

No one is happy if they are hungry or if finding something to eat is a chore.

## Don't be boring

Don't bore staff with speeches or work-related talks. The best activities are those a bit different, not something many of the staff do on a regular basis. Consider special challenges.

## Encourage staff to mix

Forget about staff hierarchy. Make all staff feel like they are on an equal footing. If you have a large number of staff consider nametags with just their first name. If the activity involves teams, try to have teams comprise of staff members that normally don't work closely.

## Get post-event feedback

After the event, have employees provide anonymous feedback on the team building day. By knowing what your employees liked and disliked about the event, you can better plan team-building activities in the future. If you planned the day for a specific reason, evaluate the outcome after the event.





**UPPER HUNTER SHIRE COUNCIL**

Upper Hunter Shire Council has appointed **Glenn Inglis** as Interim General Manager to manage the organisation over the coming months while recruitment is underway for a permanent GM. Glenn has extensive experience in senior local government positions. He was General Manager of the former Parry Shire Council from 1993 to 2004, then Tamworth Regional Council from 2005 to 2010.

**ODDFISH MEDIA**

Oddfish Media has added **Simon Gitsham** to their leadership team. Simon has a wealth of media experience across radio, TV and digital solutions. His media career began as a Sales Executive for Telecasters 10 at Hervey Bay, QLD in 2000. He moved to Melbourne as a Sales Executive for Radio Sport 927, Mornington Racing Club and SEN 1116. In 2016 he became Northern NSW Regional Sales Manager for the WIN Network based in Newcastle, overseeing some key advertising solutions for local, state and national clients and agencies.

**SPILLANE PROPERTY**

**Danielle Deacon** has joined the Spillane Property team as the Business Development Manager. Danielle has worked in the real estate and conveyancing sector for more than 15 years before joining the Spillane team. Danielle brings her vast knowledge and experience into the property management and sales team helping clients to understand the real estate potential of investment properties, residential properties and leasing options.

**MONICA CLARE RECRUITMENT**

Monica Clare Recruitment has welcomed **Krystle Parker** as Business Manager. Krystle is a recruitment specialist with over 12 years' experience across a span of industries: blue collar government, not-for-profit, mining, energy and construction. She looks forward to supporting the team in their individual business ventures and solidifying Monica Clare Recruitment's position in the region.

**NEWCASTLE AIRPORT**

Newcastle Airport welcomes **Robert Sharp** as an independent member on the airport's Audit, Risk and Compliance Committee (ARCC). Rob has more than 25 years of senior management, commercial and operational experience in multi-brand and multicultural aviation environments across the world. Rob has held senior roles across a number of the country's most high-profile airline businesses, including CEO of Tigerair Australia along with Head of Strategy and Business Innovation and Head of Global Airport Infrastructure at Qantas Airways.

**SPILLANE PROPERTY**

Spillane Property has appointed **Daniel Murphy** as their Buyer Manager. Daniel grew up in Manchester before moving to Australia in 2006 but considers himself a local after spending most of his formative years living and studying in the Hunter. At Spillane Property he coordinates and procures buyers' interest, manages open home schedules and provides a liaison point for potential buyers. Daniel began his career in real estate in the Hunter Valley before moving into Newcastle to join the team at Spillane.

## 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.

**BAKER LOVE**

Baker Love has announced the appointment of solicitor **Candice Bell** to its family law team. Candice brings over a decade of family law expertise to the firm, having worked across the field in both private practice and as a judges' associate in the Federal Circuit Court of Australia. Such experience has enabled Candice to observe the workings of the family law system from both sides, seeing matters from the court's perspective, as well as that of a practitioner.

**DIAMOND IT**

**Luke Russell** has joined Diamond IT as General Manager - Sydney Region. With 20 years' experience in the IT industry, Luke brings significant strategic, operational, and commercial expertise. Luke is an advocate for the relationship between people and technology, and a firm believer this dynamic unlocks dividends in business innovation, resilience and sustainability.

## Tips for property investment in a COVID era

**Steve Dick**

**Raine & Horne Newcastle**

As we drift from our first COVID winter into our first COVID spring, I'm reminded of the stories from the old-timers who fought in World War 1.

