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GARRY

SANDIE

JASON

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I'm
 not feeling like myself **feel tired**
and drained can't focus on things
can't stop worrying about the
little things can't stop worrying
 about everything **feel anxious**
not eating not sleeping.....

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From the Editor



This issue includes the annual Innovation feature, highlighting some of the great local business innovators.

It also includes some information on the 2022 Hunter Innovation Festival. This event, in its various incarnations, has been running for many years and this time will be held at Newcastle City Hall on 12 October. It provides an excellent opportunity

to find out more about innovation and mix with some of the exceptional local businesses and individuals leading the way in innovation. See <https://hunterinnovationfestival.org/> for more information or to book tickets to attend.

When we talk about the term innovation, it is sometimes overused by businesses, marketers, and politicians without really understanding or implementing the real meaning of innovation.

Innovation is more than just having a great idea. It is the creation and development of a new solution that is an improvement on existing solutions. This may be a better physical product, service or system. In commercial terms, it must also provide benefits that are worth the cost.

Innovation is a vital ingredient in economic growth and as a nation we must ensure that we harness our great local abilities to strengthen our future prosperity.

Australians have always been great problem solvers but we have not always been good at commercially developing our solutions.

Politicians have also not been great at understanding the needs of local innovators and fostering commercial development. Evolving innovation does not lie in the realm of what is but what could be. This is a concept that politicians and bureaucracy

sometimes have a problem comprehending. The road to commercial returns is also often long and the returns are usually beyond the current three-year term that our political system is focussed on.

Australian innovators are not asking for a free ride, but politicians need to understand the importance and nature of commercial innovation and provide a supportive environment that can provide huge benefits to the entire country.

It is pleasing to note that the Hunter is increasingly embracing innovation which will provide a solid economic platform for growth into the future.

Backed by a world class university and a collaborative attitude, the Hunter has all the ingredients to not only be recognised nationally as a centre of innovation but build a global reputation.

Garry Hardie
Publisher and Editor

ON THIS MONTH'S COVER

A session from the 2021 Hunter Innovation Festival. The 2022 Hunter Innovation Festival is to be held on 12 October at Newcastle City Hall. See page 22 for more details.



Planning a business FUNCTION? WORK PARTY, CONFERENCE, MEETING, WORKSHOP, EXPO OR OTHER BUSINESS EVENT



View the 2022-23 Hunter Business Function Guide for information on venues and supporting services

www.hbrmag.com.au/2022-hunter-business-function-guide

Lake Macquarie Trade Training Centre to address skills shortages

A new Trade Training Centre officially opened its doors in Lake Macquarie on 25 August, coinciding with National Skills Week.

Located at the Business Growth Centre in Gateshead, the new Trade Training Centre will facilitate practical hands-on training for individuals and businesses, which will be delivered by the Central Coast Community College (RTO 90304).

College General Manager Debbie Laarkamp said a key focus for the Trade Training Centre will be improving employability for local job seekers, as well as upskilling individuals and small businesses.

"Ultimately, we hope that the provision of a new locally owned and operated training facility with the capacity to deliver trade training will help to address skills shortages, which continue to impact employers," she said.

"According to Business NSW, more than half of employers in NSW say they are experiencing skill shortages as many young job seekers don't have the necessary skills or experience.

"Some of the training we'll be able to deliver here at this new facility includes electrical and mechanical fabrication trades - both of which have been identified as trades experiencing a national skills shortage on the National Skills Needs List.

"This is something we do really well, as the first Community College in Australia to deliver trade training. Anyone interested in pursuing a career in these fields can be assured that they're learning from the best."

Lake Macquarie Mayor Kay Fraser said the new centre would help "skill up" local job-seekers.

"Facilities like this are vital to address the skills shortage and train future generations of tradespeople," she said.

"That's not just young people coming out of school - it might be older workers seeking a career change, or extra qualification to give them an edge.



"We want to train them here in Lake Mac and we want to keep them here, rather than having them move elsewhere to train and work."

The Trade Training Centre is the College's third campus, in addition to its head office on the University of Newcastle's Ourimbah campus and the trade-focused Skills Centre located at HVTC's head office in Rutherford. It incorporates a classroom and training room equipped with welding and thermal benches constructed by current fabrication and electrical apprentices.

Pre-apprenticeships, short courses, High-Risk Work Licences, and small business skills are just some of the training opportunities on offer. The pre-apprenticeship and short course programs are subsidised by the NSW Government and are fee-free for eligible students.

The College (RTO 90304) can also deliver a suite of targeted courses, including Smart & Skilled funded Certificate IV in New Small Business, Adult and Community Education (ACE) funded Targeted Skills for Small Business and ACE funded life skills and part qualification training for disadvantaged members of the community.

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DA approved for Maitland Gaol tower alterations

Future visitors to Maitland Gaol can expect to climb up and tour the site's historic ramparts, after a development application for alterations to one of the walls and two of the guard towers was approved in August at a Council meeting.

The alterations and additions to the site will open up access to two of the Gaol's existing towers, enabling pedestrian tours along the gantry walkways, and affording visitors a new and exciting perspective on one of New South Wales' premier heritage listed sites. The existing timber spiral staircases will be retained, sealed and lit, enabling tour participants to catch a glimpse of the Gaol's original fixtures.

Maitland Gaol Heritage Interpretation Specialist Zoe Whiting says the new offering, known as The Tower Experience, will 'eventually operate both day and night tours, so that visitors to Maitland Gaol can experience how it would have been for officers on the walls through all hours of the day.'

Artists Impression



\$1 million announced under round seven of Newcastle Community Contribution Fund

On 16 August Port of Newcastle CEO Craig Carmody joined Parliamentary Secretary for the Hunter Taylor Martin to announce the latest recipients of the Newcastle Community Contribution Fund.

Eight projects will share in \$1 million in funding under round seven, which include upgrades to the Carrington Bowling Club, the renewal of the Stockton Community War Memorial and work to revitalise the façade of Victoria Theatre. Making Waves will also receive funding to expand its Newcastle program to provide further sailing opportunities for people with physical and intellectual disabilities.

The Newcastle Port Community Contribution Fund is administered by the NSW Government.

Round seven projects included:

- \$298,000 – Making Waves Foundation Newcastle Program expansion to boost sailing opportunities for people with physical or intellectual disabilities
- \$233,390 – Foreshore Park Amenities and Changing Places to service the neighbouring play space and broader parklands
- 38,575 – Activation of the Delprat Cottage and garden through an educational and artistic program
- \$121,000 – Victoria Theatre Façade Revitalisation to improve safety and accessibility
- \$56,500 – Main entrance upgrade at Stockton Bowling Club to improve access
- \$40,000 – Stockton Community War Memorial Renewal
- \$81,863 – Construction of a multi-purpose outdoor function area at Carrington Bowling Club
- \$30,672 – The Lock Up's 'Art in the Yard' free creative activities for kids

Arrival of Coral Princess signals return of cruising to Port of Newcastle



Port of Newcastle has welcomed the first cruise ship in more than two years, with the arrival of Coral Princess on its maiden voyage into Newcastle on 10 August. The 294-metre vessel is the first cruise ship to sail into Newcastle since the start of the COVID-19 pandemic and marks the start of the city's 2022-23 cruise season, which includes a total of 11 scheduled visits and an estimated 17,000 passengers.

Coral Princess is one of four cruise ships making their maiden visit to Newcastle this season alongside Grand Princess, Viking Mars and Silver Muse.

Throughout the season, Newcastle Cruise Volunteers will be on hand to provide a friendly welcome for passengers. The team of 15 dedicated volunteers will share their love of Newcastle and provide expert local advice to ensure passengers get the most out of their time in the city.

Port of Newcastle Executive Manager Marine and Operations Glen Hayward said it was wonderful to welcome cruise ships back to Newcastle.

"After two long years, it's great to be able to once again facilitate cruise ship visits given the important economic benefits they have for the region and the community," Mr Hayward said.

"Newcastle continues to be popular port of call for cruise passengers this season, and who can blame them, with its close proximity to world-class beaches, the natural beauty of Port Stephens and vineyards of the Hunter Valley."

The 2022-23 cruise season runs until April 2023.



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New Newcastle office for Active Super

Active Super has reaffirmed its commitment to the Hunter and Central Coast regions by establishing a new local office and member service centre. Active Super, which has held a presence in the city for almost 20 years, has relocated from its Perkins Street office to 15 Lambton Road, Broadmeadow in a move that will enhance its service to the local community.

Phil Stockwell, Active Super Chief Executive Officer, said: "With over 12% of our members located in the Newcastle, Hunter and Central Coast regions, maintaining a local presence here is vital. As the city and broader regions continue to transition and evolve over the coming years, we're here to help our members achieve their superannuation, insurance and retirement goals.

"For nearly 20 years we have called five parts of Newcastle home. We started off with an office in Darby Street, then King Street, Kotara, Perkins Street, and now we're in Broadmeadow."

The new office has on-site parking for members, is easily accessible by public transport, and will continue to provide resources for Active Super members to help them manage their superannuation, insurance and retirement savings. The office hosts four financial planners and a client relationship manager servicing the regions.

Maitland Business Central opens

Maitland Business Central has opened its doors offering the Hunter Valley a unique co-working space, that supports the need for businesses to work, meet or train under flexible arrangements.

The new architecturally designed space offers 25 office suites, four meeting and consultation rooms, an executive board room, training rooms for up to 50 attendees and hot-desks in the heart of Maitland. Maitland Business Central has evolved from what was Maitland Serviced Offices, established in 2004.

Paul Callinan, General Manager said "When the space at what was once Maitland Leagues Club became available, we knew the time was right for us to take our business to the next level.

"We set out to create a co-working space that brought businesses together and provide a professional and modern environment with a WOW factor.

