

ICATION  
RKSHC

# HBR

Hunter Business Review

NOVEMBER 2015  
VOLUME 11 NUMBER 10  
Print Post Approved 100002454



2015

Hunter  
Manufacturing  
Awards

Business  
Technology

MANUFACTURING  
IN THE HUNTER

Australia \$6.60  
ISSN 2202 - 8838



Connecting & informing business people



# “ I CHANGED ACCOUNTANTS AND IT CHANGED MY LIFE.”

▼ The small to medium business specialist.



NESBITT

“I have been a client of SiDCOR for over 5 years. The extended growth I have experienced in my personal wealth and business has been propelled by SiDCOR's energy, direction and strategic advice”

Lee Nesbitt – Nesbitt Hair

▼ Call Paul Siderovski today for a FREE confidential review.

**SiDCOR**  
chartered accountants

CHANGiNG PEOPLE'S LiVES

T 1300 743 267 W [www.sidcor.com.au](http://www.sidcor.com.au)



AWARD WINNING ACCOUNTANTS

**PUBLISHED BY:**

Hunter Business Publications Pty Ltd  
 ABN: 15 112 838 945  
 265 King Street  
 Newcastle NSW 2300  
 PO Box 853, Hamilton NSW 2303  
 Phone: (02) 4925 7760 Fax: (02) 4925 2570

**PUBLISHER and EDITOR:**

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

**ART DIRECTOR:**

Sandie Collie  
 sandie@HBRmag.com.au

**ADMINISTRATION ASSISTANT:**

Judy Andrews  
 judy@HBRmag.com.au

**ONLINE CONTENT MANAGER:**

Jason Duncan  
 jason@HBRmag.com.au

**PRINTING:**

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

Published monthly (except January)  
 Circulation: 7,000

**www.HBRmag.com.au**



GARRY



SANDIE



JASON



JUDY

- 4** From the Editor
- 5** Business News
- 13** Business Anniversaries
- 16** Let's Talk With
- 17** Business Advice
- 20** New Appointments
- 21** Property
- 24** Business Technology
- 28** Manufacturing in the Hunter
- 35** 2015 Hunter Manufacturing Awards
- 48** Eating Out
- 49** Business Services Directory
- 50** Funny Business

HUNTER BUSINESS PUBLICATIONS PTY LTD  
 2015 ALL RIGHTS RESERVED

Reproduction in any part prohibited without the written consent of the publisher. While every effort has been made to ensure all information in this magazine is accurate, no responsibility is accepted by the publisher, Hunter Business Publications Pty Ltd

## We know talent.

Chandler Macleod has an extensive database of active candidates in various industry sectors and 22,000 employees out working on client sites every week. Through our experience with planning, sourcing, assessing, developing and managing talent along with industry intelligence, we know a lot about talent...

Contact our Newcastle team on 02 4978 7744.

[chandlermacleod.com](http://chandlermacleod.com)

**CHANDLER  
 MACLEOD**  
 UNLEASHING POTENTIAL





With the tax reform seemingly more firmly on the agenda, now is the time for calm and sensible debate about how governments are to raise revenue in the future to provide the services that we want.

Sensible tax reform will involve a suite of changes and as such, proposals must be considered in the wider view. Reform involves change, some aspects that we may very well find unpalatable but these may well be proposed in hand with other changes that we find much more attractive.

For example the question of raising the GST regularly comes forward. Nobody wants to pay more taxes and considered by itself an increase in the GST rate will not be popular. But it mustn't be considered by itself. It must be considered as part of a package

and something that enables other taxes to be abolished or reduced, or alternatively spending to be made for the benefit of the nation.

Tax reform should also be considered hand in hand with spending measures.

Now is not a time for scare tactics or cheap political point scoring.

By all means, anyone can be against a proposal but they should be willing to sensibly explain why and what alternatives they consider are better.

The simple fact is that Australia is crying out for true tax reform to enable it to be internationally competitive and encourage the economic growth required for our future prosperity.

Jean-Baptiste Colbert, the French politician of the 17th century, said "The art of taxation consists in so plucking the goose as to obtain the largest amount of feathers with the least possible amount of squawking." Four hundred years later this still holds true, both politically and economically.

The tax system must be seen to be fair and able to extract the revenue required with the minimum of damage to the economy.

Whilst we may have different views on how it should occur, any sensible consideration would see that tax reform is needed.

All sides of the community should look at being actively involved in the debate and contribute towards a better solution rather than just trying to make a solution more difficult to achieve.

**Garry Hardie**  
Publisher & Editor

GARRY HARDIE PUBLISHER & EDITOR



#### ON THIS MONTH'S COVER

**WEARX** manufacturing employees installing the patented white iron ledge liner into WEARX's WEARBACK chute design manufactured for Roy Hill's Port Facility. WEARX won the prestigious Manufacturer of the Year Award at the 2015 Hunter Manufacturing Awards. **See page 35 for more information.**

# HBR

Hunter Business Review

*HBR is essential reading for anyone wanting to stay informed on local business news and issues that affect business.*

# Subscribe NOW





Aurizon representatives Mark Burns, Ed McKeiver, Patrick O'Donnell, Mike Franczak, Lance Hockridge and Scott Riedel

## \$180 million Hexham Train Support Facility opened

Aurizon has underscored its commitment to the Hunter Valley in officially opening the \$180 million Hexham Train Support Facility.

The facility is strategically located near the Port of Newcastle and provides trains with fuel, water and other supplies, light maintenance and inspection capability. It will also alleviate capacity pressures in the coal supply chain that collectively benefits the local coal industry.

"We're pleased to continue our investment in Newcastle and the Hunter Valley. Aurizon is confident in the local coal industry and we're here for the long-haul," Aurizon's Managing Director & CEO, Lance Hockridge said at the opening.

"From small beginnings in 2005, Aurizon has grown to an estimated market share of 30% in the Hunter with a 300 strong workforce. Over the past decade, we are proud to have invested more than half a billion dollars in rollingstock and facilities for our growing workforce, and in the community.

"This strategically located facility will provide Aurizon with the platform for the future, through improved capacity, productivity and turnaround times. We want to support the growth and future success of our customers."

Mr Hockridge said he was extremely pleased there were no safety incidents during the construction and commissioning phases of such a large, complex project.

"Aurizon is creating a leaner, smarter and faster business for our customers but safety will always remain the priority in all that we do," he said.

"Aurizon is also proud to have created employment opportunities for the local community. During construction we had 130 full time roles and now that the Facility is operational we have 30 roles."

The operational footprint only occupies 15% of the total land area of the Hexham facility and some 53 hectares of the site is being dedicated as vegetation offsets.



30! years 4MATIC

## The all new GLE Coupé.

**Make the best of every ground.** For the first time, Mercedes-Benz brings together its legendary racing heritage and pioneering 4-wheel drive experience to create a revolutionary new vehicle. With the heart of an SUV and the soul of a sports car, the all new GLE Coupé features aggressive sports design, AIRMATIC suspension, and DYNAMIC SELECT.

The GLE Coupé is an SUV made to be followed. Find out more from Hunter Star Motors.

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

Mercedes-Benz

The best or nothing.



**Hunter Star Motors**

1 Pacific Hwy, Bennetts Green Tel: 4974 4244  
Open 7 Days Cessnock Automotive Sales Pty Ltd Lic No 18100

YPA6242

## \$3 million improvements to boating facilities in Port Stephens

Transport for NSW and Port Stephens Council have launched into a three-year program to provide almost \$3 million of improvements to boating infrastructure across Port Stephens.

The Boating Now program of works is headlined by \$1.3 million improvements at Henderson Park, Lemon Tree Passage, which will include construction of an additional boat ramp, new pontoons and improvements to the tidal pool and other infrastructure.

Construction commenced in October.

Initial stages of future improvements to Little Beach boat ramp are also underway with a coastal process study which will guide concept designs.

Other projects slated to dock in 2015-2016 include an upgrade of Seaham boat ramp and replacement of decking and baffle boards on Salamander and Karuah wharves.

The program will continue in 2016-2017 with Taylors Beach wharf scheduled to be replaced and Karuah Boat Ramp to be upgraded, and upgrades for Tomago boat ramp scheduled for 2017-2018.

Brendan Callander, Council's Community and Recreation Coordinator, said the three-year program was a significant investment in enhancing the boating experience for locals and visitors to Port Stephens.

## Hunter Valley Wine and Tourism Alliance

The Minister for Regional Development, John Barilaro launched the Hunter Valley Wine and Tourism Alliance on 24 September in a ceremony in Hunter Valley Wine Country before stakeholders of Cessnock City Council, Singleton Council and the Hunter Valley Wine & Tourism Association.

This Alliance will aim to increase visitors to the region, double overnight visitor expenditure by 2020, and will be led by the inaugural

Chairman and previous Minister for Tourism, Mr George Souris.

"Today is an important day in the life of the State, a first time approach: the inauguration of a unique concept to combine the forces of two Local Government Areas involved and the representative organisation of the Hunter Valley wine and tourism industries," announced the new Chairman Mr George Souris. "I look forward to working closely with Mr Barilaro and my other former colleagues Premier Mike Baird, Deputy Premier Troy Grant and Trade and Tourism Minister Stuart Ayers."

The Alliance will move towards partnering on critical projects and achieving a common platform for booking accommodation, events and operations. Its funding opportunities and planning will link in with the NSW Government's Visitor Economy Taskforce Report and Action Plan.

## Green light for removal of heavy rail

Newcastle's heavy rail line is set to be finally truncated at Wickham following the passing of a bill through the NSW Upper House on 14 October.

The Government agreed to five conditions from the Shooters and Fishers Party that have resulted in an additional \$50 million being allocated to the project. The total budget now sits at \$510 million.

The decision creates much greater certainty for the revitalisation plans for Newcastle and is expected to help attract many millions of dollars in investment to the City.

"Today is the start of Newcastle's tomorrow and we can crack on with revitalisation," Transport Minister Andrew Constance said.

"With today's bill, we now have the certainty to forge ahead and deliver on our promise to roll out light rail, allowing Newcastle to capitalise on this opportunity for renewal and reach its potential as an economic, social and cultural centre."

## T4 receives planning approval

Port Waratah Coal Services has welcomed the approval, subject to conditions, of the Terminal 4 Project by the Planning Assessment Commission (PAC).