Many of the early military recruits in late autumn 1914 were obsessed with getting into the action before the war finished, with many thinking 'the war would be over by Christmas'.

It was not and so similarly our property investment plans need to incorporate an ongoing COVID-19 contingency just in case this war is not over as our first COVID Christmas looms.

These investment plans involve evaluating the fundamentals and making sure you have them right. I will use the phrase commercial property investment but what I am alluding to is an investment in property outside of the residential sphere.

### **Rule 1: Know your tenants**

Cash flow is central to commercial property investment. So, ensuring you have a cash flow generated by your investment is paramount.

It does not matter whether the property is in the commercial retail or industrial sector; you must understand the business that is renting the premises. The first national COVID lockdown exposed plenty of firms to the reality of their customer base. Many will struggle to survive when the Government assistance and mandatory rent assistance conclude, and the non-recourse Government-sponsored loans begin must begin to be repaid.

In light of this, look for buildings with tenants that supply necessities rather than decadent or discretionary products or services. Properties with Government tenants meet these criteria, as well as those providing government-sponsored services for the NDIS or Aged. Also, tenants manufacturing essential items, or who require warehousing and distribution have good long-term cash flow prospects. Even small convenience centres where people do not have to leave their suburb or go into a major shopping centre to obtain the essentials will generate decent cash flow.

While government commercial tenants offer good long-term potential, they won't glide through COVID-19 entirely scot-free. Social distancing rules in offices will impact government agencies, along with work from home and a tightening of the bureaucratic purse strings to help wind back our massive debts.

### **Rule 2: Do not be sucked in by high returns**

Commercial buyers are often attracted by properties offering high returns. However, you'd be best to walk away fast as soon as someone talks about potential yields. Commercial is about existing yields especially in times of growing vacancy rates.

It does not matter how sweet the deal seems and if it sounds too good to be true, it probably is. As the deadlines for COVID assistance draws near the washout of business will be unprecedented. There will be bank selloffs disguising distressed sales, receivership sales and owner-occupiers offering their properties with new long-term leases at extraordinary rents. Be careful and remember Rule 2 – do not be sucked in.

### **Rule 3: Location, location, location**

Location, location, location is an oldy but a goody. There will always be more tenants looking for a well-located property.

Moreover, well-located means different things to different sectors of the Commercial Property market. For those looking at commercial offices, it is about convenience for staff and clients or proximity to a specialised end-use such as courthouse for lawyers or a hospital for medical professionals. For retail, the location equation is about convenience to and for the community. In contrast, popular location features for Industrial properties refer to the proximity of, say a warehouse to transport links or a major customer, even proximity to a reliable work force.

The location will help your property maintain a steadier income stream as tenants come and go.

Remember, in these changing times, Commercial property is one of the best ways to generate a steady return above that of bank deposits and residential real estate. I'm not offering any specific advice just suggesting some tips that will help in choosing the right commercial property.

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



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

## Independent residential real estate agency opens

Well-known local real estate agent Donna Spillane has opened the doors of her own independent agency.

Donna Spillane has worked in real estate for almost two decades and most recently was the owner of the Newcastle franchise of a national company. The decision to move the team into an independent boutique agency model was driven by clients.

Spillane Property officially opened on 19 August 2020 and delivers personalised services that are supported with the most effective marketing and business platforms.

"In 2020, clients of professional agencies have access to the most effective sales and marketing platforms, but they are also looking for honesty, integrity and a supreme understanding of the local real estate market. As a boutique and independent agency, we have the opportunity to provide services the way our clients want them," Donna said.

The Spillane Property team includes sales and marketing professionals, property investment and management specialists, buyer manager and client support consultants. Spillane also provides clients with a concierge service that includes services that add value to sales initiatives and help clients navigate real estate processes.



**Daniel Murphy, Danielle Deacon, Mandy Coates, Donna Spillane, Phil Spillane, Maddi Spillane, Cachana Kiem & Beanie Spillane**

Spillane Property works with people who are selling and buying homes, investing in property, or leasing a property across the greater Newcastle and Lake Macquarie region.