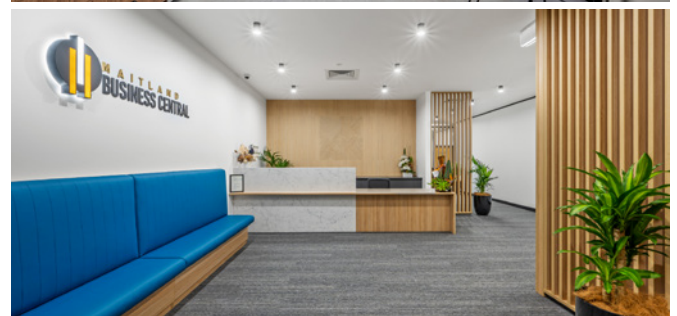
"Our tenants tell me they love coming to work now, which was exactly the outcome we had envisioned at the concept phase".

Nigel Parsons & Associates Architects designed the space to maximise light and space where multiple businesses can work in the same space with private and shared spaces.

Businesses looking for a professional office can hire a permanent space short or long term, that comes fully furnished, with all utilities and high-speed internet. Maitland Business Central provides a solution where tenants only need to bring their technology and they can plug in and start working.

Casual room hire is available by the hour, day or week and assists businesses who have ad-hoc work or meeting requirements to service their clients in the Maitland area. Co-working / hot desk spaces provide a professional work ready environment with internet and printing facilities ready for you plug in and get busy. Many of our short stay tenants just love getting away from their home office.

The boardroom can host executive meetings and training for up to 12 attendees and the training rooms for training and conferences for up to 50 attendees. These meeting and training spaces come full setup with access to high speed internet, video conferencing and audio/visual display ready to use.



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Construction commences on ONE Apartments

On 5 August GWH officially commenced construction of Newcastle's newest residential development ONE Apartments, with the commencement of early earthworks and demolition of the existing site. Designed by renowned global architects Marchese partners and locals CKDS, One Apartments are centrally located at 1 National Park, Newcastle West. The brand-new twin-tower (22 and 19 stories) development offers 193 one, two and three-bedroom, luxury apartments with market-leading floorplate sizes, backed by residential facilities aimed directly at quality of life for residents.

The jewels in the crown are two all-weather rooftop entertaining areas with spectacular 360-degree views, a feature common with all GWH multi-storey developments. Something new for residents of ONE Apartments are private areas on each rooftop which will be made available for private bookings. Other facilities include outdoor heated pool, cinema, gymnasium, steam room and a number of smaller private communal spaces perfect for get togethers or a quiet yoga session.



The Marketing GP recognised with position on exclusive Partner Advisory Council

Local marketing agency, The Marketing GP has been recognised in the top 6% of HubSpot Partners across Australia and New Zealand.

HubSpot is a sophisticated CRM software which makes it easy for businesses to grow and work together, breaking down the barriers between marketing to sales and customer service.

HubSpot recently announced that The Marketing GP was chosen from 318 HubSpot Solutions Partners to join the HubSpot Partner Advisory Council, alongside 18 other organisations. The Council relies on partners around the world to provide input from their own, and client, experiences to help shape the future of the software solutions.

Chief Marketer and Managing Director, Holly Martin is the representative from The Marketing GP to sit on the Council, and is thrilled to be sharing her insights into how HubSpot can adapt to deliver even greater benefits to their clients.

"We follow really high standards when it comes to all work we deliver at The Marketing GP, with a core focus on achieving strategic outcomes for our clients," Holly said.

"I am excited to support HubSpot in making decisions that will benefit our current and future clients who are seeking a tool that enables growth and is one source of truth for a business' sales and marketing. And in doing so, we hope to help put the Hunter on the radar as a place of inbound marketing innovation alongside other leaders nationally."

The 2022 HubSpot Partner Advisory Council cohort was determined through a competitive application process. The Marketing GP was chosen for their exceptional client outcomes, and rapid advancement from a Gold Partner to a Platinum Partner in under a year. As a Platinum Solutions Partner, The Marketing GP has cemented its position as a leader in providing inbound marketing and sales enablement solutions to organisations based not only in the Hunter region, but across the country, into New Zealand and beyond.

The Marketing GP has quickly climbed the HubSpot Partner Program tiers, and credits this to their clients' high level of software engagement, variety of tools and processes implemented, custom solutions implemented, and the impressive outcomes that have been achieved through the expert guidance of their inbound marketing team.

Inbound Marketing & Sales Enablement Manager, Claire Raymond and Chief Marketer and Managing Director, Holly Martin celebrate milestone HubSpot success for The Marketing GP.



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Port of Newcastle opens new container and bulk services capabilities

Port of Newcastle has commissioned two new mobile harbour cranes as part the Port's ongoing commitment to diversification and a sustainable future. The cranes were opened by Port of Newcastle CEO, Craig Carmody, and Macquarie Group Managing Director and Chief Executive Officer, Shemara Wikramanayake.

With the mobile harbour cranes in their final stages of commissioning, and terminal expansion underway, the cranes will commence cargo and container handling in September.

With an outreach of 54 metres, and a lifting capacity of 104 tonnes, Craig Carmody said the \$A32.4-million crane investment marks a significant increase in an expanded and improved container, break-bulk and project cargo handling capability for customers at Port of Newcastle.

It follows the announcement last November that the Port is partnering with Macquarie's Green Investment Group to support the development of a hydrogen economy in the Hunter Region. The Port of Newcastle Hydrogen Hub, part of a broader clean energy precinct, will initially be underpinned by a large electrolyser and ammonia loop providing green product for domestic decarbonisation that is supported by a range of Project Partners including SnowyHydro, Jemena, Keolis Downer, Lake Macquarie City Council and Idemitsu.

The first stage of \$A3 million feasibility study into the development of a green hydrogen hub at the Port has now been concluded.

Ms Wikramanayake said diversification represents a significant opportunity for the Port.

"As the gateway to the second largest city in New South Wales, the Port will continue to play a key role in the future of the Hunter as a key region for economic growth," she said.

Macquarie manages a 50% shareholding in the Port of Newcastle on behalf of investors and is assisting the Port in its strategic realignment away from its historic reliance on coal export.

"The new container and bulk services initiative, together with the broader clean energy precinct, represents a significant opportunity for the Hunter region to diversify, decarbonise and support the development of jobs in emerging industries," Ms Wikramanayake said.

The Green Hydrogen project includes a partnership with the University of Newcastle to boost innovation and drive research commercialisation in the region.

Accounting firm merger promises value and growth to clients

Lake Macquarie and Thornton based accounting and financial planning firm, Collective Financial Partners has acquired Maitland-based McNamara Accountants to further expand its offering and expertise for current and future clients.

The businesses have worked alongside one another in the same building in Thornton for the past two years and have reinforced the fact that they have a like-minded approach to client delivery. They will continue to provide business advisory, accounting, and consultancy services to the existing McNamara Accountants clients.

McNamara Accountants, founded and led by Principal, David McNamara has been assisting businesses and individuals in the Hunter Region since 1991 and will transition to a Senior Consultant with Collective Financial Partners.

David said the merger is an opportunity to combine strengths and offer more experience and knowledge to locals looking for a reliable accountant or financial planner.

"I've known the team at Collective Financial Partners for a number of years and as I'm moving closer to retirement, it just made sense to not just work alongside their team, but work with their team," David said.

"We have strong business values we've stuck by for over three decades, and we know these will be upheld by the team behind the Collective Financial Partners brand."

Collective Financial Partners is no stranger to business mergers – the business was formed following the merge of local firms, WP Partners and Bridges Lake Macquarie, in 2021.

Accounting Director of Collective Financial Partners, Andrew Howson said just like their last merge, this one all came down to wanting to provide more value and opportunities to Collective Financial Partners' clients and the clients at McNamara Accountants.

Everyone Has a Story launched for 2022

Everyone Has a Story (EHAS) is a local initiative designed to reduce stigma around mental health and normalise the fact that 'Everyone (genuinely) has a Story'. EHAS was originally founded by Molycop and Out of the Square in 2020 and went on in 2021 to include over 40 local industrial and manufacturing organisations and receive two Hunter Safety Awards.

In 2022 EHAS is open to all industries and community groups, be it manufacturing, hospitality, media, professional services, healthcare, performing arts and more. With over 65,000 Australians making a suicide attempt each year, it is more important than ever that we focus on the mental wellbeing of our people.

"Everyone has a story is an extremely positive step in the right direction providing a platform to share and talk about our mental health" said Patrick Calabria, Corporate and Community Manager – Lifeline Hunter.

Marty Adnum, Founder and Managing Director, Out of the Square said "Our region is experiencing significant infrastructure growth - a runway upgrade, two new 5-star hotels, expanding health facilities and so on. At the core of this being truly successful is healthy, supported people – Everyone has a Story is here to bring the region together from all industries to assist in that".

EHAS provides a format for organisations to record incredibly moving and heartfelt interviews where their team members courageously share their personal struggles, challenges, and coping processes. These moving videos can then be shared with employees in team meetings and internal communications to help others in their daily life challenges. To view some of the stories and contact EHAS to be part of this local initiative you can go to everyonehasastory.com.au

Participant content can be recorded over September and a major event showcasing the stories along with guest speakers will take place in October to coincide with national Mental Health Awareness week.

EHAS is also pleased to announce Port of Newcastle has come on board as a Major Sponsor.

"It was important for Port of Newcastle to get behind this initiative and help our community and all Novocastrians. Mental wellbeing is important to us all and we need to come together to do what we can to help make a difference," said Kayla Parker, Port of Newcastle

Marty Adnum (Out of the Square), Pat Calabria (Lifeline Hunter) and Kayla Parker (Port of Newcastle)



Newcastle's top young engineer and project announced

Newcastle's Young Professional Engineer of the Year and Project of the Year has been announced at the Engineers Australia Excellence Awards - People & Projects Newcastle.