"After almost five years, today marks a significant and very welcome milestone for the Terminal 4 Project and the local coal industry," said Port Waratah CEO Hennie du Plooy.

"The world has changed since we originally lodged the application for Terminal 4 in 2010 and the need for extra coal export capacity is not so immediate," said Mr du Plooy.

"Despite this, planning certainty will allow the industry to respond in good time if additional capacity is required," he said.

"The PAC's determination also provides the community with certainty about the conditions that would apply to a development."

The assessment process has been lengthy and detailed, with significant opportunities for community input.

The process to date has involved around 1700 days of assessment, dozens of individual technical studies, over 125 days of public exhibition and over 30 hours of public hearings.

The Project will now be reviewed by the Commonwealth Government under the Environmental Protection & Biodiversity Conservation Act (EPBC), specifically in relation to the Project impact on ecology.





### How to Build Your Own Website

*Have you ever wanted your own website but did not want to pay a web developer? Not sure where to start?*

**This FREE hands-on workshop is just for you!**

**FREE**  
workshop

**WHAT IT INCLUDES:**

- ▶ Step by step training and coaching to develop your own free or relatively inexpensive website using Wix
- ▶ Using features like Photos, Google Maps, You Tube videos, Blogs, Social Media and contact details in your new website
- ▶ Craft your wording to attract those important customers

**WHAT YOU NEED TO BRING:**

- ▶ Laptop computer ▶ Your creative ideas

**WHEN:**

<p>Sat 7th Nov 9:30am – 3:30pm at Wests New Lambton</p>	<p>Sat 21st Nov 9:30am – 3:30pm at Communicate Port Stephens, Raymond Terrace</p>	<p>Sat 28th Nov 9:30am – 3:30pm at HRBEC Kurri Kurri</p>
---	---	--

**Bookings essential.**  
Phone Helen or Kasie on **4936 2557**  
[www.switchedonhunter.com.au](http://www.switchedonhunter.com.au)




# Property Investing in an SMSF...

## Did you know?

With a SMSF, you can borrow or use the funds you've already accumulated in your super to invest directly in residential or commercial property. What's more, buying a commercial property through an SMSF can include an office or other commercial dwelling that can be used by your business.

## We can help you:

- ▶ Work out if borrowing to invest in property in your SMSF is the right strategy for you
- ▶ Put the structure in place to simplify the borrowing process, so you have the freedom to focus on your business
- ▶ Establish a SMSF to facilitate the borrowing

## Contact us

If you would like to find out more about borrowing to invest in property contact us today for a no obligation, no cost assessment of your situation

**Newcastle:** 206 Hannell Street, Wickham NSW 2293  
02 4969 1900 | [newcastle@advisorygroup.com.au](mailto:newcastle@advisorygroup.com.au)

**Maitland:** 28 Church Street, Maitland NSW 2320  
02 4933 9166 | [maitland@advisorygroup.com.au](mailto:maitland@advisorygroup.com.au)

This advertisement contains information that is general in nature. It does not take into account the objectives, financial situation or needs of any particular person. You need to consider your financial situation and needs before making any decisions based on this information. If you decide to purchase or vary a financial product, your financial adviser, AMP Financial Planning Pty Limited and other companies within the AMP Group may receive fees and other benefits. The fees will be a dollar amount and/or a percentage of either the premium you pay or the value of your investment. Please contact us if you want more information.

Accredited by  
AMP Financial Planning | AMP 



## Singleton Town Centre Revitalisation opened

Member for Upper Hunter Michael Johnsen has officially opened the \$11 million Singleton Town Centre Revitalisation funded by the NSW Government's Resources for Regions program with contributions from Singleton Council and Roads and Maritimes Services.

Mr Johnsen says the finished product truly enhances the shopping experience for locals and showcases Singleton to visitors.

Site works began on 19 January and the road was reopened to all through traffic on 1 August – two months ahead of schedule.

The project extended between Gowrie St and Hunter St and combined civil, electrical, architectural, landscaping and mechanical elements.

The works included:

- Extending footpath areas and laying 6022 sqm of new pavers
- Installing and refurbishing 12 pedestrian crossings
- Planting 64 new trees of eight different varieties and more than 1600 new plants in new garden beds and rain gardens using state of the art watering systems that use stormwater.
- Installing 68 new seats, four drinking fountains and 14 new waste and recycling bins
- Installing 123 new LED street and pedestrian lights on 93 new light poles and 75 under awning lights.
- Laying 1.446 km of new kerb stones
- Pouring 1400 cubic metres of concrete for slabs, gutters, footings and stormwater pits
- Installing wayfinding signage that includes illuminated maps of the town centre
- Resheeting or reconstructing the entire road pavement from Gowrie Street to Hunter Street



**Official Opening of John Street:**  
Singleton Mayor John Martin, former Upper Hunter MP George Souris, Singleton Council General Manager Lindy Hyam and Upper Hunter MP Michael Johnsen cut the ribbon at the official opening.

The revitalisation was based on the Singleton Town Centre Master Plan developed by the NSW Government Architect's Office and was adopted by Singleton Council in 2013 following extensive consultation with the local community.

The detailed design for the streetscape works was undertaken by Spackman Mossop and Michaels and the construction contract was awarded to Diona Pty Ltd.

Singleton Mayor John Martin says the opening marked an exciting milestone in the town's history.

"This project has been a long time in the planning," he says. "On several previous occasions, a project like this has come before Council but never before had we prepared a full master plan which then gave us access to such significant funding as that provided by Resources for Regions."

"This funding was granted to Council for a specific purpose – and that was to revitalise our tired-looking town centre, that had borne the brunt of the mining boom, into something that is vibrant, connected and sustainable – and I think we have achieved that."

"The economic benefits of this project have been forecast at \$23.98 million, with a cost benefit ratio of 2.8:1. That means for every dollar spent on this project, \$2.80 is returned to the community. Some of this return has already been realised during the construction phase, with work opportunities for several local contractors and suppliers, and even more benefits will be realised over time for retailers, cafes, restaurants and tourism."

## Double win for Leogate Estate

Leogate Estate located on Broke Road, Pokolbin has won both the Wedding Caterer- NSW Regional and the NSW Regional Caterer of the Year categories in the New South Wales Savour Australia Restaurant & Catering HOSTPLUS Awards for Excellence 2015.

Business owners Bill and Vicki Widin with the team at Leogate Estate are all delighted and honoured to win such prestigious awards for excellence.

More than 380 local restaurants, cafes and catering businesses were judged across 71 categories, with the winners announced at the Awards for Excellence ceremony held at Dockside Pavilion, Sydney on the evening of 21 September.

The Awards for Excellence is a nationally recognised, independently judged awards program that celebrates exceptional service and culinary talent across Australia. An Award for Excellence is an authoritative guide to Australia's best restaurants and caterers, recognising and promoting industry best practice.

The Awards for Excellence, now in its 17th year, is judged by an independent team of trained judges who anonymously visit the venues to determine the winners. The scores are based on the entire dining experience from food to the customer service experienced when the judges anonymously dine.



**FOR A FRESH TAKE  
ON WORKING WITH  
INSOLVENCY &  
BANKRUPTCY  
PROFESSIONALS,  
TALK TO US.**



It's refreshing to receive the high level of advice and support you need when you're lost in a financial maze.

At Shaw Gidley, our Directors will guide you every step of the way.

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

NEWCASTLE 02 4908 4444  
CENTRAL COAST 02 4365 3344  
PORT MACQUARIE 02 6580 0400



## Mining first-aid challenge

The annual Coal Services coal industry first aid competition is an opportunity for mine site representatives to get together and practice their lifesaving skills. This year's event was held at the Newcastle Mines Rescue station on 25 September.

The National Heart Foundation of Australia identify that around 54,000 Australians suffer a heart attack every year. This alarming statistic highlights the importance of learning and maintaining first aid skills.

With our local mine sites often operating in remote locations, a distance from medical support, the importance of having trained and confident on-site first aid teams is even more critical.

The competition this year tested a record number of teams, all looking to take home the title. Twelve teams (51 first aiders) came from around NSW travelling from as far away as Tahmoor and Ulan to compete in realistic and high pressure simulated events.

The scenarios this year were complex and teams often had to manage environmental and equipment hazards, multiple injuries and difficult casualties.

Glencore's West Wallsend team emerged victorious on the day and Captain Bob Wilson said "I would like to congratulate my fellow team members Alex Lidwinski, Mark Cox and Tom Rutkowski for winning the Coal Services NSW First Aid competition."

The West Wallsend Colliery First Aid Team was formed after an invitation from Coal Services to West Wallsend Colliery Mine Manager Mark Munro to enter a four man team.

Other competing teams included Bulga open cut, Tahmoor, Ravensworth open cut (team 1), Ravensworth open cut (team 2), Mandalong, Myuna, Mangoola, West Wallsend, Ulan Surface Operations, Wambo, Glendell and Drayton.



## Anglican Care expanding its Care portfolio

Anglican Care has announced the transfer of services from Lake Mac Care Services (LMCS) to Anglican Care, broadening the service types of both organisations to meet the growing needs of the aged care sector.

In existence already is a highly effective working relationship with both organisations sharing similar values, culture and strategic direction. Ongoing communication, together with robust due diligence, has been maintained between the Boards of LMCS and Anglican Care and they have worked closely with the Department of Social Services to ensure a smooth transition and continuation of services.

Foremost in the considerations of both organisations has been to ensure the minimal disruption to services offered by both organisations, and the seamless transfer of staff, clients as well as clear communication with carers.

Importantly, there will be no change to services for LMCS clients, and no job losses as a result of the transfer of services. Clients will now have the choice to transition seamlessly across the full spectrum of care services from entry-level care and support, Level 1-4 home care packages, retirement living villages, respite and residential care homes.

## Another strong cruise season for Newcastle



The Newcastle cruise season is set to open with eleven cruise ship visits currently scheduled for November to May.

Newcastle is receiving growing interest as a cruise ship stopover, bringing thousands of visitors and millions of dollars in benefits to the local economy.

The visiting ships will include the 122,000 tonne Celebrity Solstice, the largest cruise ship to visit Newcastle. It has an occupancy of 2850.