"We are very proud of the fact that Spillane Property has a 93% auction clearance rate and that almost every house that is listed with us sells within 30 days. We believe in providing ethical and honest services that are underpinned by professional services, trusted marketing solutions and premium representation," Donna said.



## Commercial tenancy code adds cost and red tape

A survey of property owners has highlighted the complexity of commercial leasing codes and the delays these have caused in getting relief to tenants as well as the red tape burden placed on the property sector. The survey of Property Council members found that only 25% of the amount provisioned for all COVID-19 rent relief from 1 April to 30 September has so far been finalised through agreements with tenants, reflecting state and territory delays in setting up the codes and the complexity of complying with them.

"The commercial leasing codes have unleashed a red tape octopus that has meant that by mid-August, only one in four dollars of rent relief provisioned by landlords has so far been provided to their tenants in finalised agreements," said Ken Morrison, Chief Executive of the Property Council of Australia.

"These legislated codes took two months for state and territory governments to finalise after the National Cabinet decision in April.

"Once the codes were operational, landlords needed to comply with onerous requirements to determine whether a tenant is eligible for relief and what their loss of turnover had been.

"This has required landlords to take on the role of a 'shadow ATO', making assessments on a tenant's income and their eligibility for rent relief.

"Landlords have had hundreds of applications for rent relief to process under these strict legal guidelines, requiring new staff to be added and whole new processes to be created.

"This red tape has actually slowed down the provision of relief. Instead of moving quickly to make arrangements with those that need it, landlords and tenants have been bogged down in a sea of red tape.

"Commercial landlords have every motivation to support their tenants affected by COVID-19, but the commercial leasing codes have only added cost and complexity to a process that was already in train prior to their implementation," Mr Morrison said.

"There are no leasing codes with mandated rental outcomes for residential housing, yet landlords and tenants are doing deals and adjusting rents. The market is working.

"Why do we need to tie up the commercial property sector in red tape when landlords are perfectly able to strike swift deals with tenants who might still need their support?"

The Property Council of Australia is calling on state and territory governments to wind up the codes by the end of September, especially in those jurisdictions where restrictions on business trading have been eased.

Analysis of the impact of the commercial leasing codes by Deloitte Access Economics found that rent relief provided to tenants covered by the code was at least \$4 billion for the period from April to September 2020. This rises to \$8.8 billion if the code is extended to March next year, equating to an estimated 10% fall in annual industry revenue.



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Located at the start of Thornton's industrial area, the 690m<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 and the Pacific Motorway (M1) it's an ideal position for transporting goods.

The colour bond and concrete construction makes for a user friendly building as well as creating a secure property, with ample concrete hardstand.

- 3 phase power
- Surrounded by reputable business
- High roller door access
- Mezzanine level (90m<sup>2</sup> approx)
- Onsite parking
- Modern offices
- Own amenities

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### PRIME LOCATION



Located at the start of Rutherford's industrial area, this 565m<sup>2</sup> building would suit a variety of businesses from light fabrication to storage and distribution.

With its close proximity to the New England Highway and Hunter Expressway it's in an ideal position for transporting goods. The concrete panel and iron construction make for a user friendly building as well as creating a secure property, which is fully fenced and gated.

- 3 phase power
- High roller door access
- Zoned B5 Business Development
- Surrounded by reputable businesses
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Lease: \$17,760pa + OGs + GST

**STEVE DICK 0425 302 771**

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#### 14 Watt Street (Ground floor)

Strata-titled ground-floor office in historic East End. Comes with (7) car parks at the rear. The space is divided into two office suites, one leased and one vacant, ideal for owner occupier.

Sale: Online Auction 17/09/20

**ALAN TONKS 0474 744 422**

### FOR SALE

### BLACKSMITHS



#### 78 Pacific Highway

Situated directly opposite beautiful Swansea channel, this vacant land comes with D/A approval for construction of a commercial building. Land size 644m<sup>2</sup> (approx.)