"The Engineers Australia Excellence Awards recognise outstanding engineers who show innovation and resourcefulness in their work and the region's top engineering projects and the teams behind them," said Engineers Australia Newcastle Division General Manager Helen Link.

"The Newcastle region is home to some of the globe's oldest engineering structures, as well as world-class people and projects pushing the boundaries of engineering excellence to provide creative solutions to local problems."

The Project of the Year was awarded to Pacific Complete -Woolgoolga to Ballina Pacific Highway Upgrade, a joint venture between Laing O'Rourke and WSP Australia, in partnership with Transport for NSW. The upgrade converted 155 km of the Pacific Highway to a four lane, divided carriageway between Hexham and the Queensland border. The project team navigated two major river catchments, floodplains, soft soil, threatened species habitat, and sensitive heritage areas to provide safer, reduced travel times and better connectivity for local communities. The size, scale and complex nature of the project provided unique challenges to the project team, who devised innovative solutions to leave an economic, social, and environmental legacy.

Young Professional Engineer of the Year was won by Steve Adamthwaite, MIEAust, As leader of Arup's NSW/ACT Water Business Steve Adamthwaite drives sustainable, community-oriented solutions to deliver service and infrastructure excellence to industry and the community. He represents the next generation of leaders and innovators - driving change, leading



projects, and developing skills to underpin a sustainable future for the infrastructure sector, its people and the communities that rely upon it. He also shapes future strategy through leadership positions with WaterAid NSW (Deputy Chair), Australian Water Association (Vice President NSW) and Engineers Australia (Deputy Chair, National Young Engineers Committee, Shadow Board).

Winners from the Engineers Australia Excellence Awards - People & Projects Newcastle now go into the running for the National Young Engineer of the Year Award and the Sir William Hudson Award – the highest accolade which an engineering project can receive from Engineers Australia. The national awards will be held at the Sydney Hilton on October 5.

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Business toasts success at Award night of nights

Business organisations and individual achievers from across the Hunter were awarded and recognised at the Business Hunter 2022 Hunter Business Awards, sponsored by the University of Newcastle, at NEX on 26 August.

It was a year in which resilience and innovation inevitably figured prominently in the judges' deliberations.

Justin Hales, CEO and Founder of Camplify was named Business Leader of the Year.

Viv Allanson, CEO of Maroba Aged Care received the President's Award for putting people first in what has been a tumultuous two years in the aged care sector.

Out of the Square won the Contribution to the Region Award for their continued community support and passion for the Region.

Scott Lynch of Community Therapy was awarded the Kristen Keegan Young Business Leader award.

The Hi-Vis Group was announced as the region's inaugural Business of the Year award winner.

Awards were presented in 17 categories before over 500 people at a ceremony that truly celebrated business resilience and success after another tough year for many of the regions industry sectors.

Justin Hales was named Business Leader of the Year in recognition of building one of the largest RV rental companies in Australia but also developing the concept, design, and technical roadmap to deliver an industry-leading solution for the RV rental industry.

Viv Alanson CEO of Maroba Aged Care was recognised for her outstanding advocacy and support for the Aged Care sector, a sector impacted and challenged more than most others by the Covid pandemic.

Out of the Square were recognised for their support for local entrepreneurial businesses and extensive patronizing of community causes which includes pro bono campaigns promoting businesses and the Region.

"Winning a Hunter Business Award in any year is a significant achievement and we must recognise the real challenges many businesses have faced over the last two years. For the Awards to attract so many quality entries was a real delight and surprise and a gauge on confidence for the prospects of the region looking ahead."

Business Hunter President Tony Rhodes

The Young Business Leader award to Scott Lynch recognises his journey to establish Community Therapy an organisation started in 2017 to serve the needs for better community and allied health access across and now beyond the Hunter Region. The organisation services more than 2,000 homes each week and has grown to a team of over 90 people.

The inaugural Hunter Business of the Year winner was taken out by the Hi-Vis Group. This award is judged as a 'winner of the winners' in business categories across the program.

Hi-Vis was recognised for its growth to become one of Australia's largest manufacturers of road, safety and specialty custom signage and safety products. The family owned and operated business continues to lead in innovation and combining technological advances and sustainability into its practices which set it apart from an impressive list of other business category winners. Hi-Viz also took out the winners' tag for Excellence in Sustainability and Excellence in Large Business award categories.

Business Hunter President Tony Rhodes congratulated all winners and finalists on their determination, commitment and entrepreneurship in what has been another challenging year for business owners and operators.

"Winning a Hunter Business Award in any year is a significant achievement and we must recognise the real challenges many businesses have faced over the last two years. For the Awards to attract so many quality entries was a real delight and surprise and a gauge on confidence for the prospects of the region looking ahead," Mr Rhodes said.

"The past twelve months for businesses have demanded flexibility, versatility, courage and innovative thinking when you think back on the circumstances that have influenced and impacted the business environment.

"The admirable qualities reflected in all of the finalists represented in our Awards collectively demonstrate the strength and resilience of our diverse business community right across the Hunter.

Innovative clothing manufacturer Borne Clothing won the award for Excellence in Micro Business and Aussie Ark took out the Small Business Award in recognition of their commitment to the long term future for Australian threatened wildlife.

The Outstanding Community organisation award went to Home in Place (formerly Compass Housing), now one of the largest non-government providers of subsidised housing in Australia.

The Excellence in Export award was taken out by Batrium, a young company that creates lithium battery monitoring systems sold around the world to 54 different countries.

Resourceful Living, a company that recycles post-consumer plastic waste into brand new products took out the Outstanding Start up Award.

The highly contested Excellence in Innovation was awarded to Saphi Engineering for their work in technical integration on Australia's first Microclimate control project.

The Employer of Choice award went to PKF Sydney and Newcastle based on some innovative and considered actions to ensure employee wellbeing through the worst of Covid.

Muswellbrook Chamber of Industry and Commerce won the Local Chamber of Commerce Award for its continued and growing support for businesses in the Muswellbrook community.

A full list of Hunter Business Awards winners and Highly Commended recipients appear below.

Business of the Year - Sponsored by IMB Bank
Winner : The Hi-Vis Group

President's Award - Sponsored by Newcastle Permanent
Winner: Viv Allanson - CEO of Maroba Aged Care

Love Water Love Business - Sponsored by Hunter Water
Winner: Oaks Pacific Blue Resort

Outstanding Business Leader - Sponsored by CPA Australia
Winner: Justin Hales of Camplify
Highly Commended: Tim Faulkner of Aussie Ark

Contribution to the Region - Sponsored by Whiteley
Winner: Out of the Square
Highly Commended: Hunt Hospitality

Excellence in Large Business - Sponsored by NSW Minerals Council
Winner: The Hi-Vis Group
Highly Commended: Community Therapy

Employer of Choice - Sponsored by Spirit Super
Winner: PKF Sydney and Newcastle
Highly Commended: Morgan Engineering & Newcastle and Hunter Community Health

Excellence in Sustainability - Sponsored by Umwelt
Winner: The Hi-Vis Group

Hunter Valley Signs (now the HIVIS Group) was established in 1960 as a traditional signwriting business, in Sandgate on the then outskirts of Newcastle.

Now, **The HIVIS Group** is an Australian leader in Highly Intelligent Visual Information Systems, providing "concept to completion" solutions across all industry sectors in signage and safety. From mining to local Government, Civil & Infrastructure to Corporate Branding, and everything in between. HIVIS employs over 70 staff from digital printers and machinists to Mechatronics Engineers, installation teams and IT design and data specialists.

Like all businesses, the Covid epidemic denied **HIVIS** the opportunity to promote both the business itself, as well as the employees in the manner we would have liked. In late 2019, we completed a 2100 square meter expansion of our offices and manufacturing facility and capped this with a commitment to solar electricity driving us to independence from the grid. The efforts of our team in these projects were immense and we have been looking for ways to both communicate and celebrate them. This, combined with an opportunity more broadly to work with such a respected Hunter organisation led us to enter the Hunter Business Awards.

We are delighted for our team and humbled to have received the awards for;

Business of the Year
Excellence in Large Business
Excellence in Sustainability

The inaugural HIVIS Charity Event "An Enchanted Evening – Masquerade Ball" will be held Friday October 7, 2022, in support of Harry's House for the Harry Meyn Foundation.

Harry's House is a local Newcastle charity that provides accommodation and support for families with children living with cancer who are having to endure lengthy stays away from home while receiving treatment. The emotional and financial strain can be overwhelming, and Harry's House Family Retreat is a beautiful home provided at no expense while the child is undergoing treatment. Situated at Stockton, the house is also available for families grieving the loss of a child with cancer within the past 2 years.

Please, come and join us in the support of a very worthy cause, and a great night out with your teams. Just follow this link <https://www.trybooking.com/CANYH>

HI-VIS GROUP 2022 HUNTER BUSINESS AWARDS

WINNER



BUSINESS OF THE YEAR
Excellence in Large Business
Excellence in Sustainability

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OOTS win Contribution to the Region award again

"We love where we live, the community within it and the untapped possibilities for the future. So for the team to be acknowledged as Winner of Contribution to the Region for a second time is absolutely mind blowing and only puts (bio) fuel in the tank to do more."

This was Out Of The Square's Founder and Managing Director, Marty Adnum's response on hearing that OOTS awarded the much coveted Contribution to the Region accolade in this year's coveted Hunter Business Awards.

The award states this category "...recognises an organisation that has made a significant contribution to the ongoing prosperity and growth of the Hunter Region outside its core business activity"

OOTS will celebrate its 25th year in business this year and is well known for delivering successful campaigns and creative solutions for many organisations within the region, yet it is also those passion projects 'outside its core business activities' that have contributed to them being known as an organisation with Newcastle and the Hunter in their hearts.