Other visiting ships will include Pacific Dawn (two visits), Pacific Jewel, Azamara Quest, Pacific Aria, Silver Whisper, Radiance of the Sea, Queen Elizabeth, Pacific Aria and Insignia.

**Sight & Sound  
for Kids**  
Local Business  
Community Program



## Can you help make a child's future brighter?

Is your organisation looking for ways to make a difference in the lives of children with vision or hearing loss living in the Hunter?

**RIDBC Hunter Sight and Sound for Kids** corporate sponsorship program helps businesses make a difference in their local community. Your organisation's support will help Hunter children get the best possible start in life by giving them access to RIDBC's expert education, therapy and cochlear implant services.

For more information on how your organisation can get involved, call [Kim Simpson on 02 4979 4016](tel:0249794016) or visit [ridbc.org.au/superhero](http://ridbc.org.au/superhero)

 **Royal Institute for  
Deaf and Blind Children**  
— Changing Lives in the Hunter —

## New industry alliance focused on biotechnology future

With the signing of a Memorandum of Understanding, the Hunter Medical Research Institute (HMRI) and industry co-operative HunterNet have formed a united front to encourage the growth of medical manufacturing and health investment potential within the region.

HMRI Director Professor Michael Nilsson and HunterNet Vice Chairman Michael Sharpe sealed the inaugural agreement in an official function at the HMRI Building.

It coincided with a formal visit by the Ambassador of Sweden Pär Ahlberger and a Swedish health delegation, as Hunter researchers work closely with Swedish biotech companies, medical research institutes and government representatives to extend the reach of HMRI's research programs globally.

"Through our alliance with HunterNet, researchers will be able to create more of these type of international arrangements," Professor Nilsson said.

"This initiative is really about the future as it marks a new level of cooperation between our institute and local industries.

"HMRI has increasingly become pro-business in its thinking because there are great opportunities for knowledge sharing. With a world-class environment for smart people to work in, we can create both a healthier and wealthier future for this community."

The MoU aims to spur new collaborations through research investment, advanced manufacturing technologies and the exchange of technical information, with HMRI and HunterNet sharing a strategic vision to establish a biotech cluster for pharmaceuticals, medical devices and healthcare delivery in the Hunter New England Health region.

Mr Sharpe said that formalising linkages and fostering new synergies between researchers and advanced manufacturers was a logical next step in the evolution of the Hunter's industry base.

"We are extremely excited to sign a collaboration agreement with our friends at HMRI. Over the past few years we have witnessed an accelerated transition of businesses moving into advanced manufacturing processes and technologies, particularly in the medical sector," Mr Sharpe said.

"We know the region possesses the capabilities – now it's time we match these capabilities with the needs of Hunter researchers to support their delivery of 'world's best' medical solutions."



HMRI Director Michael Nilsson, with HunterNet Vice-Chairman Michael Sharpe.

## APP Corporation appointed to new Armidale Hospital

APP Corporation (APP) has been appointed as Project Manager for the \$60M Armidale Hospital redevelopment project. The appointment was made by Health Infrastructure NSW (HI) and announced by the Member for the Northern Tablelands, Adam Marshall MP on 8 October.

In launching the schematic design for the Armidale Rural Referral Hospital recently, Mr Marshall referenced APP's appointment as part of the lead design team, which also includes Wilde and Woollard and Building Studio Architects.

The redevelopment will comprise a mix of new and redeveloped facilities including a new emergency department, a new critical care unit, new in-patient ward, new operating theatres and a new sterilizing unit. APP's Regional General Manager for Northern NSW Gillian Geraghty is looking forward to expanding APP's presence in the Northern Tablelands, following the establishment of a permanent office in Tamworth in 2013.

Ms Geraghty commented: "APP has worked in and around the Northern Tablelands for several years, and our role as Project Manager on the Tamworth Health Service redevelopment provided us the opportunity to establish a dedicated office to this region. We are already part of the local community and employ local expertise that is supported by a national business of over 300 professionals".

APP's appointment to Armidale Hospital follows on from their recent engagement to deliver MultiPurpose Service Health centres at Bonalbo, Coolah and Rylstone.

Construction on Armidale is expected to commence in 2016, with completion expected in 2018.

**Celebrating over 35 years in the game**

# Hunter Liftrucks

**YOUR FORKLIFT SPECIALIST**

**Yale**  
People. Products. Productivity.



Newcastle (02) 4967 4622  
Central Coast (02) 4322 6220

[www.hunterlift.com.au](http://www.hunterlift.com.au)  
**SALES HIRE PARTS SERVICE**

**UTILEV**  
THE UTILITY LIFT TRUCK





## RDA Hunter implements Smart Specialisation

RDA Hunter is applying the proven Smart Specialisation system as a catalyst for new directions in economic development of the region. Smart Specialisation helps define the region's competitive advantages.

Smart Specialisation is implemented widely across the European Union and has proven highly successful. It establishes priorities for investment and research that maximise the competitive advantages of a country or region through innovation and collaboration.

### **RDA Hunter's S3 will identify:**

- the region's current and most promising unique strengths;
- businesses that will create the jobs of the future;
- new investment into the region;
- productive research and innovation activities; and
- collaborations to improve productivity, competitiveness and prosperity.

Smart Specialisation is an integral part of RDA Hunter's ongoing work to grow the Hunter's international competitiveness through innovation and builds on the outcomes of the 2013 and 14 Hunter Innovation Scorecards.

Based on framework developed by the OECD that is implemented widely across the European Union, smart specialisation establishes an agenda for economic transformation by analysing regional competencies and discovering new areas of opportunity.

RDA Hunter's Smart Specialisation is a first for regional Australia and is supported by Australia's Chief Scientist Prof Ian Chubb AC, NSW's Chief Scientist Prof Mary O'Kane, and the European Union Delegation to Australia who were part of the initiative's reference group.

"The aim of RDA Hunter's Smart Specialisation project is to identify, build on and promote the Hunter's strengths so that we

***"The aim of RDA Hunter's Smart Specialisation project is to identify, build on and promote the Hunter's strengths so that we can focus government resources for stronger economic growth."*** *Todd Williams, CEO RDA Hunter*

can focus government resources for stronger economic growth." said Todd Williams, CEO RDA Hunter.

"Our Smart Specialisation initiative builds on the outcomes of our Hunter Innovation Scorecards by identifying the region's key sectors, developing innovation activities that will grow these sectors further and directing resources to realise that growth." continued Mr Williams.

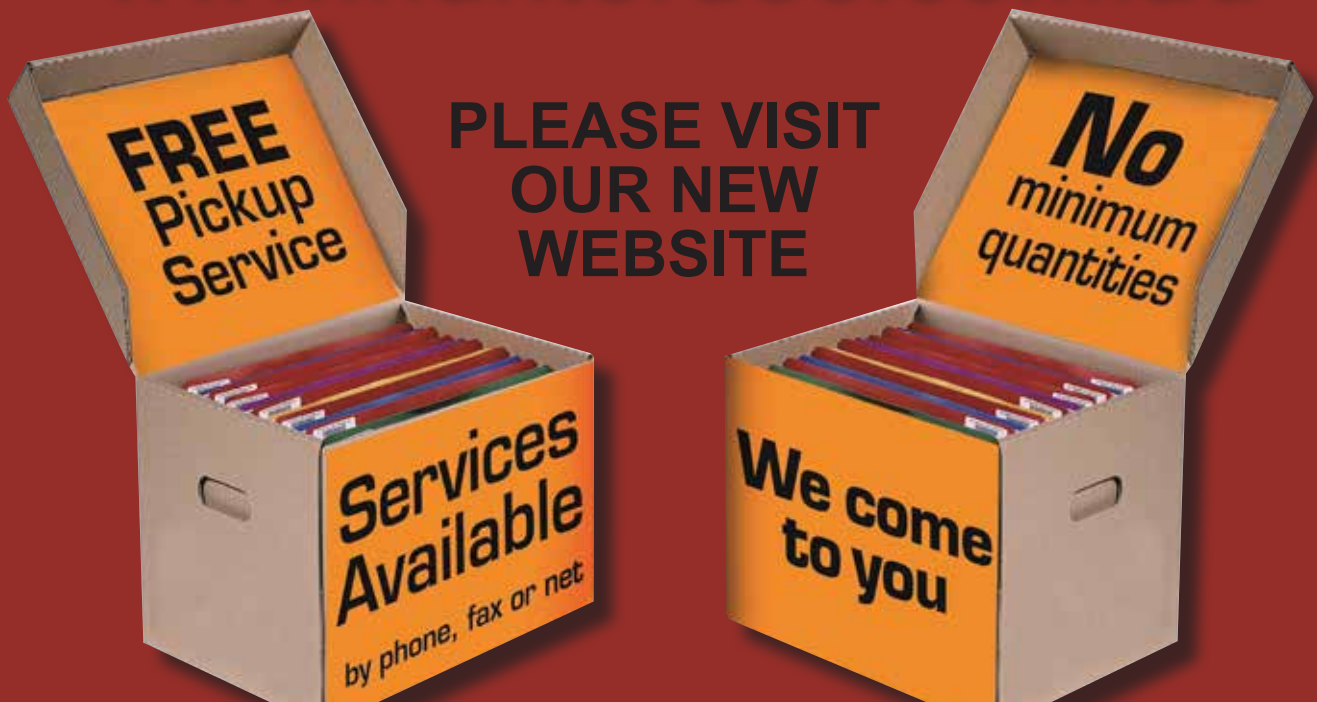
"I have visited the Hunter and seen first-hand the passion for science and collaboration in local schools and industries. The region is on the right track embracing innovation and research." Australia's Chief Scientist Professor Ian Chubb AC.

The head of the Economic and Trade section at the EU Delegation in Australia, Ivano Casella, welcomed RDA Hunter's focus on Smart Specialisation.

"This is yet another worthy example of how organisations in Australia can link and work with the EU which is the world's largest economy," Mr Casella said.

"The EU's Smart Specialisation platform is all about identifying niche areas of competitive strength, solving major societal challenges as well as bringing in a demand-driven dimension, innovation partnerships emphasizing greater co-ordination between different societal stakeholders and aligning resources and strategies between private and public sectors of different governance levels," Mr Casella said.