Price: \$650,000 + GST (if applicable)

**JASON MORRIS 0425 302 778**

### FOR LEASE

### HEATHERBRAE



#### 51 Camfield Drive (Unit 1)

New workshop with offices featuring (3) auto roller doors, well-appointed offices, extensive concrete area for loading and unloading all within a security fenced complex. Total area - 900m<sup>2</sup> (approx). A must to inspect.

Lease: \$82,000pa + OGs + GST

**PAUL TILDEN 0425 302 772**

### FOR LEASE

### CARDIFF



#### 82 Mitchell Road (Unit 2)

Situated in the Cardiff Industrial Estate, this warehouse offers a well-known, central location, practicality and affordability. Includes: office areas, automatic roller door, on-site parking. Area: 210m<sup>2</sup> (approx).

Lease: \$24,150pa + OGs + GST

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# PORT WARATAH LIGHTS IT UP BLUE TO SUPPORT PROSTATE CANCER AWARENESS MONTH

During September, Port Waratah Coal Services in partnership with Hunter Prostate Cancer Alliance (HPCA) is lighting up the night blue to support International Prostate Cancer Awareness Month. Every night during September, two shiploaders at the Carrington Terminal will shine blue to raise awareness for the "Little Prick" campaign.

The "Little Prick" campaign refers to the Prostate Specific Antigen (PSA) blood test, which all men over the age of 50 should request during their regular GP checkups. Prostate cancer is the most commonly diagnosed cancer in Australian men with 20,000 diagnoses and close to 3,300 deaths each year.

The shiploaders are perfectly placed to showcase the initiative which can be viewed from various vantage points around Newcastle Harbour, including Stockton, Kooragang Island, Carrington and the Honeysuckle entertainment precinct.

"Our hope is the initiative sparks a conversation between friends, colleagues or family members about prostate cancer. We encourage all men over 50 years of age to talk to their GP about testing for prostate cancer, as part of their regular health check-up," said Port Waratah Chief Executive Officer Hennie du Plooy.

As their partner in this campaign, Port Waratah also provided a donation to HPCA, to help support their valuable work in raising awareness of prostate cancer through media campaigns,

workplace presentations, public events and community partnerships. HPCA also provide a free counselling service for men and their families who are facing a diagnosis of prostate cancer.

Michael Hagan, Director and Ambassador for HPCA said, "Over my NRL career, I've coached and played with a lot of tough men. No matter how fit you are, or how healthy you think you are, there's nothing tough about ignoring your health. When I was just 44 years old, I was diagnosed with prostate cancer. Fortunately, due to regular PSA tests from my GP, it was detected early and my life was saved. The PSA is a simple blood test that aids in the early detection of prostate cancer. If you're over the age of 50 (or over 40, if there's a family history) it's time to toughen up and request the PSA as part of your regular GP check-up. It's just a little prick!"

Community members and photographers also have the chance to win a VIP photography tour of the Port Waratah Coal Services operation for two. To help raise awareness for prostate cancer, simply snap a photo of the "Light It Up Blue" shiploaders during September and send it in for a chance to win.

**For further information, including terms and conditions, visit [www.pwcs.com.au/news/latest-news/light-it-up-blue-photography-competition/](http://www.pwcs.com.au/news/latest-news/light-it-up-blue-photography-competition/)**



Image by Tony Banfield, Port Waratah Maintenance Supervisor

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feedback on social investment:*

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**\$187,000** in

health projects



and this year  
launched our

funding programme for

**Youth Sports in  
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**PORT WARATAH**  
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# MINING PROJECTS CAN DRIVE ECONOMIC RECOVERY FOR NSW

New research has revealed that mining has the potential to significantly boost the NSW economic recovery with 32 mining projects currently at various stages in the NSW planning system.

"These projects have the potential to deliver almost \$13 billion in investment and over 15,500 jobs for NSW to help support and rebuild the economy and boost regional development across the state," NSW Minerals Council CEO Stephen Galilee said.

The research, completed by the NSW Minerals Council, has analysed the potential economic benefits of all major mining projects currently in the NSW planning system, from initial EIS submission stage to approved projects still seeking related conditional agency approvals before mining can commence.