"OOTS's motto is to 'Defy Expectations'. Doing what is expected of you is extremely important, but harnessing the combined talents of the OOTS team to go well beyond that to help others is where we feel true worth and values are shown" explained Marty.

In the past twelve months OOTS has offered its services, pro bono, to promote 'The Concert For Ukraine' an event which raised \$22,000, to extend their 'Hunter: A Region Ready' business resource materials, support the arts through sponsorship of the City of Newcastle Drama Awards (CONDA) and continue their role as an advocate and Founding Ambassador of the Victoria Theatre revitalisation project. Charitable support has also been high on their agenda supporting Cancer Council's - Stars of Newcastle', partnering with Soul Café to create the 'Taste of Soul' event drawing attention to the needs of those challenged and homeless within our community and producing content for Lifeline's 55th Anniversary event.

OOTS's ongoing work in support of Soul Café is also of enormous pride to all of the staff. With the charity's hub located not far from their own front door, it's a natural fit to forge a relationship with an organisation that shows such compassion and commitment to the needs of the community.

The mental health initiative 'Everyone has a Story' founded with Molycop, is also dear to their hearts, knowing the more that can be done to break down the stigma around mental health and sharing stories helps every one of us in some way and may even save a life.

OOTS, like many businesses, has found the last couple of years extremely challenging, yet this in no way seems to have diminished their ongoing passion for the region and desire to generate projects to help others.

"At the end of the day, we are extremely fortunate to live where we live. Sure, there's room to improve but our incredible base of lifestyle, innovation and big-hearted people means we really are in a great position to collaborate and do great things together for the region" Marty concluded.

Out Of The Square's Founder and Managing Director, Marty Adnum, receiving the award for Contribution to the Region



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Contribution to the Region WINNER



"OOTS is everything Newcastle, they support their community and show they truly care"

Danielle Foster, Community Relations Coordinator,
Cancer Council NSW, Newcastle and Hunter

"As a region we are fortunate to have an organisation as passionate and caring as OOTS"

Donna Horsey, Head of Fundraising,
Ronald McDonald Charities NSW

"OOTS is a great advocate for Newcastle and the Hunter"

Bob Hawes, CEO, Business Hunter

"OOTS put people first, this is a sign of an organisation with soul"

Rick Prosser, CEO, Soul Café

"OOTS's proactive compassion is second to none"

Michael Parker, President, Molycop Australia

"Without OOTS's selfless contribution we would have not succeeded as we did"

Kay Lane, OAM, Aid Concert for Ukraine

"OOTS's sense of purpose is demonstrated in knowing what is needed and when it's needed"

Rob Sams, CEO, Lifeline Direct Services
& Volunteer Crisis Supporter

"OOTS makes things that should happen – happen!"

John Quaife AM, Air Vice-Marshal (retired)
Hunter Defence Support Network

See for yourself →

OOTS

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Defy Expectations!

Apathy doesn't have to be the Australian Way

Steve Dick
Movable

Over the last decade, wage growth or the lack thereof, has been a significant focus of media chatter. Now rising inflation has exacerbated the chat. The cost of living is rising, the pain is increasing, and workers are starting to find a voice.

But what of the preceding decade when company profits were high, CEOs' mega bonuses slid through with just the odd raised eyebrow? Why didn't workers demand their share at that point?

Some blame a legacy on the Howard Government's WorkChoices, some on the Rudd Fair Work legislation and a myriad of other factors that become complex. However, I reckon it's far more straightforward than that. It's just the Australian way. For the majority, there was a balance. There were jobs if you wanted to work. The cost of living was manageable, and prices weren't rising. There was spare money for the little discretionary luxuries. Even the threat of terrorism was an overseas thing.

The majority were happy and thus set in Australian apathy - "she'll be right mate", "don't upset the apple cart", or "if it ain't broke, don't fix it". The silent majority didn't want for much. Hence, those who agitated for wages struggled to get an audience.

An American friend described our penchant for apathy in customer service as "Australians get the level of service they demand". Does this simply translate to "the Australian way"?

What has changed?

We've now hit a speedbump, and everything is different, employees are feeling the pinch in everything, including insurances, rates, rents, mortgage payments, food, and fuel.

Yet this stress is permeating an economy where jobs are in

overwhelming abundance and employees have choices. The "old job for life" saying is dead, and people are changing employers at alarming rates. These are the same employers that didn't share the spoils through the good times, thus the silent majority do not feel any obligation to loyalty.

What are the lessons for real estate?

How does this apply to real estate? Well, it doesn't unless you own an agency where the employee change can be devastating. As an employer, you train someone up to your way of doing things and invest in developing their skills. Then many employers forget about their recruits, fail to ask how they're travelling, and do not look past the office or factory door. And then wonder why they leave.

I learnt a lesson from an F18 squadron leader many years ago. My wife and I were catering their Christmas party, and they had the flight suit of a mate on display they had just lost. The suit was positioned to greet everybody as they arrived. I thought it macabre, but it was the squadron's way of dealing with death. I asked the squadron leader, "how do you come to terms with losing a \$36m aircraft?" He responded, "Steve, we can get another aircraft off the shelf, and it will do everything the other did, but we spent seven years training the guy who belonged to that flight suit. We can't get another 7-year trained combat pilot off the shelf." In that instant, I realised how little many employers do to look after their investment in the people around them. You could even say it's the old apathetic mentality in employers.

Real estate wise what's happening commercially and industrially?

Industrial leasing is hot with too many enquiries for the available shed space, largely thanks to the spending of the coal companies.

If you have some industrial land, ring me. It's white-hot and in short supply.

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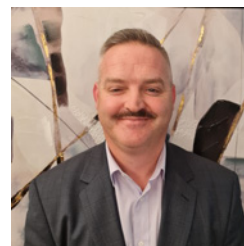
Contact David Rogers on 0425 267 111

WELCOME, MATHEW LINABURY

Dowling Commercial are pleased to announce the appointment of Mathew Linabury as Facilities Manager who will work alongside our Asset Management team.

Having over 19 years experience in a variety of industries including Construction, Retail, Commercial, Industrial and Shopping Centre Management, Mathew's proficiency and sound knowledge in all aspects of Facilities Management will ensure our clients' assets are well looked after.

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Commercial space leasing take-up rates in the smaller sizes up to 500 sqm are still very consistent, especially with parking attached. There seems to be a good supply of owner-occupier space in developments around the city, but the most popular ones are the free-standing smaller properties.

Investment properties are still in favour, but the yield expectations of the buyers are rising in line with the interest rates. What was achieving a 5.5% yield is now achieving 6%, and this applies across the board for retail, commercial and industrial.

For further information contact MOVABLE on (02) 4915 3000



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

\$300 million to help unlock new homes across the state

On 19 August the NSW Government revealed the details of a \$300 million plan to fast-track the delivery of essential infrastructure and unlock tens of thousands of homes across the state.

NSW Premier Dominic Perrottet announced 41 councils experiencing high growth will be able to apply for a share of the latest round of the Accelerated Infrastructure Fund (AIF).

"The NSW Government's successful AIF program is being extended for a third round, to help councils roll out critical infrastructure projects that support the delivery of much needed new homes," Mr Perrottet said.

"It's about getting keys in doors and giving people the opportunity to own their own home. To be able to unlock land and increase supply, our State needs the vital infrastructure in place to allow community growth – this includes roads, sewerage systems, stormwater drains and parks."

Deputy Premier and Minister for Regional NSW Paul Toole said 23 of the 41 eligible councils were in the regions, demonstrating the NSW Government's commitment to helping eliminate housing pressures right across the state.

"When you build a house, you've got to lay the foundations first. This funding lays the foundations to unlock more land and build thousands of homes in the communities where they're needed the most," Mr Toole said.

"It builds on the investment we're making right across regional NSW to help fast-track construction of new homes and ease housing pressures as communities grow."

Twenty-three regional councils will be able to apply for a share of \$120 million, and \$180 million is available for 18 eligible metropolitan councils in Greater Sydney, Central Coast, Newcastle and Wollongong.

Property Council welcomes new Sustainable Buildings Planning Policy

The Property Council of Australia has welcomed the new Sustainable Buildings SEPP to reduce energy and water consumption and monitor the embodied emissions of building materials and has urged government to work with industry to get the detail right.

Starting in May next year, thermal performance requirements for homes will be lifted from 5.5-6 stars to 7 stars NATHERS rating in alignment with the Trajectory for Low Energy Buildings, a national plan to transition the built environment to net zero. This will make residential buildings greener and help NSW reach its emissions reduction targets.

Property Council's NSW Deputy Executive Director Lauren Conceicao said the property industry was a critical stakeholder on the journey to net zero and a sustainable future.

"We have long advocated for a national approach to energy provisions and supported the increase of standards for energy and thermal performance in alignment with the latest National Construction Code," Ms Conceicao said.

"The implementation of requirements for embodied carbon are a necessary next step, but we caution government to avoid a disjointed approach for commercial and residential buildings. This will create confusion in the market and reduce the effectiveness of the provisions."

Ms Conceicao said throughout a very long period of consultation, industry had remained clear in its commitment to deliver strong sustainability outcomes.

"We have always supported objectives to create great places and deliver good design outcomes which are essential to the long-term success and sustainable growth of our cities and regional areas," she said.

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*Approximate

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INNOVATION IN THE HUNTER

Leading Defence contractors set up base at Newcastle Airport

Two leading Defence industry SMEs have set up office in the Newcastle Airport aviation precinct, further bolstering Williamstown as the state's premier location for Defence, aerospace and innovation.

Industry leaders Daronmont Technologies and PLEXSYS Australia bring with them a wealth of experience in supporting Defence. Their location directly adjacent to RAAF Base Williamstown and Australia's premier aerospace precinct, Astra Aerolab, puts them in an ideal location to support local projects on the ground and take advantage of the growing economic activity in the area.