# www.hunterdoc.com.au



**HUNTER DOCUMENT MANAGEMENT - 4952 7777**

## Visitor Economy Vision launched for Newcastle

The Newcastle Tourism Industry Group (NTIG), in partnership with Newcastle City Council, has launched its Visitor Economy Vision for the city - a collaborative view of short, medium and long term opportunities to develop Newcastle's visitor experiences to be the best in regional Australia.

The Visitor Economy Vision for Newcastle is responding to the urban revitalisation plans and state government goals to double visitor expenditure by 2020 to meet targets for Newcastle which will see visitor numbers grow to 5.1 million and 9.6 million nights by 2030, increasing annual spend by an addition \$1 billion.

In announcing the vision, NTIG Chairman Matthew Anderson said "This document provides a plan that will bring together tourism industry operators, local government and broader industry representatives to work on seizing the opportunities available and to identify the catalyst projects that could drive our progress."

"The vision that we have launched today represents our ongoing

efforts to develop a unified voice for Newcastle's visitor economy which will connect the industry, engage with networks globally and create signature experiences for the city."

Tourism is one of the most important and growing sectors in Newcastle which welcomes over 1.3 million visitors a year. On any one day, over 18,000 people are staying overnight and spending around \$1 million dollars a day in the city. It is part of a broader visitor economy that includes not only leisure travel but travel associated with business events and conferences, visiting friends and relatives, special events and people visiting for health and education purposes. Based on national and international visitor surveys conducted by Tourism Research Australia, Newcastle's visitor economy generates an overall expenditure impact of over \$1.4 billion dollars across sectors such as transport, accommodation, food services and retail. It also supports a range of infrastructure including restaurants, the airport, cultural facilities such as Newcastle Museum and Art Gallery and many other services.

**For more information and to read the full Visitor Economy Vision document, go to: [www.ntig.org.au](http://www.ntig.org.au)**

## Strong home lending growth for Newcastle Permanent

Newcastle Permanent's annual financial results highlight its sustained outperformance of other retail banking organisations in its core business of home lending, with a 53% increase in home loan portfolio growth from the previous financial year.

"In 2014-15 the home lending market was characterised by historically low interest rates, exceptionally high levels of customer repayments and continued strong competition from the major banks," Chairman Michael Slater said.

"Newcastle Permanent has withstood unprecedented market conditions and emerged with strong home loan portfolio growth of 4.9%, which is a 53% increase on the prior year. This

excellent performance was achieved while also completing the implementation of a new state-of-the-art home loan processing system," he said.

Michael Slater said during the last seven years Newcastle Permanent had invested more than \$60 million in major projects to improve the business's infrastructure and introduce advanced customer facing technology to better meet customers' needs and drive growth across the business.

Newcastle Permanent achieved a net profit after tax for 2014-15 of \$36.5 million plus a \$52.2 million mutuality dividend.

The regional banking organisation based in Newcastle, now employs almost 1,000 people throughout NSW and maintains an exemplary Tier 1 Capital Ratio of 20% with total assets now nearly \$9 billion.



# WANT A GREAT PRICE ON ELECTRICITY? YOU'RE IN BUSINESS.

Get an instant quote and switch online  
before **30 November 2015** to receive  
a **\$100 Officeworks Gift Card.\***





**See how much you could save with us.**  
[ermbusinessenergy.com.au](http://ermbusinessenergy.com.au)   **134 376**

\*Terms and conditions apply.

HBR 17497 NOV 15 177X120



## Three UON research leaders awarded prestigious fellowship

Three University of Newcastle (UON) research leaders are among the distinguished health and medical scientists elected as Fellows of the Australian Academy of Health and Medical Sciences (AAHMS).

Professor Julie Byles, Laureate Professor Paul Foster and Professor Christopher Levi join 74 new fellows, adding to the existing Fellowship of 131.

Professor Julie Byles is Director of the Research Centre for Gender, Health and Ageing, a Priority Research Centre at UON that includes the World Health Organisation Collaborating Centre for International Longitudinal Studies on Gender, Ageing and Health. She is the Director of the Australian Longitudinal Study on Women's Health at the University.

Laureate Professor Paul Foster is an international leader in respiratory disorders and the Director of the UON's Priority Research Centre for Asthma and Respiratory Disease, the Director of VIVA (Vaccines, Immunology, Viruses and Asthma) at the Hunter Medical Research Institute and is the University's Chair in Immunology.

Conjoint Professor Chris Levi is working on more than eight ground-breaking research projects improving stroke treatment options for patients including working with fellow UON researcher Professor Mark Parsons as the principal investigators on a global acute stroke trial.

Former UON Vice-Chancellor, Professor Emeritus Nicholas Saunders, was also honoured as one of 13 outstanding individuals who joined Sir Gustav Nossal with an honorary Fellowship.

## NOAH'S On the Beach reopens

Quality Hotel NOAH'S On the Beach has reopened after repairs and renovations following the storm that devastated Newcastle on 21 and 22 April.

NOAH'S had planned to close for structural repairs during May to June, however, the storm changed everything.

During the April storm, the hotel was battered by strong southerly winds and horizontal, torrential rain. Water found its way into the main electrical switchboard, and the hotel lost all mechanical services including ventilation, air conditioning, hot water, power and lights.

Staff worked frantically during the storm. 400 towels were used to mop up water as it poured in. They manned an industrial dryvac throughout the night.

After 21 weeks of intense rebuilding, NOAH'S is now reopen to guests. New features include a fully renovated Function Rooms, bar and restaurant.

"The new-look bar and restaurant will please guests," Deb Mackenzie, Manager said.

"Our 6th floor Harbourview and Board Rooms now feature balconies with spectacular views of the city, harbour and beaches. Our ground floor function rooms, overlooking Newcastle Beach, have a brand new look and the very latest in audio visual technology."

Restoration works are continuing. By the end of the year, NOAH'S will have a new exterior 'face' and all accommodation rooms will have brand new extended balconies to enable guests to better enjoy the spectacular Newcastle views.

For now, guests can stay in accommodation with extended balconies completed, or choose to take advantage of great rates on the Reno Sale Rooms (rooms still impacted by covered scaffold).

## BUSINESS ANNIVERSARIES

### HITEC WATERPROOFING CONSULTANTS

As a new apprentice wall and floor tiler in 1967, Stephen Rapaport tiled

# 25 YEARS

many new bathrooms etc and learnt how to waterproof shower recesses, bathrooms and also major construction multi-level buildings to waterproof the concrete roof tops & balconies.

During his tiling years when there was a problem with a leaking shower recess the only known method to repair would be to remove the floor tiling back to the substrate and remove one course of the bottom row of wall tiles in the shower recess. Then a waterproof flexible membrane was applied to those areas and then retiled. At that time that cost could be around \$1,000.

Stephen pondered on how he could fix the leaking shower without taking the tiles off and sealing the shower long term. The Hitec Sealant was the answer as this product permanently seals the cement or grout between the floor tiles stopping moisture from soaking down to the substrate and allowing water to escape.

In 1990 after 4 years of testing Stephen invented a way to repair those leaking shower recesses and since then has specialised in the repair of leaking shower recesses without the need to remove sound tiles.

### CHEMICAL DEVELOPMENTS

Established in his garage by Stephen Rapaport Chemical Developments

# 20 YEARS

Pty Ltd is celebrating its 20th year of manufacturing the

Megatreat Range of decorative liquid stone coatings and water based sealers.

From humble beginnings the natural sandstone, limestone and terracotta "paints" have the ability to be mistaken for the real thing.

8000 litres of Megatreat Liquid Stone was applied to the "Nemo Ride" at Disneyland's Amusement Park in Anaheim California over 8 years ago. The Megatreat Product is still in excellent condition and was preferred over a Dupont product.

Megatreat has independent product applicators in NSW, Qld, Vic, S.A. & Tasmania and has been manufacturing at its Taylors Beach facility since its inception.

Chemical Developments Pty Ltd is currently up for sale.

Local, trusted support  
when you need it most.

Jirsch Sutherland has been working with local business to provide turnaround, forensic and insolvency accounting services since 1984.

Jirsch Sutherland

## Budding designers launch latest collection

A group of local fashion design students have launched the second collection of fashion venture, Notched.

The Summer 2015/16 Notched collection entitled 'blame it on my gypsy soul' is the latest collection of coastal inspired Kimonos from the 2015 Diploma of Applied Fashion Design and Technology students at Hunter TAFE.

A study tour to Bali as part of the course offers students the opportunity to travel overseas and create a collective brand from the concept and design, to the production and marketing of the label.

As part of the course the process of creating a fashion collection, via 'Notched', aims to build practical skills and confidence in the end-to-end process of fashion design. Key to this is the ability to engage and work with suppliers internationally to produce quality, affordable ready-to-wear garments.

Hunter TAFE teacher and founder of Guanabana Design, Linda Bergskas said the students will now venture onto creating their own individual brands as the next generation of budding local designers and launch their own careers in the fashion industry.



## Customisation key to future of workforce training

With an objective to build a world class workforce Peabody Energy engaged Hunter TAFE in late 2013 to develop and deliver a customised training program to its WAMBO Mine staff.

In just two years, the WAMBO Mine training project has seen more than 400 Peabody employees obtain formal industry recognised qualifications in the organisation's bid to ensure all employees hold a minimum certificate three qualification.

The project was developed in direct response to a growing need to improve skills across the mining industry. As a result the ground breaking project has helped WAMBO Mine lead the way in workforce training and development.

With a key priority to minimise impact to mine production operations, a two phased approach was adopted to recognise prior training, skills and experience whilst ensuring that the qualifications met modern industry skill, knowledge and compliance requirements.

The result was a collaborative training project between WAMBO Mines, Australian Apprenticeships Centre (ABL) and Hunter TAFE that provided a customised on-site training program that ensured minimal disruption to business as usual.

Hunter TAFE Teacher, Albert Sherry said the collaboration between Hunter TAFE's Mining and Business departments was essential in being able to develop a customised program that would deliver the desired training outcomes.

"The program's success is due to cooperation between WAMBO, ABL and Hunter TAFE and the commitment of WAMBO's training department to provide mine staff with quality training," said Mr Sherry.

To date more than 415 Peabody employees have successfully completed formal qualifications with a further 48 employees expected to complete their training within the next two years.

The qualifications delivered included Resource Processing, Surface Extraction Operations, Underground Coal Operations, Warehousing, Frontline Management, Business and Business Administration.