The potential regional economic benefits to be delivered include:

- In the Hunter, over \$2.7 billion in capital investment and around 3,700 jobs
- In the Illawarra, over \$2.1 billion in capital investment and nearly 2,000 jobs
- In the Central West, over \$3.6 billion in capital investment and nearly 2,500 jobs
- In the Far West, over \$2.7 billion in capital investment and over 2,500 jobs
- In the Lithgow/Mudgee Region, over \$470 million in capital investment and over 1,100 jobs
- In the Gunnedah Region, over \$1.5 billion in capital investment and over 2,500 jobs

These 32 projects represent an increase of seven from the 25 projects covered in the last report released in November 2018, with the increase coming mainly from a nearly doubling of proposed metals projects for the NSW mining sector over this period.

The November 2018 report identified 25 projects in the project pipeline, comprising 19 coal projects and six metals projects. Of the 32 projects identified in our latest report, 21 are coal projects and 11 are for metals projects.

"While the number of coal projects has risen slightly, the number of proposed metals projects has almost doubled from 6 to 11, representing over 30 percent of all major mining projects proposed in NSW, up from 20 percent 18 months ago.

"This is an opportunity to further build and diversify the NSW mining sector and represents a strong industry response to the release of the NSW Government's Minerals Strategy in early 2019."

"Overall, these 32 project proposals demonstrate how the NSW mining sector can deliver billions in investment, thousands of jobs and economic growth needed to help rebuild our state in the years ahead, and with the right policies in place to support mining we will do so."

**The report is available for download at <https://bit.ly/30NfiOe>**

Region	Capital Investment in NSW (M)	Royalties (M)*	Direct Jobs
Central West	3 630	417	2,486
Far West	2 715	312	2,581
Midwest/Lithgow	470	281	1,125
Illawarra	2 169	558	1,996
Lower Hunter	1 118	207	1,120
Upper Hunter	1 591	1 443	3,876
Gunnedah	1 519	826	2,520
<b>TOTAL</b>	<b>13,212</b>	<b>4,044</b>	<b>15,704</b>

*Economic benefits of mining projects in the NSW planning system by region*

## PORT WARATAH EXTENDS LOCAL VOICES PROGRAM

Port Waratah is extending its Local Voices survey program for a further two years.

The Local Voices surveys will be delivered by Voconiq, a new Australian business spinout from Australia's national science agency, CSIRO.

Dr Kieren Moffat, previously Project Leader of CSIRO Local Voices is the CEO of Voconiq.

"Participants in Port Waratah's Local Voices survey will still enjoy the same quality expertise and research rigour expected from CSIRO with the survey being delivered by the same team of familiar faces," said Dr Moffat.

The new business will continue to provide sophisticated data analysis using licenced CSIRO technology that translates community survey data into a language that Port Waratah and community stakeholders can engage with and respond to.

"There is enormous value for communities in being heard by the companies that work alongside them.

Through Local Voices, portside community members and people in the broader Newcastle area are directly influencing how Port Waratah thinks about its operations, plans for the future and invests locally," Dr Moffat said.

"At Port Waratah, we know to be a real part of our community it's important that we listen. That's why we are committed to

**"I'd personally like to extend a big thank you to everyone who has participated in Local Voices surveys in the past and I encourage you to continue to do so"**

*Hennie du Plooy - CEO Port Waratah*

continuing to conduct independent Local Voices surveys to find out about any community concerns and in what areas we are doing well," said Chief Executive Officer Hennie du Plooy.

"The Local Voices survey has provided valuable insights that help us improve. We've previously asked for help allocating our social investment, with the community feedback telling us to focus on health programmes and kid's sport," said Mr du Plooy.

Based on Local Voices feedback last year, Port Waratah invested \$187,000 in health projects and this year has launched a new youth sport funding initiative for portside teams. "I'd personally like to extend a big thank you to everyone who has participated in Local Voices surveys in the past and I encourage you to continue to do so," said Mr du Plooy.