Newcastle Airport CEO Dr Peter Cock said the addition of Daronmont Technologies and PLEXSYS Australia to the airport precinct makes strategic sense, and further capitalises on the emerging aerospace and Defence industry around RAAF Base Williamstown and Newcastle Airport.

"Williamstown is fast fulfilling its potential as a world-class aerospace, Defence and innovation hub. The Special Activation Precinct (SAP) in Williamstown is taking shape, and Astra Aerolab is progressing following the submission of two Development Applications for commercial office and industrial buildings. Next year we will start to see buildings coming out of the ground once approvals are in place," said Dr Cock.

"Collaboration is key for Daronmont Technologies and PLEXSYS Australia, and their base at Newcastle Airport will open up significant opportunities for growth of business in the Hunter region, aligning with our purpose of being the airport the region deserves."

A wholly Australian owned Defence SME, Daronmont Technologies specialises in design, engineering, integration and support of complex high technology systems within the Defence and security sectors. With approximately 100 staff based across the country in Newcastle, Adelaide, Darwin, and Melbourne, Daronmont Technologies has been delivering for Defence since 1998.

Locally, Daronmont is involved with several projects and sustainment contracts in support of numerous Air Force Units. Nathan Hallam, MRC Project Integration Manager for Daronmont Technologies, says there are five staff currently working in the Newcastle office with plans to grow well beyond this as business supporting Defence in the Newcastle area expands.

"Daronmont recognises significant opportunities for growth in the engineering services it provides Defence, and Astra Aerolab at Newcastle Airport is the ideal location to base this growth for our Air Force customers.

"Our close proximity to the Air Force base will allow us to provide improved response times when on-site support is required. Additionally, the ability to have regular face to face engagements is expected to strengthen relationships with our Defence customers," Mr Hallam said.

Located next door to Daronmont Technologies is close partner PLEXSYS Australia, a modelling and simulation software company with more than 30 years' experience delivering Live, Virtual, and Constructive training readiness solutions and innovation.

Their new office in the Newcastle Airport aviation precinct is home to eight employees who are all ex-veterans, and the company has plans to expand the team with an additional four staff by early 2023.

Robert Miller, Director of PLEXSYS Australia, says the attraction to set up office in the Newcastle Airport aviation precinct was driven by the desire to be close to the RAAF Base and Astra Aerolab.

"We are supporting numerous units at RAAF Base Williamstown, and around Australia, with our products and Synthetic Environmental Specialists. We work with close partners Daronmont Technologies in support of the 41WG Training system with the aim of providing a high-quality synthetic environment for the REALMS (built and supported by Daronmont) training system. We are also supporting the Air Warfare Centre's by supplying our ASCOT 7 system.

"Setting up our Newcastle office in the airport precinct allows us to focus on serving our Australian Warfighters by providing them with the best possible service and also Synthetic Training systems," Mr Miller said.

Hunter Angels continuing support of local start-ups

Hunter Angels has been part of the local start up ecosystem for more than a decade and has assisted some of the successful start-ups that have originated from Hunter. It continues to grow and in the last 12 months investment by the group has increased by 35%.

Hunter Angels has more than 500 years of combined experience through its members who come from varied background including CEOs, MDs of large corporations, board members, founders, entrepreneurs and members with extensive experience and network across many industries both in Australia and globally.

Recently there has been a change in leadership with Grant Sefton stepping down as chair. Grant has been a strong advocate of the start-up ecosystem and regional development. He has done a tremendous job in leading and bringing Hunter Angels to where it is today as a respected and a strong contributor to the economy.

Prem Chand has been appointed as the Chair. He has moved to Newcastle after a successful international career with Nokia Corporation in a leadership role across Australia, Asia and Middle East. Prem's international experience and network and experience in establishing new businesses, launching new products and services and global market expansion coupled with his leadership capability will be a great addition to Hunter Angels' future plans and strategy.

The key objectives for Hunter Angels moving forward include to:

- Support local start-ups through investment and mentoring activities
- Raise awareness of angel investing to support the local economy
- Increase the angel community across mid-North Coast, Upper and Lower Hunter and North-Western regions.

Every aspect of Astra Aerolab is designed to uplift performance.

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UPLIFTING OPPORTUNITY

INNOVATION IN THE HUNTER

Newcastle-based technical consulting firm leans into the future

As the world shifts around you, there are several paths you could choose. You could go with the flow, following whatever trends pop up or you might decide to stand resolute to do what you've always done. Alternatively, you could back your own experience, determine where you can make a real difference, and then make your move.

The directors of Emergent Group, a long-established engineering, science and technology consultancy in the Hunter, realised that the business landscape and employment market had both shifted post-COVID. They decided to tackle these business challenges on several levels.

Firstly, the business is only as good as its people, so they set as the Group's highest priority to attract and retain the best talent. Secondly, they examined what makes them attractive to current and prospective employees and how this could be enhanced. In addition to this, they assessed whether the current suite of services they offered was meeting the changing needs of industry and society.

Managing Director of Emergent Group and its flagship consultant company Advitech, Steven Smith, believes to stay relevant and competitive in a changing environment, a company must evolve accordingly.

"It's been a very challenging couple of years for individuals and for businesses and there's been something of a mass reassessment of what's important to people," said Steven.

"We had to pay attention to what job seekers were looking for in an employer and examine our own practices to see how we measured up," he said.

Emergent Group has just concluded a three-month recruitment campaign they called 'The Network Effect'. The campaign was based on network theory, which is all about how inter-connections between entities, in this case people, multiply and amplify the outcome possibilities.

Through social media and other publicity, members of the public were invited to recommend someone for a job with an Emergent Group company. Significant financial rewards were offered to the recommender if their nominee was employed or even made it to interview.

As a result of the Network Effect several people were appointed to vacant and newly created positions.

"This campaign, which seemed a little crazy to me at first, has really paid off for us.



The Network Effect, a radical recruitment campaign, has resulted in some exciting new hires for Emergent Group companies



Steven Smith, Managing Director of Emergent Group, is building the company's capabilities for the future

"We've appointed highly talented people to our offices in Newcastle and Mackay, Queensland," said Steven Smith.

Emergent Group has just been through the process of exploring the factors that make their companies attractive places to work. Following consultation with their employees, they have now defined their Employee Value Proposition (EVP).

The new EVP has a particular focus on supporting employees to achieve a satisfactory balance between work and home life. As such, Emergent Group companies offer employees access to a range of financial and non-financial rewards and benefits in addition to statutory working conditions.

The EVP outlines a range of non-financial benefits such as career development opportunities, flexible working conditions, access to modern technology, positive work culture and wellbeing support. Responding to employee feedback and external research by recruitment companies and others, the newly defined benefits include flexible hours and schedules, wellness activities, loyalty leave and healthy lifestyle vouchers.

Emergent Group now offers additional leave days to permanent employees with three or more years of continuous service as a reward for loyalty to the company. The loyalty leave offering is 5 days of leave per year, pro rata for part time employees.

Wishing to support its employees to maintain their health and wellbeing through an active lifestyle, and recognising that everyone's preferences are different, the company offers employees 'vouchers' in the form of rebates for health and wellbeing activities.

Through the Network Effect and more traditional means of recruitment, Emergent Group companies have employed some very experienced people who are taking the Group into a broad range of new areas of activity. With a new leader of structural and civil engineering and a specialist in sustainability among other new recruits, Emergent Group is solving the problems of a whole range of new clients in the defence, agriculture and sustainability sectors, together with our traditional business.

The new skills brought into the Group have allowed its engineering and environmental consulting company Advitech to strengthen its offerings in the clean energy sector, including work on battery energy storage systems and carbon capture.

"We're really proud to have served the Hunter region for over 30 years, and now with our renewed work practices and great new talent, we're set to lead engineering, science and technical consulting into the future," said Steven Smith.

Find out about Emergent Group and its companies at emergentgroup.com.au

Progressing the Hunter

for over 33 years



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For 33+ years, Advitech has been using innovation, creativity and a wealth of knowledge to solve complex challenges and develop solutions for our clients in the Hunter. We work collaboratively with companies across a diverse range of sectors to deliver a blend of consulting services in Engineering, Environment, Project Management and Risk and Compliance. Advitech offers an integrated multi-disciplinary approach throughout the whole project life cycle, from planning and design through to operation.

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INNOVATION IN THE HUNTER

National spotlight for local innovation

Vibrant cities, renewable energy, circular economy, talent acquisition and local manufacturing are all up for discussion at this year's Hunter IF Hunter Innovation Festival with leaders, operators, thinkers and builders coming together to showcase the Hunter as the place to innovate, to regenerate, to invest, and to accelerate.

For the first time, Hunter Innovation Festival has joined forces with the national Spark Festival bringing a national focus to the region, for one day only on Wednesday 12 October 2022 at Newcastle City Hall.

Hunter IF and Hunter Innovation Festival Chair Alex Brennan says the festival is shaping up to be a must attend event for industry, government and budding innovators, with the Spark Festival partnership elevating the event to a national audience and beyond.

"We have a fantastic line up of speakers and panellists from government and industry with topics ranging from attracting and retaining talent to transitioning to renewable energy and using technology and innovation to solve global and local issues.

"Tickets to the event are now on and given the energy created by the festival, engaging and important nature of the themes covered, the networking opportunities and the venue capacity I don't expect tickets will be available for long."

"We have people across all industries – from manufacturing and mining to aerospace and agriculture – making brilliant regenerative changes. A lot of the time they don't even realise how innovative they are until an opportunity like The Hunter Innovation Festival comes along and they have a moment to reflect and listen to their peers"

The Hunter Innovation Festival will also include a carefully curated showcase of exhibitors from across the region including start ups, scale ups, investors, innovators, incubators and accelerators. Well known local innovators and scale ups like MGA Thermal, 3ME Technology and SwitchDin will be present, along with established operations like Ampcontrol, 4Tel, Robotic Systems, and Leading Edge Data Centres.