## New offices for Jirsch Sutherland

Insolvency, reconstruction and turnaround specialist Jirsch Sutherland has moved, but has remained in the Newcastle CBD.

After having spent seven years in the former ABC radio building in Newcommen Street, the team of 13 administrators and insolvency specialists has moved into one of the historic Watt Street buildings.

Jirsch Sutherland Partner, Lloyd Kerr, said that the growth of the firm over the past three years had enabled the firm's expansion.

"This new space provides room for future growth and enables us to better meet the needs of our clients from the convenience of Newcastle's CBD," Mr Kerr said.

Speaking about the move while watching three significant property developments clearly visible from the first floor windows of Jirsch Sutherland's new offices, Mr Lloyd said that the company was pleased to be part of a city that was moving ahead.

"It is a good thing to be located in a city that is creating exciting new spaces for business and living," Mr Lloyd said.

Jirsch Sutherland is a national forensic accounting and insolvency firm that was established in Sydney in 1984. Mr Kerr established the first expansion in Newcastle in 1993. The organisation is also based in Gosford, Brisbane, Victoria and Western Australia and has a team of more than 130 specialists.

In Newcastle its three Newcastle partners, Stewart Free, Bradd Morelli and Lloyd Kerr lead a team that are engaged in up to 200 turnaround, insolvency and forensic accounting services projects annually.

Jirsch Sutherland is now located at Level 1, 14 Watt Street, Newcastle.

## Struggling to keep on top of your License and Compliance requirements?

### We can help

With over 20 years experience in the Financial Services Industry we understand the challenges faced on a daily basis with running your business and continually meeting your compliance requirements. Our aim is to give you back that time to spend in your business and with your clients. We work with Licensees, Financial Planning Practices and Accounting Practices. We offer the following services:

COMPLIANCE REVIEWS | PRE-VETTING  
SOA PREPARATION | NEW BUSINESS ASSIST  
ACCOUNTANTS ASSIST



Contact Jason McDonald - 0466 812 133  
Email: [jason.mcdonald@fscompliance.com.au](mailto:jason.mcdonald@fscompliance.com.au)

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



## Koppers reduces energy costs

The Newcastle site of Koppers Carbon Materials & Chemicals has achieved an "Australia-first" by adopting new waste heat recovery technology developed by Australian company, Granite Power (GPL), to meet its energy cost reduction goals.

Koppers' Operations Manager Nick Moretti said Granite Power's 'green energy' solution is exactly what they were looking for – cost savings and a reduced carbon footprint.

"Koppers has long had a strong commitment to the environment. That is why we have an energy saving committee which meets every month to look at continuous improvement of this site. Even though energy saving is no longer regulated we remained focused on finding an environmentally friendly solution to reduce our reliance on energy coming from the grid. When our engineers saw the heat conversion technology developed by Granite Power we knew that it was suited to our site. It was a sustainable solution capable of delivering savings well into the future."

"We weren't going to get large savings on energy but even a modest saving is worth it particularly since there was no capital outlay required from Koppers. The project met the Scope 2 category of being able to save electricity generated off site. These days it is becoming more difficult to find ways to do this. Traditional savings have come from variable speed drives and insulating equipment to reduce heat loss, and we liked the fact that Granite Power's was a different and unique solution."

Mr Moretti said there was minimal risk because the technology had already proven itself and Granite Power took responsibility for every part of the project.

"Granite Power designed, built and owns the technology. They sell the energy to us at a competitive rate. The system was installed during our regular preventative maintenance shut down period so there was no disruption to production."

Granite Power Chief Executive Officer Stephen de Belle said Koppers is receiving multiple benefits from the first of-its-kind energy generation system.

"What we have delivered is a low cost, fully automated, unattended, highly sustainable and environmentally friendly energy generation solution which produces low carbon emission electricity cheaper than conventional energy from the grid. The Power Purchase Agreement, which sets out the commercial arrangements, ensures there is no financial exposure for Koppers."

Project Team Leader Sean McCracken said the project required capturing waste heat being vented from three chimney stacks

and bypassing it to their purpose-built Organic Rankin Cycle (ORC) heat conversion unit, and then delivery of the electricity thereby generated to the Koppers switchboard.

"The project began with data collection to conduct energy balance tests and measure heat loss, flow rates and fuel consumption. This determined the size and capacity of our energy generation unit. We calculated that we could produce up to 170 kW from the three chimneys. Each component, the by-pass valves, take-off ducting, support frames, gantries and ORC unit, were designed and custom built by our team to suit this site."



## Your success is our success

Our focus is on your success. We get results for clients through our personal approach, exceptional legal knowledge and industry experience. That's why we're the firm of choice for companies and entrepreneurs in construction, engineering, mining, commercial, development and property law. Whether your project is in the Hunter, Australia or overseas, let us be your keystone to success.



Lou Stojanovski  
Director / Lawyer

New premises  
86 Darby Street, Newcastle NSW 2300

P +61 2 4915 9950  
F +61 2 4915 9951  
E [mail@keystonelawyers.com.au](mailto:mail@keystonelawyers.com.au)

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

# LET'S TALK WITH.....

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

Chief Executive Officer of SwitchDin Pty Ltd – leading the company, building the team, maintaining vision, raising funds and doing deals.

## How have you reached this point in your professional life?

I've always taken the alternative path and found myself at the leading edge of real world innovation.

I started as an apprentice fitter and turner at BHP, but left to do electrical engineering at Newcastle. I started my first start-up a couple of years out of uni with two mates as we commercialised a system for satellite communications.

My Masters degree, in process control and manufacturing addressed advance production systems for solar panels whilst my PhD was in biomedical engineering and developed new sensors and explored key questions on the electro-physiology of the heart.

The common thread here is the link between technology and real problems for society. I focussed on climate change and renewable energy as a key issue for our future. I subsequently got involved in building micro-hydro and solar projects in Australia, Africa and throughout the Pacific that led to all sorts of work from projects to policy. I joined the World Bank and United Nations and was fortunate to become the United Nation's Chief Technical Advisor for renewable energy in Botswana Southern Africa and then later for Climate Change in Cambodia SE Asia.

Through this work I learned a lot about renewable energy and the business models that are feasible when people no longer see the grid as their only electricity option.

We returned to Australia 4 years ago and in 2014 I started SwitchDin, which builds on these experiences to provide the sort of data platform that will enable new energy services for everyone.

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

With my family. My 9-year-old daughter is my joy and I love the time we have together. I'm into sailing and anything outdoors although I don't seem to get much of this at the moment ... I'll be back to it soon.

## Where do you find inspiration?

My work in developing countries showed me the importance that access to clean energy can make to people's lives. There are lessons here for every policy maker and entrepreneur either in emerging markets or developed countries. I've been fortunate to work with some amazing people during this time who have innovated to solve the most profound problems.

I'm not just talking about the university researchers, or development workers from the UN, or the first world entrepreneurs I've met. In most cases the people who have inspired me most have been the farmers or local mechanics or teachers who innovated and came up with appropriate solutions for the problems faced by their communities.

For example, in rugged Bougainville in the late 90s I met a young electrician who fashioned a small home-made hydroelectric system using an electric motor and other parts he scrounged from a washing machine. This rudimentary generator made enough electricity for 2-3 lights. However, this guy didn't stop there. He setup a workshop and trained others to build these things. Remember this was during a civil conflict and the whole island had been blockaded for 8 years with no supplies or modern services. There was no electricity except for the generators brought in by the PNG military and aid workers.

I remember being in the military camp in Arawa that was in darkness (they had run out of diesel) yet all around high in the surrounding hills you could see twinkling lights from many of these home-made hydro-electric systems. It was a flash bulb moment for me. That type of needs driven innovation is inspiring.



## ANDREW MEARS

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

Think big and play the long game ... with compassion and grace.

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

I wanted to make films or act. In fact I was the only engineer to also study drama when I was at uni. I almost dropped engineering for it in fact.

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

I think the Hunter is well positioned to become a global centre for start-up led innovation in the clean technology sector. We have the skills and energy services knowhow, we're used to delivering energy services to the global market, we have a great university, and both the national and state research centres for energy. Newcastle is a university town and shifting to a start-up driven economy will make the most of our young bright talent and at the same time provide a natural pivot for resource and energy sector grey-hairs and investors.

## What's your favourite Hunter restaurant/cafe/bar?

Subo, Hunter Street, Newcastle

## Are you reading anything at the moment?

Classic Boat magazine

## Do you have a favourite sport or team?

The Sydney Swans

## What's the best line from a film you've ever heard?

The most recent is from Ex Machina (2015) - "If you're going to exist, why not enjoy it?"



## Do you want your business to be Nokia or Apple?

**Paul Siderovski**  
SiDCOR Chartered Accountants

You all remember the Nokia vs Apple story right? Nokia had 90% of the mobile market, and then Apple came along and completely changed the game by revolutionising mobile technology with the iPhone. And the rest is history!

The story is actually a lesson about how two companies saw the world and executed their vision. One was prepared to be responsive and relevant. The other thought they had it in the bag!

So how does this relate to my business you ask? The same lessons are relevant right now. Nokia had several fatal blind spots that are relevant to many businesses today; they were over reliant on "that is how we have always done it" and on current processes and systems. You need to do two things:

### 1. All small to medium businesses should now be reviewing their current processes and systems.

Many of the business applications we use today will be completely reinvented within the next 3-5 years. There will be an even bigger shift to cloud computing with many companies using strategies and tools that are on the edge of this technology. Improvement of computers, websites and digital products will help level the playing field with larger organisations. Business owners will be able to use what is out there to make informed decisions based on real-time information.

### 2. Businesses will also need to focus on the customer experience.

Technology can in fact help business improve their entire communication process. Using several types of methods, companies can not only saturate the market with their message but also stay connected. As people are becoming overloaded with data, including your clients and your customers, it has never been more important to be relevant and up-to-date. Businesses will need to have better content and engagement. They will need to become part of the virtual world of consumers. Even text driven content will become superseded by video and short snippets of information.

# NOKIA



Now is not the time to sit back and be confident that you have captured the market or that the way it has worked for so long is the right way. This will be the challenge for businesses that make good profit. They may fear that making any change could mean less profit. Give it a different meaning; NOT CHANGING WILL MEAN NO BUSINESS.