The next survey opened in September. For further information visit [www.pwcs.com.au/community-environment/community-relationships/](http://www.pwcs.com.au/community-environment/community-relationships/)





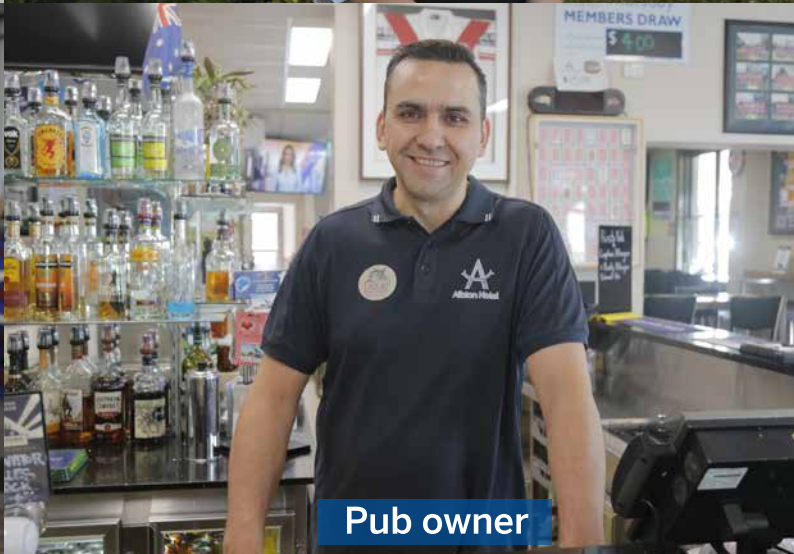
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[nswmining.com.au/covid-19-community](https://nswmining.com.au/covid-19-community)



## IPC APPROVES VICKERY EXTENSION

Whitehaven Coal Limited has welcomed the decision by the NSW Independent Planning Commission (IPC) to green light its Vickery Extension Project near Gunnedah.

The primary approval follows a lengthy technical evaluation process for the project and a comprehensive program of community consultation and outreach, including a Multi-stage Public Hearing administered by the IPC during February 2019 and July 2020.

In its coordinated Whole of Government assessment released in May 2020, the NSW Department of Planning, Industry and the Environment had previously concluded the Vickery Project was "in the public interest and...approvable."

Managing Director and CEO Paul Flynn welcomed the news and said Vickery would further cement Whitehaven's growing stature as a key supplier to premium overseas markets.

Whitehaven's focus will now shift to obtaining the necessary secondary approvals and any further project optimisation as a precursor to works commencing under the new approval.

Vickery will be a predominantly metallurgical coal mine and will service established and emerging markets for high quality coal in our near region. Vickery will entail capital expenditure of \$700 million is expected to generate employment for 500 people during the construction phase and 450 ongoing operational roles.

As noted in its June 2020 production report, Whitehaven continues to be cautious in allocating capital to expansion noting the evolving impacts of COVID-19 on coal markets and pricing. While there are still considerable risks and uncertainties for the global economic outlook given the continued spread of the virus, the fundamentals of their business model continue to remain robust.

Throughout the pandemic, the portfolio of coal products have remained sought after and well sold under long term contracts to the cornerstone high-energy, low-impurity coal markets of Japan, Korea and Taiwan, as well as burgeoning markets in developing southeast Asian nations.

## BULGA COAL VOLUNTARY PLANNING AGREEMENT HELPS FUND BROKE SKATE PARK

Following extensive community input, including from local schoolchildren, the Broke Skate Park is now officially a reality.

The \$506,300 project was funded by \$310,000 under the Bulga Coal Voluntary Planning Agreement and \$196,300 from the Federal Government's Community Sports Infrastructure grant program, in response to calls from the community for a skate park in the village.

The project also included a new barbecue, picnic tables and shelter.

While there was a pause in construction because of COVID-19 restrictions that impacted Queensland-based contractor Trinity Skateparks, local skateboarders were the first to test out the facility in Stewart McTaggart Park on 8 August after it was opened by Mayor of Singleton, Cr Sue Moore.

Cr Moore said the state-of-the-art recreation and youth space was a real community project that began with the drive and energy of a Broke teenager nine years ago.

"While that teenager is now in his late 20s, I hope he can enjoy the rewards of his hard work and enthusiasm when he sees people using the space," she said.