The showcase will offer an opportunity to talk directly with founders, investors and big thinkers, potentially creating the spark of inspiration that will lead to our next innovation success story.

Internationally recognised think tank Beyond Zero Emissions is the Hunter Innovation Festival partner and CEO Heidi Lee will be speaking about how Australia can prosper in a zero-emissions economy and what the opportunities for the Hunter.

"Right now the Hunter is a hotbed of zero emissions innovation. We are so excited to showcase the work some of our friends and partners are developing. The Hunter has a long tradition of energy expertise, strong ties between research and industry and culture of collaboration. With the right support the Hunter really can be the electric motor of the Australian economy."

The themes for the 2022 Hunter Innovation Festival include:

- Emerging technology
- Medical technology
- Talent acquisition and retention
- Renewable energy transition
- Sovereign manufacturing
- Local supply chain
- Circular economy
- Investment and funding

For further information on the Hunter Innovation Festival or tickets on go to <https://hunterinnovationfestival.org/>



Newcastle City Council and Design Anthology combine for innovative night activation

Emerging from the thick smoke of its steelwork heydays, Newcastle has now found a new identity as one of Australia's leading Smart Cities. The Council is committed to helping the community feel safer in public spaces at night-time while creating a culture of creativity, inclusion, and pride of place.

As part of their After Dark: Night-Time Economy Strategy, three key areas within the city were identified, that have a higher-than-average rate of anti-social behaviour occurring. Rather than installing security cameras, Council proposed to activate the sites through a unique design, manufacture, and installation of augmented reality artworks - now dubbed the City of Newcastle Henges.

The Henges needed to showcase physical artwork created by local artists that could be enhanced through augmented reality, to enhance the user's experience by bringing the artwork to life & encouraging discovery, interaction and play. The Henges now draw people into these spaces that were otherwise deserted and ominous at night. Navigating the Henges encourage a journey of discovery.

Various sensors trigger different actions as people move closer; lights highlight the artworks and touch buttons play a variety of synchronised sounds upon activation. Augmented reality is activated using smart phones and Zapier codes – giving each Henge a unique overlay of artwork, sounds, and lighting displays.

Newcastle Art Gallery has curated exhibitions for each installation which is updated on a 3-month rotation, enabling cultural consumption of local and international leading artists.

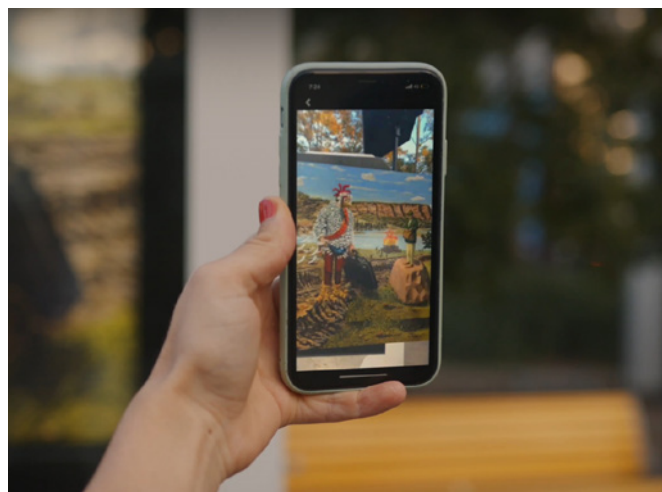
Designed and built to last, the Henges can be adaptable to other councils and requirements both locally and internationally as they are easily adapted to a variety of applications, such as bollards, information terminals, city wayfinding, permanent and temporary bus locations, and future charging stations for electric vehicles.

Locally based industrial design and product development specialists, Design Anthology (DA), implemented the project build of the Henges.

Design Anthology's Managing Director and Co-Founder, Josh Jeffress said "we first had to flesh out the opportunities and develop a concept showcasing what the augmented artwork enclosures could look like through idea visualisation, before ensuring the numerous components were manufactured to the highest standards, within the shortest timeframe.

"Our big point of difference is that we work across multiple industries which means when our clients trust us with their idea, they're getting decades of experience in design, production, and manufacturing, not just in one industry, but many.

"At Design Anthology, we don't just aim to deliver successful product design, we aim to deliver end-to-end solutions that are even better than imagined," said Mr. Jeffress.



INNOVATION IN THE HUNTER

Innovation is everybody's business;
six ways to tend your innovation garden

Christina Gerakiteys
UtopiaX, SingularityU

Some years ago, I was asked to run an innovation session for a 200 strong company.

Sessions can be exciting and stimulating but without the right organisational support and follow through, they are a 'tick the box' exercise. Ideation without execution is nothing more than hallucination!

The company had intended the training for their twelve person sales team. We discussed the benefits of input from individuals with diverse backgrounds and interests.

Having like-minded people ideating will set you on a trajectory yet it may not be a trajectory that takes in all possibilities. We eventually agreed to welcome members from the sales, marketing, admin, production and research teams into the session.

The deep bank of knowledge from which you are able to draw ideas, inspiration, problems and solutions from is invaluable. Friction in the ideation phase is crucial. If you can't deal with it here, ratification at board level is almost insurmountable. In order to tend your innovation team, firstly ensure you have a diverse 'brains trust' who can respectfully agree to disagree and who can go on to work through an idea they may not agree with. This is more likely if they can leave their ego at the door. Innovation is not an individual. Rather, it is about the fluidity of building an idea, layer on layer, until you can't really identify from whom or where the idea originated.

Secondly, encourage the group to engage in personal conversation. Allow the group time to get to know each other. Personal interactions develop trust and empathy. With trust and empathy, people are more likely to contribute ego-free. There's no 'face' to lose. You may even be lucky enough to see the evolution of a crazy ideas department.

Why do some find the concepts of fun and work juxtapositional? Smiling and laughing, side-effects of having fun, relieve stress,

improve immunity, soothe tension, improve mood, heighten creativity and increase personal satisfaction. Tending method number three? Encourage fun, even games, in the workplace.

No-one wants to feel their efforts are on the road to nowhere. Studies indicate that we operate at our peak when we feel we are contributing - when we are serving a purpose.

Successful teams are 'backed'. They get a 'hearing'. Guarantee your team the opportunity to present their ideas to the company directors for example. We are all intrinsically motivated to make positive contributions. Tending method number five is to back your innovation team's efforts with your time and an agreed minimum of resources.

It is important to instigate a 'whole of company' approach when establishing an innovative culture. Innovation really is everyone's business. Tending method number six is not new. It happens in big companies and has been responsible for major breakthroughs. Companies from the CommBank through to Google do it. It's as simple as developing an 'Ideas Bank'. Ideas from throughout the company should be discussed and iterated by the innovation team.

It really does take all personality types to ensure innovation in an organisation. Walt Disney certainly was the imagineer yet without his brother Roy, there would have been no planning and no action. Can you imagine a world without Disneyland? From imagineering to planning, building to production, marketing to sales, retail to customer experience - there is a role for everyone.

It doesn't take much to tend an innovation team. Simply create opportunity. And if we were to sneak a seventh tip in? Don't call them the Innovation Team.

For further information contact Christina on 0425 236 156 or email christina@wavia.global



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INNOVATION IN THE HUNTER

Intellectual property – Understanding the hidden value in your business

Matthew Ford
Phillips Ormonde Fitzpatrick

When people think of intellectual property (IP), they usually think about patents or trademarks, and the big battles that play out in US courts. These stories are what make it to the media. But, in reality, the real value in IP occurs behind the scenes.

IP is in the branding that establishes your credibility and quality to your customers. It is in the technology and know-how that you use for competitive advantage. It is in the documents and websites that your customers use. It is also in the design and functionality of your products that make your customers return.

The main forms of IP are patents (which protect the functionality of a product), trademarks (which protect the brand of a product/service), industrial designs (which protect the appearance of a product) and copyrights (which protect the expression of information or content).

However, there are other valuable forms of IP such as trade secrets, know-how, confidential information, circuit layouts and plant varieties. For early-stage businesses who don't yet have a commercial product, IP can represent a significant portion of the business value.

In many cases, businesses are unaware of what IP they hold; or the value it holds. As a result, much of the business value goes unrealised. IP can be leveraged to achieve a competitive advantage, but you must first understand what IP your business possesses. Next, you must determine how to extract value from that IP. Some of the main uses of IP include:

- **Revenue through licensing** – License to other parties such as manufacturers and distributors to use your IP in return for revenue.
- **Attract investors** – Investors often want to know how you are protecting your IP so that their investment is stronger.
- **Add assets** to the balance sheet – Particularly for early-stage companies, the value of IP assets can significantly increase the value of a business.
- **Marketing** – Tell others that you value your brand/products/technology by protecting it.
- **Build a moat** – Deter competitors from copying your IP by establishing a defensible position.
- **Strengthen negotiations** – Negotiations with other parties can be strengthened with IP assets protected, which can lead to more favourable licensing agreements.
- **Enforcement** – enforce your IP rights through litigation. This is costly and typically only a last resort when negotiations break down.

When thinking about IP, think big picture. Think beyond your direct business to your suppliers and commercial partners. How are you managing their risk? If someone copies your product, does it affect their business? Would an investor provide investment in your business if your commercial advantage can be leveraged by your competitors? These are the sorts of questions you should be asking when building your business and considering the value of IP.

While the concept of IP can be simple, protecting IP can be quite complex. For example, simply having a trade secret does not necessarily mean it is protected. Certain actions need to be taken to ensure other parties cannot use those trade secrets. Also, a person can self-file a patent application in many countries. However, this often results in very narrow protection or, worse, publication of their concept without any real protection in return. Often the earliest actions taken to protect IP are the most important. It therefore pays to get it right and speak to a professional IP attorney.