Your business will also need innovators; individuals that demonstrate new ways of thinking and the desire to improve themselves and their companies. Workplaces will need to become dynamic spaces where employees feel comfortable speaking their mind about new ideas. Most of all, the leadership and vision of the business must have constant and never-ending improvement as a core focus. If the business is not innovating, then it is dying. Use the vision of the business to make the innovation strategic and you will be ahead of all your competitors hands down.

The technology wave is only beginning and it's never been more important to jump right on it.

**For further information contact SiDCOR on 1300 743 267, email [paul@sidcor.com.au](mailto:paul@sidcor.com.au) or visit [www.sidcor.com.au](http://www.sidcor.com.au)**

**Paul Siderovski** is the founder and Managing Director of SiDCOR Chartered Accountants, has 20 years experience since starting as a chartered accountant with PricewaterhouseCoopers in 1995. Paul started Newcastle-based SiDCOR in 2002. Paul has a Bachelor of Commerce from the University of Newcastle



# Whipper Executive



For the **ideal executive candidate** for your business call Gail Whipper Recruitment today.

Level 1 | 195 Union St | The Junction NSW 2291 | P 02 4962 1877 | [gail@gailwhipper.com.au](mailto:gail@gailwhipper.com.au) | [www.gailwhipper.com.au](http://www.gailwhipper.com.au)

## Halve the cost of your interest bill through smart debt structuring

**Megan Faraday-Bensley**  
Prosperity Advisers Group

How you spend borrowed money determines the tax deductibility of your debt. Where you use borrowed funds for business or income producing purposes it is called "deductible debt" and you get a tax deduction for any interest paid. Where you use borrowed funds for personal purposes eg your home or holidays this is "non-deductible debt" and you do not get a tax deduction for the interest. Depending on your marginal income tax rate, the difference between debt being deductible rather than non-deductible can effectively halve the cost of your interest payments.

Here are some strategies we recommend you consider to maximise and preserve your debt deductibility:

### **1. Ensure appropriate structuring upfront each time you borrow money**

Keep separate loans for each borrowing. Once you combine loans you can never separate them again. So if you consolidate borrowings for say 3 investment properties, a percentage of the interest on that consolidated borrowing relates to deductibility for each property interest. Once consolidated, you can then never split these again. If you sell one property, or choose for it to be used for private purposes, this creates problems with managing and maximising the deductibility of interest. Subject to bank costs of doing so, separate loans is always best for tax.

### **2. Recycle non-deductible debt to create deductible debt**

Do you have a family trust or company that owes you money via a loan or beneficiary account that it doesn't have the funds to pay you, and separately you have a non-deductible home



**Megan Faraday-Bensley** is a Business Services and Taxation Director at Prosperity Advisers Group. She has over 18 years experience providing business and financial advice to a diverse range of clients. Megan's business and financial advisory experience extends across numerous sectors, including Government, construction, property development, professional services, health and manufacturing.



loan? Companies and trusts can borrow to repay shareholder and beneficiary entitlements. These borrowings are tax deductible. Have your company or trust borrow money to repay you and get a tax deduction for the interest. Use the funds received to reduce your home loan. Your overall debt position hasn't changed but you have swapped non-deductible debt for deductible debt.

### **3. Use offset accounts rather than redraw**

Using redraw and offset accounts has become a popular way to use your savings to reduce interest costs but be able to access the funds when needed. Funds in an offset account are never considered to reduce the primary loan balance, it is just a bank account structure where the interest in the savings "offset" reduce the interest calculation on your loan. As compared to this, using a redraw facility you actually pay additional amounts off your loan and then "redraw" or increase the loan again when you wish to access the funds. From a tax viewpoint under an offset facility the primary loan retains its tax status and value regardless of the use of funds in the offset account. The redraw however sees you repaying the original loan and you need to consider the purpose of the redrawn funds and consider a pro-rata of the interest against the multiple loan purposes. Take for example an investment property loan which is tax deductible and you use available funds on this loan for an extension on your home (non-deductible). Using an offset account this loan remains fully deductible against the investment property but under a redraw the loan now has mixed purposes for the deductible investment property balance as well as a non-deductible component for the home extension.

We live in a society where high debt levels are common. Ensuring you structure your debt tax effectively can greatly impact your after-tax disposable income.

**For further information contact Prosperity Advisers Group on (02) 49077222, email [meganfb@prosperityadvisers.com.au](mailto:meganfb@prosperityadvisers.com.au) or visit [www.prosperityadvisers.com.au](http://www.prosperityadvisers.com.au)**

## WANT A FIVE STAR CUSTOMER EXPERIENCE FROM YOUR MECHANIC?



**Every vehicle service receives:**

- ✓ 6 months **FREE** road side assist
- ✓ Same day servicing
- ✓ Local drop off and pick up service
- ✓ **FREE** wash, clean and fragrance



**GSMECHANICAL**  
*Taking care of you*

02 4942 1402 | 5 Teran Close, Whitebridge NSW  
[www.gsmechanical.com.au](http://www.gsmechanical.com.au)



## Unfair contract terms, a 'fair go' for small business?

**Richard Suters**  
**McCabes**

In recent months, the Commonwealth Government followed up its election promise to give small business a 'fair go' by releasing draft legislation which confirms that consumer protections relating to unfair contract terms will be extended to protect small business. The new laws are expected to apply from early 2016.

Currently, unfair terms in standard 'consumer contracts' are void under the Australian Consumer Law. Generally, a term will be regarded as 'unfair' if;

1. it would cause a significant imbalance in the parties' rights and obligations arising under the contract
2. and is not reasonably necessary in order to protect the legitimate interests of the party who would be advantaged by the term
3. and would cause detriment (whether financial or otherwise) to either party if it were to be relied on.

These provisions only protect 'consumers' (individuals) who enter into 'standard form contracts', where the consumer is acquiring goods, services or an interest in land for wholly or predominantly personal, domestic or household purposes.

The draft legislation extends these protections to small business (and, therefore, commercial 'business to business' contracts). The proposed laws are targeted at improving the negotiating power of small businesses in circumstances where they are offered standard terms with little to no opportunity to vary them (for example, in competitive tender bidding processes).

It appears that the new provisions will only apply where;

1. at least one party to the contract employs fewer than 20 people
2. and the 'upfront' price payable' (excluding interest and contingent fees) does not exceed either; \$100,000 for contracts with a term of 12 months or less; or \$250,000 for contracts with a term of more than 12 months.

The scope of contracts that may fall within these parameters is significant and will include contracts where both parties are 'small businesses' (with fewer than 20 employees). On its face, this approach seems counter-intuitive to the Government's objective of giving small business a 'fair go' and may, in fact, result in higher compliance costs for such businesses.

The proposed legislation does not expressly exclude specific industries which are already heavily regulated, such as franchising and retail leasing.

If you use standard form contracts, consider what changes might be required to your contracts (and business operations) when the new laws come into effect. You should be wary of taking a 'one size fits all' approach. 'Unfairness' is a fluid concept, which may apply differently to different small businesses.

If you are a small business, on commencement of the new laws, you will enjoy a new level of negotiating power in circumstances where you are presented with unfair 'standard terms'.

**For further information contact McCabes on (02) 4040 9643, email [r.suters@mccabes.com.au](mailto:r.suters@mccabes.com.au) or visit [www.mccabes.com.au](http://www.mccabes.com.au)**

**Richard Suters** is a contract and commercial law specialist with more than 20 years' experience in both private practice and in-house roles. The combination of Richard's in-house and private practice experience, together with his practical and commercial outlook, underpins his reputation as a trusted adviser to his loyal client base.



## Prosperity Predict - The future of accounting

**Cloud accounting** is changing the way businesses plan for the future. Xero allows our accountants and clients to view financial information in real time. Non traditional sources of data are also now being made available to help businesses drive innovation and make better decisions sooner.

At Prosperity our team are able to spend less time on historical recording and more time helping you to grow your business. Talk to one of our advisers today to see how Prosperity Predict can give you the edge.



**prosperity**  
advisers group

Sydney | Newcastle | Brisbane  
[www.prosperityadvisers.com.au](http://www.prosperityadvisers.com.au)

T 02 4907 7222



### KIS MARKETING

**Sally Everingham** has commenced as Marketing Coordinator at Kis Marketing. Sally has completed a Diploma in Marketing Management, is currently working through her Bachelor of Business, Majoring in Marketing and has been in the Marketing Industry for over 4 years. Her role is the organisation, strategy and implementation of marketing activities for Kis Marketing's clients. Sally will also be actively mentoring and teaching the marketing and communications students at Passmore College.



### OAS TECHNOLOGY GROUP

**Mitch Green** has joined OAS Technology Group's Newcastle Team as a Communications Engineer. Mitch was previously a Telecommunications Engineer at a leading internet provider and brings with him extensive experience in networking and a strong background in telecommunications, specialising in Cisco products and Carrier Networks.



### APP CORPORATION

**Anthony Williams** has commenced as Senior Planner with APP Corporation's Northern NSW team based in Newcastle. His role is to extend APP's current planning capability by offering feasibility and planning advice, master planning and development approvals expertise. His experience includes industrial, commercial, land subdivision, contaminated sites, land rezoning, state significant projects and biodiversity offsetting as well as direct experience with Councils.



### PRD NATIONWIDE

PRD Nationwide Newcastle and Lake Macquarie has appointed **John Church** to the newly created role of Head of Marketing and Business Development. John brings more than 25 years of diversified marketing experience including off-the-plan apartment developments, land subdivisions, community title estates and over 50s communities. He previously owned and managed an advertising agency, public relations consultancy and two printing businesses.



### PROSPERITY ADVISOR GROUP

**Craig Hartup** has been appointed as Mortgage Lending Adviser at Prosperity Adviser Group. Craig has over 13 years experience in the financial services industry, with previous senior mortgage/lending roles being held with a leading bank and a large mortgage broking practice. He is a qualified Credit Adviser with the MFAA. Craig specialises in residential lending as well as commercial and small business lending.

**THIS COULD BE  
YOUR NEWEST  
EMPLOYEE**

**We want to hear about your new business appointments.**

**Let us know  
about your  
people!**

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





## The importance of views

An ocean aspect can increase a property's value by more than half and significantly enhance its saleability, according to Newcastle property experts.