"It's been great to see our young people get involved in the workshop and drop-in sessions during the design phase

for the park and we can now see the results of their input not only through the inclusions for beginner and intermediate level skaters, but in the reflection of the surrounding natural materials and heritage of the area.

"This project really is a demonstration of what can happen when the community works together and I acknowledge Bulga Coal and the Federal Government for getting involved to help Council to make it happen."

The skate park incorporates street and plaza style elements in a modern facility accommodating beginner and intermediate levels for skateboarding, roller skating, scooters and BMX.

"Singleton has become a destination for playtime over the past couple of years with the delivery of a number of high quality playgrounds, including the latest at nearby Bulga," Cr Moore said.

"I know the Broke Skate Park will be a destination for locals and visitors alike, and adds to the amazing stock of recreational facilities we have for all ages right across our local government area."

*Mayor of Singleton Cr Sue Moore, Ralph Northey from Bulga Coal, Warren Taggart who performed the Welcome to Country for the event, and Teegan Hayward from Bulga Coal at the opening of Broke Skate Park.*







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## HBR funny business

My boss called me into his office today.

"We both know you're not the brightest spark here, Simon," he said, "but over the last 20 years you've never been sick or late and I think you deserve a reward. So, how does a brand new car sound?"

"Vrooom! Vroooooom!" I replied.

A foreman of a factory was making his rounds inspecting how all of the workers were doing their jobs.

"Well" he said to one worker, "I see you are doing a very diligent job stamping all of the boxes 'THIS SIDE UP'."

"Yes" the worker replied, eager to please, "and just to be extra sure I stamped the bottom also!"

One Sunday morning an old cowboy entered a church just before services were to begin. Although the old man and his clothes were spotlessly clean, he wore jeans, a denim shirt and boots that were very worn and ragged. In his hand he carried a worn out old hat and an equally worn out bible.

The church he entered was in a very exclusive part of the city. It was the largest and most beautiful church the old cowboy had ever seen. The people of the congregation were all dressed with expensive clothes and accessories.

As the cowboy took a seat, the others moved away from him. No one greeted, spoke to, or welcomed him. They were all appalled at his appearance and did not attempt to hide it.

As the old cowboy was leaving the church, the preacher approached him and asked the cowboy to do him a favour.

"Before you come back in here again, have a talk with God and ask him what he thinks would be appropriate attire for worship." The old cowboy assured the preacher he would.

The next Sunday, he showed back up for the services wearing the same ragged jeans, shirt, boots, and hat. Once again he was completely shunned and ignored. The preacher approached the man and said, "I thought I asked you to speak to God before you came back to our church."

"I did," replied the old cowboy.

"If you spoke to God, what did he tell you the proper attire should be for worshipping in here?" asked the preacher.

"Well, sir, God told me that he didn't have a clue what I should wear. He said he'd never been in this church".

Harry was working at a construction site when he came across a bottle. He popped it open and out came a Genie.

"I gotta warn you," said the Genie "I'm not that powerful but I'll try my best."

"Well" said Harry, "I'm trying desperately to start a new business and I have a very important meeting tonight with a potential investor..."

"I'll tell you what," said the Genie, "and this is the best I can do. I'll give you a one time good luck charm. To start it say, 123. When you're done, say 1234."

And with that the Genie was gone in a puff of smoke.

Harry couldn't believe his good luck. As he nervously tied his tie in front of the mirror, he kept on repeating over in his head 123, 123, 123. Harry nervously knocked on the rich man's office.

"Come in," said the man in a deep imposing voice.

OK, here goes thought Harry to himself as he sat down across from the man. Before he started he muttered to himself "123", suddenly he knew everything would be OK.

He opened up his mouth to start speaking but before he could say anything the man behind the desk pleasantly asked, "What did you say 123, for?"

My therapist told me, "You have an acute phobia of marriage. Do you understand the symptoms?"

I said, "Can't say I do."

My therapist said, "Yes, that's the main one."

### QUOTE OF THE MONTH

"Whether you think you can or whether you think you can't, your right."

- Henry Ford

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