As a specialist intellectual property firm, Phillips Ormonde Fitzpatrick provides tailored end-to-end IP service. Their multi-disciplinary approach to innovation, coupled with expertise across a spectrum of technologies, allows them to ensure your most valuable business assets are protected.

For further information contact Matthew Ford on (02) 9285 2907, email matthew.ford@pof.com.au or visit www.pof.com.au



Matthew Ford is an Australian and New Zealand registered patent attorney. He has a first-class honours degree in physics, majoring in photonics, from the University of Newcastle and has over 13 years of IP experience. Matthew practices primarily in the fields of physics, electrical engineering and computer technologies, specialising in lasers, optical fibres, photovoltaic devices and various optical network devices for the telecommunications industry. However, he advises more broadly on general IP matters, particularly for early-stage companies.

World's first microclimate control project

Bicentennial Park's 40 hectares in Sydney will become the coolest park in Sydney and a green respite for the 80,000 people who by 2023 will live and work there every day. The state government has committed \$2.5 million to the project with support from other organisations, including Sydney Water, Sydney Olympic Park, the University of Technology Sydney and Monash and Western Sydney Universities, and industry.

Dubbed SIMPACT (Smart Irrigation Management for Parks and Cool Towns), the project is a collaboration to address the growing problem of heat islands in cities. The project aims to leverage irrigation, IoT devices and artificial intelligence to cool the park's microclimate for residents and visitors.

Sebastian Pfautsch from Western Sydney University, the project creator and research lead, has been researching the effects of urban heat and how to reduce its impact through the process of evapotranspiration.

"And we will provide it when it is most needed in our hottest summers. Visitors will experience the coolest park in Sydney."

Hunter-based tech innovation as a service company SAPHI has been named technical integration lead for what is recognised as both Australia's largest smart green infrastructure project and a world first in microclimate control. The engineering team at SAPHI is providing the needed guidance and expertise to integrate each component within the system. SAPHI is managing the development, delivery and integration activities of the SIMPACT project to ensure the objectives are met.

The SIMPACT project has several major objectives including:

- 4 degree reduction in temperature
- 15% reduction in water usage within the first year
- Fully automated irrigation management



COAL SERVICES CELEBRATING ANNIVERSARIES OF COMMITMENT TO HEALTH AND SAFETY

This year is an important year for Coal Services as it celebrates its twentieth anniversary and 100 years since its predecessors began. The organisation prides itself on its ongoing commitment to the health and safety of the NSW coal mining industry.

It's a commitment steeped in history, starting in 1922 when Mine Owners Insurance commenced to underwrite workers compensation risks in the industry. Conditions in the mines were poor and several mining disasters had occurred between 1887 and 1921.

The 1923 Bellbird coal mine disaster prompted change, resulting in the Mines Rescue Act 1925 and the first mines rescue station being built at Abermain in 1926. Over the years, Mines Rescue's focus has grown beyond emergency response to specialised safety training and is today a registered training organisation with purpose-built facilities across the major NSW coalfields.

Further change occurred when the Joint Coal Board (JCB) was established under the Coal Industry Act 1946. The JCB purchased Mine Owners Insurance and renamed it Coal Mines Insurance (CMI). Today, CMI continues as a specialised, fully funded workers compensation insurance scheme for the NSW coal mining industry.

The JCB also made important improvements towards workers' health at this time. Medical bureaux were established to provide health surveillance for the workforce; services that continue today by CS Health. Occupational Hygiene Services was also established to monitor and promote dust control at mines.

In 2002, the JCB and NSW Mines Rescue Boards were dissolved and Coal Services was created under the Coal Industry Act 2001. The organisation is equally owned by the Mining and Energy Union and the NSW Minerals Council.

Lucy Flemming, Managing Director/CEO of Coal Services says that while so many changes have occurred over the decades, there is one thing that never changed. Their purpose – to protect workers.

"Since the 1940s we have seen overwhelming improvements in all areas of health and safety. Advances in equipment and mining technologies have contributed to this change, however; the most significant contribution has been made by the industry itself: ensuring that workers have a safe workplace. We have been proud to work with industry to assist in achieving these results.

"Despite all these improvements, we should not underestimate that there are still inherent hazards in our industry. Our focus continues to be ensuring that workers return healthy and safe to their loved ones every day."

Coal Services is an industry-owned organisation committed to providing critical services and expertise to the NSW coal mining industry.

Coal Services operates a Specialised Health and Safety Scheme that provides an integrated suite of services aimed at preventing injury and illness in the workplace. These services help employers to identify, assess, monitor and control many risks inherent in the NSW coal mining industry.

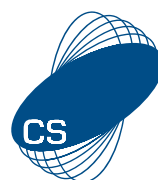
Their preventative and responsive services in the areas of occupational health and safety, workers compensation, mines rescue and training help to deliver on our purpose 'to protect'.

Coal Services is jointly owned by two shareholders, the NSW Minerals Council and the Mining and Energy Union. The purpose, vision and values are aligned to focus on the safety and health of the industry and its workers.



When Coal Services was founded in 2002, it built on the legacy of its predecessors who for decades had served to protect the NSW coal industry and its workers. Today, our purpose remains, 'To Protect'.

www.coalservices.com.au



Coal Services

100
years of protecting

SANTOS ACQUIRES HUNTER GAS PIPELINE

Santos has acquired Hunter Gas Pipeline Pty Ltd which owns an approved underground gas pipeline route from Wallumbilla in Queensland to Newcastle in New South Wales.

The underground pipeline route passes close to Santos' Narrabri Gas Project and our goal is to work with infrastructure developers and owners to construct the pipeline and deliver much-needed gas to east coast domestic markets in the shortest timeframe possible.

The pipeline will also be designed to transport hydrogen as customer demand evolves during the energy transition.

Santos' Midstream and Clean Fuels President Brett Woods said the acquisition provides a pathway for the delivery of gas from the Narrabri Gas Project to the domestic market, subject to a short connection to the main pipeline, which is currently in the planning phase.

"At a time when the ACCC is forecasting domestic gas shortfalls, our Narrabri project, which is 100% committed to the domestic market, will inject new supply into southern domestic markets and put downward pressure on gas prices for New South Wales businesses, manufacturers and families," Mr Woods said.

"It will make more gas available to cover peak demand periods, especially in circumstances where gas power generators are called on unexpectedly to replace wind, solar and coal outages, as we have seen this winter.

"Acquiring the Hunter Gas Pipeline route is an important step for the Narrabri project, with appraisal drilling planned later this year, pending various native title and environmental management plan approvals.

"Once fully operational, Narrabri has the potential to deliver

more than half NSW's gas demand, creating a more secure, local and affordable supply for businesses, manufacturers and families."

The Hunter Gas Pipeline already has planning approval and, once constructed, will potentially connect the Wallumbilla Gas Supply Hub in Queensland to NSW, providing a second route to southern markets for Queensland gas and adding competition to the domestic market.

This would remove occasional supply constraints in existing pipelines, which occur at exactly the times when demand for Queensland gas is highest in southern markets. With Queensland the main source of gas supply growth for the whole east coast market, this pipeline will be vital to secure southern supplies over time.

"The route of the underground pipeline was specifically chosen to ensure minimum impact on communities, landholders and the environment, but there is room to make further improvements as needed," Mr Woods said.

"There are also offtake points at several regional towns along the route to Newcastle, providing a new opportunity for gas supply to power generators, manufacturers, businesses and households in the Hunter region.

"The cheapest gas supply will always be the gas on your doorstep because that reduces transport, storage and other handling costs. We will work in partnership with landholders and the local councils that represent communities the pipeline will traverse, to deliver new gas supply to domestic markets and maximise social and economic benefits of both the Narrabri Gas Project and the Hunter Gas Pipeline."

Subject to receiving remaining government approvals, construction of the pipeline is expected to commence in early 2024.



Good for keeping the lights on in NSW

The Narrabri Gas Project is essential to maintain critical gas supply to the east coast market.

Santos

[santos.com](https://www.santos.com)

LOCAL VOICES MAKING A DIFFERENCE AT PORT WARATAH

Port Waratah knows that to be an active part of the Newcastle community it is important that it listens, which is why it has again launched its 'Local Voices' community survey on 1 September.

Now in its fifth year, the Local Voices survey programme involves a deeper dive into the matters that are most important to the Newcastle community with an 'anchor' survey now open until 2 October.

Residents are invited to share their views on Port Waratah operations, community investment, employment and economic contributions, environmental performance, COVID-19 impacts, and community engagement activities.

Port Waratah CEO, Hennie du Plooy, said Port Waratah was committed to using community feedback from the survey to shape its decision making and business planning.

"Our team uses the results from the survey to improve our decisions and strategic plans, ultimately improving our operations and aligning our performance to stakeholder expectations over time," Mr du Plooy said.

"From the most recent feedback received, we better understand the community's interest in impact management and data, like air quality, noise and water management, and actions in sustainability and climate change. This information has helped us to shape the content of Port Waratah's communications including our website, social media, annual reports and community newsletters.

"Results from previous surveys have also influenced our decisions in community investment to support the greatest areas of need for people in Newcastle."

The independent survey will be delivered by Voconiq. Voconiq Local Voices is a unique community engagement programme developed over 10 years within Australia's national science agency, CSIRO.



Co-founder and CEO of Voconiq, Dr Kieren Moffat, says one of the advantages of the 'Local Voices' programme is the ability to track trends in community views across multiple years.

"Continuing the Local Voices programme over time means that Port Waratah are able to respond in a timely way to changes in community sentiment or experiences of their operation. It really closes the gap between community perspective and operational decision making," said Dr Moffat.

"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.