Speaking to the Newcastle New Projects Suite Sessions event on October 22, hosted by PRDnationwide Newcastle and Lake Macquarie, Herron Todd White Newcastle Director and certified practicing property valuer Leigh Mather said aspect and location were key features in assessing a home's worth.

Mr Mather said an RP Data search of recent sales in the beachside suburb of Merewether showed a 56% price difference in homes with views, versus those without.

"In our search, the median price of homes without views was \$914,000, and this rose to \$1.63 million for those with an ocean aspect," he said.

"Of course, you have to consider the amenity that comes with a view – being a stone's throw to the beach rather than a few streets back will also add to a property's worth.

"A view is just one of many property attributes buyers will consider."

Mr Mather also cited an academic study (by Benson, et al), which suggested a full ocean view could add 59%, a superior partial ocean view 31%, a good partial ocean view 29% and a poor partial ocean view 8%.

But a poor aspect can have the opposite effect, says Mr Mather.

"A view of a railway or an industrial outlook may decrease a property's worth, but again location factors in this equation," he said.

Bob Dupont, certified practicing valuer and CEO of Preston Rowe Paterson Newcastle, also presented at the event and said the value of a view was subjective.

"A view is considered a prestigious feature and generally speaking, properties with a view will achieve a higher sale price," he said.

"For example, a top floor apartment can achieve around a 20% higher price than one on the bottom floor.

"But it comes down to the buyer – inevitably someone will value an aspect more than others whose considerations may lean more to a property's other features."

PRDnationwide Newcastle and Lake Macquarie Managing Director Mark Kentwell said views often enhanced a property's saleability.

"A stunning aspect can be a major drawcard for prospective buyers," he said.

"The real estate agent's mantra is 'location, location, location' and views fall under this category – you can renovate a kitchen and knock

down walls, but you can't change your outlook.

"In that sense, views can considerably enhance a property's appeal."

The Suite Sessions event was part of a series of informative, free seminars held monthly by Newcastle New Projects, a division of PRDnationwide Newcastle and Lake Macquarie.



Leigh Mather and Bob Dupont

## Property investor sentiment remains positive

In spite of challenges posed by the tightening of lending by banks, and ongoing fears of a housing bubble, Australian property investors remain reasonably upbeat.

According to the Property Investment Professionals of Australia's (PIPA) 2015 Property Investor Sentiment Survey, which gathered insights from more than 1,000 property investors, well over half of investors (63%) believe now is a good time to invest in property and 60% are looking to purchase a property in the next 6-12 months.

Only 20% of investors say that concerns over a property bubble have caused them to put their property investment plans on hold.

PIPA chair Ben Kingsley said the survey results confirmed that investors are taking a longer-term, more sophisticated approach to property investment.

"Property investors are looking past the noise and remaining focused on the long-term investment rewards that well-selected property can deliver," he said.

# You can learn a lot in 21 Years!

## Lake Group Strata. Industry leaders with proven experience.

- ✓ Strata and community title managers
- ✓ Pre-purchase reports
- ✓ Set-up and establishment service



P 4942 3305 A 34 Smith St, Charlestown W lakegroupstrata.com.au

Newcastle • Lake Macquarie • Myall Lakes • Hunter Valley

Church 4384

## Wickham mixed use property sold

Colliers International Industrial agent Byrne Tran has sold **5 Throsby St, Wickham**.

The property offered a unique opportunity to purchase a mixed-use property with a total site area of approx. 671 sqm. Known in the area as home to Wickham Motorcycles café on the ground floor, also had empty office space on the first floor.

The property sold to an investor and generated strong interest due to its close proximity to Newcastle CBD, stroll to the marina and walk to Wickham's future train station.



## Redhead property fetches \$1.29 million

Colliers International Industrial agent Byrne Tran has sold **66 Kalaroo Road, Redhead** at Auction for \$1.29 million plus GST.

The property was purchased by a local business currently located on Kalaroo Road. The site formerly occupied by Greys Buses and Coaches, comprises a 3-4 bedroom home, two separate office buildings, workshop, storage shed, large concrete hardstand and wash. The site area is approx. 5,509 sqm.

The seaside location of the property coupled with the growing demand and the lack of supply has generated a lot of interest particularly from local businesses looking for yard area.



## Asian food distributor purchases at Warabrook

Colliers International Industrial agent Byrne Tran has sold **11-13 Callistemon Close, Warabrook**.

This perfect distribution facility was occupied by Epic Wright Heaton until earlier this year until they built a new distribution facility in Beresfield to accommodate their growth. The property was purchased by Ettason Pty Ltd an Asian food distribution company for \$1.62 million plus GST. The property offers approx. 2096 sqm of warehouse with approximately 250 sqm coolroom/freezer and built on a site of approx. 5,848 sqm.



**LET US KNOW  
YOUR PROPERTY  
NEWS**

## Property in The Levee development sold

Indicating strong confidence in the Maitland's CBD and The Levee development, an investor has recently purchased the building housing Subway in The Levee Maitland with plans to improve the upstairs area in the near future for additional commercial leasing opportunities.

The property at **392-394 High Street** was purchased for strategic purposes as it will be on the corner of stage two of The Levee's development, being the river walk access point between the Hunter River and The Levee.

This property has a commercial space that is currently leased to Subway until June 2019, plus a vacant space on the ground floor that has also found a new lease after being vacant for four years with strong negotiations from the Tony Cant commercial team.



## Henny Penny Toronto changes hands for \$1.29 million

Alan Tonks of Raine and Horne Commercial Newcastle recently sold this strata title investment with drive-thru in September 2015.

It sold for \$1,713,000 which shows a net return of 6.2%.

The property which is 211 sqm rents for \$107,446 net with a lease expiring June 2016.

## Corporates, Medical, Daycare, Restaurant, Profile Business

### Leasing Opportunity

14 Vincent Street, Cessnock

Main Street Exposure

Dual Frontage

22 car parks on site - lessee exclusive

Two storey stand-alone building

- Air Conditioning
- Amenities both floors
- Security system to entire building
- Grass and garden areas surrounding building



Lee Woodward - 0414 877 780

management

| 02 4323 7606

| lee@vcmanagement.com.au

| www.vcmanagement.com.au



# Raine & Horne Commercial

**MAYFIELD WEST FOR SALE**



## INDUSTRIAL WAREHOUSE

High clearance - like new with superb air-conditioned offices. This 1431m<sup>2</sup> (approx) building is available for sale: \$1,650,000 + GST.

**STEVEN DICK 0425 302 771**

**MAITLAND FOR SALE**



## HIGH GROW CITY INVESTMENT

This 1,092m<sup>2</sup> (approx) building has (2) street frontages, on-site parking and is located in the professional/legal precinct of Maitland with new (5) and (3) yr leases and a net return of \$251,600pa (approx.). For sale: \$2,950,000 (Sold as a going concern).

**ALAN TONKS 0425 302 770 & PAUL TILDEN 0425 302 772**

**HAMILTON AUCTION**



## INVESTMENT - FULLY LEASED

Net return: \$250,000 (approx) - (3) Office tenants including a Federal Government Department, all leases are current, (19) on-site car parks, great condition, constructed in (1993)

**JASON MORRIS 0425 302 778**

**BERESFIELD FOR LEASE**



## BRAND NEW WAREHOUSE

Recently completed high-clearance warehouse, located in Freeway Business Park's - North Precinct. On-site parking, reception & office area plus mezzanine storage. Rent: \$55,000pa + OGs + GST

**PAUL TILDEN 0425 302 772**

**HONEYSUCKLE FOR LEASE**



## STUDIO/RETAIL/CAFE

Located directly opposite the Crowne Plaza Hotel this property features: polished concrete floors, (1) secure car park, ducted air-conditioning, grease trap and concertina shop-front doors.

**ANGUS MORRISON 0425 302 773**

**RAINE & HORNE COMMERCIAL NEWCASTLE**

Phone: (02) 4915 300

Web: [www.rhplus.com.au](http://www.rhplus.com.au)

Email: [kim@rhplus.com.au](mailto:kim@rhplus.com.au)

LET'S US  
KNOW  
ABOUT  
YOUR  
COMMERCIAL  
PROPERTY



# tonycant

COMMERCIAL

**RUTHERFORD FOR SALE OR LEASE**



## THIS IS A WELL PRESENTED INDUSTRIAL WAREHOUSE WITH OFFICE AND TRAINING ROOM.

- Front unit in complex
- Great visibility from street
- Surrounded by quality businesses
- 2 car parks on site
- 3-phase power available
- Great reception & office area
- Separate training room

Please call **Michael Maffey** on **0438 049 366** now to arrange your inspection.

**RUTHERFORD FOR LEASE**

**\$60,000PA NETT + GST**



## RUTHERFORD INDUSTRIAL ESTATE A RARE OFFERING!

Freestanding warehouse of approximately 420m<sup>2</sup> on a block of over 2700m<sup>2</sup>.

This facility is just 11 years old and is fully fenced with extra hardstand area available.

Call **Michael Maffey** now for further details on **0438 049 366**.

**MAITLAND FOR SALE**

**PRICE ON APPLICATION**



## MULTIPLE TENANCIES INCLUDING MAJOR BANK.

Don't miss this Blue Chip Investment Opportunity.

- Leases to ANZ Bank
- Lease to local computer business
- Currently one vacant space on the first floor - Approx. 380m<sup>2</sup>
- Current income: \$128,309.16pa Nett + GST
- Potential income: \$193,309.16pa + Nett + GST
- Centrally located in Maitland's CBD area
- 23 on-site car spaces

Call **Michael Maffey** on **0438 049 366** now to obtain all the information about this well exposed & blue chip property.

**Tony Cant Commercial**

Phone: 4933 6299

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

# BUSINESS TECHNOLOGY

## Minimising costly internet downtime

**Adam Bird**  
**OAS Technology Group**

In today's business environment, very few companies can afford internet downtime. It used to be an inconvenience when the internet wasn't working, but these days it has become a critical element in how companies interact with clients, suppliers and co-workers and do business on a daily basis. Despite this, it seems that not many businesses are actually taking steps to minimise this downtime which can end up being very costly, especially when compared to having redundancy in place.