"We value the time given to complete the survey, and for every 'anchor' survey completed \$10 is donated to local community not-for-profit organisations. So far, Local Voices has given back \$22,500 to the Newcastle community," said Mr du Plooy.

"We're asking the Newcastle community to make their voice count by completing the Local Voices survey at pwcs.com.au."

We listen We adapt We improve

Have your say! Take the Local Voices survey pwcs.com.au/survey

PORT WARATAH
COAL SERVICES

(02) 4907 2280 (24-hr Community Enquiries Line)   

UNLOCKING THE POWER OF OFFSHORE WIND

The Federal Government announced on 5 August six proposed regions that have world-class offshore wind energy potential, including the Hunter.

Public consultation on the proposed Bass Strait off Gippsland area will begin immediately, as the Government works with communities, environmental groups, industry and the maritime sector to ensure communities are appropriately engaged in establishing this new industry.

The other regions for offshore wind energy projects include:

- The Pacific Ocean region off the Hunter in NSW
- The Pacific Ocean region off the Illawarra in NSW
- The Southern Ocean region off Portland in Victoria
- The Bass Strait region off Northern Tasmania
- The Indian Ocean region off Perth/Bunbury, WA.

Details of the five other regions and the public consultation processes will be announced in due course.

Unlocking the power of offshore wind in Australia will help power the nation. Offshore wind can help with energy security and resilience due to its power capacity and availability at times when solar power and onshore wind are not available.

The International Energy Agency has even referred to it as in a class of its own – variable baseload power.

Good to excellent offshore wind locations exist at strategic locations. These include sites with existing energy generation facilities and industrial hubs with strong connections to existing transmission networks, near major export ports, and near industrial hubs where the transmission grid is the strongest.

Estimates for the job opportunities of an offshore wind industry in Australia range from 3000-8000 jobs annually. Where offshore wind has been established in other countries, the main pathways into the industry have been from the energy sector and existing offshore industries.

Climate Change and Energy Minister Chris Bowen said “The world’s climate emergency is Australia’s regional jobs opportunity and offshore wind is just one example.

“Unlocking the offshore wind industry is an exciting new chapter for Australia and we want to build a platform of community collaboration and support around it.

“We have some of the best wind resources in the world - just one rotation of one offshore wind turbine provides as much energy as an average rooftop solar installation generates in one day.

“This new industry will provide opportunities to reduce emissions and fast track job and economic development opportunities for regional Australia particularly in clean energy generation and manufacturing.

“Many other countries have been successfully harvesting offshore wind energy for years, and now is the time for Australia to start the journey to firmly establish this reliable and significant form of renewable energy.”

The Department of Climate Change, Energy, the Environment and Water will facilitate the consultation process in the proposed regions.

MGA THERMAL TO DEMONSTRATE A FRESH APPROACH TO ENERGY STORAGE

On behalf of the Australian Government, the Australian Renewable Energy Agency (ARENA) has announced \$1.27 million in funding for MGA Thermal Pty Ltd (MGA Thermal) to help demonstrate their innovative thermal energy storage technology.

The Medium Duration Thermal Energy Storage demonstrator (MDTES), with an expected budget of \$2.85 million, will see the construction of a pilot unit able to demonstrate the generation of steam from stored thermal energy. The MDTES, which will be located at the company’s head office and manufacturing facility near Newcastle has a planned storage capacity of 5 MWh and will demonstrate charging and discharging of up to 500 kW.

The pilot unit will produce valuable performance data and provide a tangible demonstration of the technology for prospective customers. Data gathered will cover the charging and discharging behaviour, fluid dynamics and temperature distributions, and validate the efficacy of mid-to-long term thermal storage in a practical system.

Miscibility Gap Alloy (MGA) technology consists of small particles of an alloy embedded within graphite-based blocks which are enclosed within a fully insulated system. Electrical heating elements superheat the alloy to an operating temperature of 400-700°, while the graphite matrix contains the molten alloy.

The MGA blocks can store heat for periods ranging from hours to days with minimal loss of energy. Heat exchangers use a transfer gas to absorb heat from the MGA blocks, with the heated gas or fluid suitable for industrial heat applications or to drive a steam turbine to generate electricity.

The versatile range of applications for the MGA blocks make it a promising solution to multiple decarbonisation challenges. Proving the generation of useful steam from stored thermal energy paves the way for wider implementations into industrial process heating, waste heat capture, and for use in mid to long term firming of grid scale electricity generation from renewable energy sources.



ARENA CEO Darren Miller said MGA Thermal’s unique technology has enormous potential to support the uptake of renewable energy.

“The electricity transition is going to require a variety of storage technologies that are able to discharge over a range of timeframes from hours to days,” Mr Miller said.

“MGA Thermal’s novel approach could make a real difference in the medium and longer term storage category, supporting hydrogen and pumped hydro.

“With potential deployments for industrial heating end uses, MGA Thermal could play a valuable role in decarbonising both the electricity grid and heavy industry, which often requires high temperature heat and steam for their manufacturing needs.

“ARENA is proud to be supporting an Australian innovation success story, helping bring a research breakthrough from the University of Newcastle closer to a commercially viable product,” he said.

The Australian Energy Market Operator (AEMO) in their 2022 Integrated System Plan indicated the National Electricity Market will need more than 60 GW of dispatchable generation and storage by 2050 to support the uptake of renewable energy.

HUNTER COAL FESTIVAL RETURNING

The Hunter Coal Festival will be staged on 21-29 October after two years of postponements due to Covid 19. The biennial festival was originally planned for October 2020.

The 2022 Hunter Coal Festival has three main events scheduled – a careers expo, the return of the popular Mining Leaders Lunch and the festival's biggest event, the Singleton Community Day.

The festival is an initiative of Business Singleton which works with sponsors, government bodies, community groups and local business to stage what has become one of the Upper Hunter's largest and most popular festivals.

Business Singleton president Sue Gilroy said the fourth Hunter Coal Festival would be a major celebration for the entire Hunter community.

"With the postponements over the past two years, this festival has been a long time coming and I know people throughout the Hunter have been looking forward to it, Ms Gilroy said.

"Our planning for 2022 is very well advanced and supported by a strong contingent of confirmed sponsors including all the major working mining companies in the Upper Hunter.

"While we could add further events, at this stage we have confirmed three major events which will form the centrepiece of the festival."

The confirmed major events are:

October 21, 2022 – Careers and Innovations Expo at the Muswellbrook RSL Club

October 28, 2022 – Mining Leaders Lunch at Singleton Civic Centre

October 29, 2022 – Singleton Community Day at Singleton Showground

Ms Gilroy said this would be the fourth Hunter Coal Festival aimed at promoting the Upper Hunter's major industry and its involvement in the community in a positive light.

The 2022 Hunter Coal Festival will retain the festival's successful "Community + Coexistence + Innovation + Education" theme.

"The Hunter Coal Festival is an opportunity to highlight the ongoing co-existence between industry and community with a focus on the positive benefits to the Hunter overall as well as the contribution made by individual companies," Ms Gilroy said.

"In the current climate, we believe the festival's messaging is more important than ever."

Ms Gilroy said sponsorship packages were still available and festival organisers were seeking community involvement in festival events.

People could get more information by expressing their interest via email to admin@singletonchamber.org.au

"The Hunter Coal Festival is an opportunity to highlight the ongoing co-existence between industry and community with a focus on the positive benefits to the Hunter overall as well as the contribution made by individual companies"

Business Singleton president Sue Gilroy.

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There was a preacher who was an avid golfer. Every chance he could get, he could be found on the golf course swinging away. It was an obsession.

One Sunday was a picture perfect day for golfing. The sun was out, no clouds in the sky, and the temperature was just right. The preacher was in a quandary as to what to do, and shortly, the urge to play golf overcame him. He called an assistant to tell him that he was sick and could not do church, packed the car up, and drove three hours to a golf course where no one would recognise him. Happily, he began to play the course.

An angel up above was watching the preacher and was quite perturbed.

He went to God and said, "Look at the preacher. He should be punished for what he is doing."

God nodded in agreement.

The preacher teed up on the first hole. He swung at the ball, and it sailed effortlessly through the air and landed right in the cup three hundred and fifty yards away (as they say in basketball, nothing but net). A picture-perfect hole-in-one. He was amazed and excited.

The angel was a little shocked. He turned to God and said, "Begging Your pardon, but I thought you were going to punish him."

God smiled and said "Think about it -- who can he tell?"

A rookie carpenter is on his first day of a new job.

The foreman greets him at the job site and tells him his first task will be to nail some sheathing on a roof. The rookie grabs a hammer and nails and gets to work.

The foreman watches the rookie work for a while, and when he's finished he calls him over. The foreman says, "I think your nickname in this jobsite will be 'lightning'."

The rookies face lit up, and he asked, "Why's that? Am I faster than everybody else?"

The foreman shakes his head and says, "No, it's because you never strike twice in the same place."

I took my 8-year old girl to the office with me on, "Take Your Kid to Work Day." As we walked around the office, she starting crying, so I asked what was wrong with her.

As my colleagues gathered round she sobbed: "But daddy where are all the clowns you said you worked with?"

A guy goes to the doctor and says, "Doc, I ache all over. Everywhere I touch it hurts."

The doctor replies, "OK. Touch your elbow."

The guy touches his elbow and winces in genuine pain.

The doctor, surprised, then states, "Touch your head."

The guy touches his head and jumps in agony. The doctor asks him to touch his knee and the same thing happens. Everywhere the guy touches he hurts a lot.

The doctor is stumped and orders a complete examination with X-rays, etc. He tells the guy to come back in two days.

Two days later the guy comes back and the doctor declares, "We've found your problem."

"Oh yeah? What is it?" asks the retiree.

"You've broken your finger!"

QUOTE OF THE MONTH

"If I had asked the public what they wanted, they would have said a faster horse."

- Henry Ford

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