Say for example that you are a small business that employs 10 staff with an average hourly wage of \$30. When the internet is down, it could potentially cost you \$300 per hour as the business is unable to operate - yet you still need to pay staff to wait around for the time it takes to have the problem resolved. Then when you to take into account additional costs such as lost revenue, costs to recover (i.e. staff catching up on the work they were unable to complete due to the downtime) and additional I.T. support, you can see how the cost to the business can add up quite quickly.

Then there are the intangible costs such as client loss or dissatisfaction, lost productivity and damage to your brand – things that aren't as easily measurable but still impact heavily on your business.

When you start doing the sums on what internet downtime can actually cost your business, having a redundancy plan in place may now seem like a more viable solution. Internet redundancy could be achieved in a number of ways and will be dependent on factors such as the size of your business and what alternate

technology is available. However, for most SMBs the utilisation of a 4G mobile data connection would be sufficient to keep you running.

In most cases, this can be automated so that when your internet does fail, your redundant connection will kick in without you even aware there was a problem. This means the business will be able to continue operating and staff remain productive, focussing on their work rather than congregating around the water cooler complaining about the internet being down again!

**For further information contact OAS Technology Group on (02) 4940 1800, email [adam.bird@oas.com.au](mailto:adam.bird@oas.com.au) or visit [www.oas.com.au](http://www.oas.com.au)**

**Adam Bird** is the Business Development Manager at OAS Technology Group, a locally owned business that provides computer networks and cloud solutions to small and medium businesses in Newcastle, the Hunter Valley and on the Central Coast. With over 15 years' experience in the IT industry, Adam enjoys helping businesses discover efficiency gains through the use of technology and possesses his Masters of Business Administration through Southern Cross University.



## Have you got your head in the Cloud?

**Call 1300 minder**  
**for a No Obligation FREE Assessment.**  
**[www.mindercloud.com.au](http://www.mindercloud.com.au)**

powered by  **OAS**  
THE TECHNOLOGY GROUP



# ScanBureau

*Digitise your documents to capture their data & improve your workflow*

## Is your business disaster proof?

*Are your documents and records at risk?*

The Viatek Scan Bureau is a secure facility, dedicated to efficiently converting your paper documents into dynamic digital documents. We use high quality hardware and industry-leading software.

Our expert staff can help make your scanned documents actually work for your business, helping to transform your static paper documents into searchable, portable and value-added digital documents.

### Scan Project Scoping



### Pick up & Processing



### Scanning & Enhancement



### Delivery & Destruction



OR



### Document Delivery

Once scanned, your digital documents are available for download from the cloud, or provide them to you on a portable hard drive.



**100% Secure**

- Secure and locked facility with access control
- Bulk documents stored out of reach above ground
- State-of-the-art IT safeguards to protect files
- Full insurance in case of catastrophe
- Security monitoring devices

**ScanBureau HQ - Newcastle**

A 64 The Avenue, Maryville, NSW 2293

E [scan.bureau@viatek.com.au](mailto:scan.bureau@viatek.com.au)

**02 4969 4888**



**[viatek.com.au/scanbureau](http://viatek.com.au/scanbureau)**



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

# BUSINESS TECHNOLOGY



## 2015 NEWi Awards winners

The Newism team, multiple winners at the NEWi award

Winners of the 2015 NEWi Awards for Digital Creativity have been announced following a rigorous and thorough judging process, which saw industry specialists critique almost 80 entries from across regional Australia.

Society President of The Lunaticks Society, Gordon Whitehead said, "Congratulations to all of this year's winners. Judging was thorough and innovative."

Now in its 5th year, the NEWi Awards has quickly grown to become the leading awards program for regional digital innovators, offering an outstanding platform to get the recognition regional innovators deserve, and the rewards of promoting to a wider Australian audience.

The 2015 NEWi Awards winners were:

- **Best Website of the Year (sponsored by Growthwise)** - cce.sydney.edu.au by Redback Solutions
- **Best Online News Publication of the Year** - Hunterhunter.com.au
- **Best Mobile Application of the Year (sponsored by Growthwise)** - 365cups by Marones
- **Best Social Media Campaign / Solution of the Year** - 2015 Newcastle International Animation Festival Campaign by Guts Creative
- **Best Tech Start-up of the Year (sponsored by Forsythes Recruitment)** - SwitchdIN
- **Best Educational Solution of the Year (sponsored by Hunter TAFE)** - Mybigtomorrow.com.au [University of Newcastle] by Village of Useful and Newism
- **Best Live Streaming of the Year** - Surfest
- **Best Government Solution of the Year (sponsored by Laughing Mind)** - Social PinPoint
- **Best Cloud Service / Solution of the Year** - Blink Mobility Platform (BMP)
- **Best Tourism Solution of the Year (sponsored by Newcastle Now)** - Deckee
- **Best Online Video of the Year** - Lil Mike Listen Up! Submitted by RollingBall Productions. Director: Steve Pasvolsky, Producer: April Howard, Animator: Phil Jennings, Composer: Luke Pittman, Indigenous Rapper Lil Abie and Makita Douglass
- **Best Digital Agency of the Year** - Newism
- **The Joe Award** - NRMA

**HBR**  
Hunter Business Review

# Target your Marketing

Let HBR help you. P: (02) 4925 7760 [www.hbrmag.com.au](http://www.hbrmag.com.au)



# BUSINESS TECHNOLOGY

## The advantages of managed IT services

Why do I need managed IT services? This is an important question to ask when you have a business full of computers, servers and employees.

What will I get with managed services that I couldn't get with a break-fix solution?

Information technology (IT) systems are expected to meet high standards of operation, while offering 24/7 availability, security, and performance. In today's environment, you have to keep pace with the constant changes in IT, performance demands, and pressure to deliver competitive IT functionality. To meet these challenges, many organisations consider outsourcing their IT activities. A Managed Services Provider (MSP) lets you delegate specific IT operations to them.

The MSP is then responsible for monitoring, managing and/or problem resolution for your IT systems and functions as well as automate the mundane tasks that users can and should do, but often overlook. This includes virus updates, software updates and patches, backups, monitoring and inventory, auditing and control.

Basic services often start with a monitoring service, the MSP will notify you of problems, but you have to resolve them on your own. More intensive services cover everything from alerts through to problem resolution.

What's important to keep in mind with managed services is that it is preventative maintenance, not preventative breakage. While managed services can perform automated tasks, such as alerting when a backup has failed, pushing out patches, monitoring systems and generally optimising the working environment, no amount of preventative maintenance can avoid hardware failures, database corruption, software crashes, or some virus/spyware intrusions.

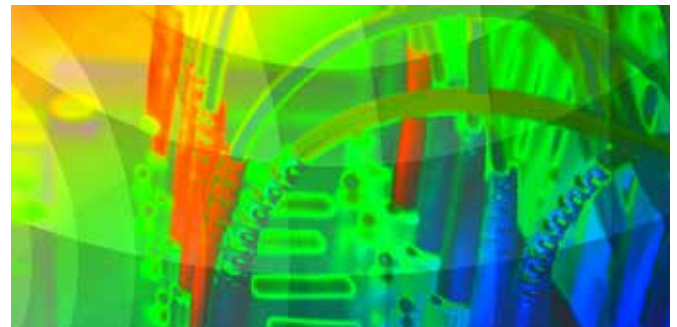
Managed services is about shifting the odds against a catastrophic failure into a more favourable position, so when a

catastrophe does occur, backups will be verified and current, an inventory of the systems can be referenced, and repair time and data loss can be limited.

MSPs act as an extension of your IT department, taking care of routine IT infrastructure monitoring and management around the clock and freeing up your staff to focus on more important projects. An MSP proactively monitors and maintains your systems in order to help you avoid problems and downtime.

Outsourcing IT is not like outsourcing other services. You maintain control. You decide what you want your provider to take care of and what you want to handle yourself. In addition, the MSP subscription model gives you more budget predictability.

MSPs have become an attractive option for many organisations and should be an integral part of your overall business strategy, involving senior executives and key IT staff.



*For further information on how you can benefit strategically, financially, and technologically by working with an MSP, please contact Pinpoint Computer Services on (02) 4966 0391 or email [manager@pinpointcomputers.com.au](mailto:manager@pinpointcomputers.com.au)*

## MANAGED SERVICES

- PRIORITY SUPPORT
- PROACTIVE MAINTENANCE
- PREVENT ISSUES BEFORE THEY OCCUR
- PEACE OF MIND

OUR DEDICATION TO QUALITY SOLUTIONS,  
PRODUCTS AND SERVICES MAKES US  
A RELIABLE PARTNER FOR YOUR BUSINESS

Unit 3, 3 Glenwood Drive, Thornton NSW 2322.  
Phone **02 4966 0391**  
[www.pinpointcomputers.com.au](http://www.pinpointcomputers.com.au)



AW1473582

# THE IMPORTANCE OF MANUFACTURING TO THE HUNTER

Manufacturing has a long history as a major driving force for the Hunter economy. The industry has transformed itself significantly in recent decades. The closure of the Steelworks was a major event, however, the real changes have been at a more fundamental level.

Local manufacturers long ago realised that they cannot compete at the low end and labour intensive areas of manufacturing. We can, however, compete very successfully with innovative solutions and providing a level of service that cannot be provided by overseas competitors. So how concerned should we be about the health of our manufacturing sector? The truth is that manufacturing provides far more economic contribution to the Hunter and Australia than most people realise. **Consider these points:**

- **Direct employment** – manufacturing is the second largest employer in the Hunter.
- **Training** – modern manufacturing is a high skills area and a major trainer of employees.
- **Multiplier factor** – manufacturing has one of the highest multiplier factors of any sector, estimated to be in the range of 3 to 5, meaning that the indirect benefits are huge.
- **Balance of trade** – the export of locally manufactured goods



and allied services, as well as replacement of imports, makes major contributions to a healthier balance of trade for Australia.

- **Innovation** – the modern manufacturing sector is a major source of innovation. It also supports the development of new product concepts from other sectors of the economy.
- **Support of other sectors** – other sectors owe much of their strength to manufacturers and their expertise.

# FUEL MANAGEMENT HARDWARE, AND CONSULTANCY

OEM Banlaw have made their name from their high-performance dry-break refuelling and hydraulics products. Over the last 15 years the Banlaw portfolio has expanded into software, hardware and consultancy offerings to truly deliver 'Unified Fuel Management'.

Their latest patent pending product FillSafe Zero is a hydraulic overfill protection system designed for railway locomotive diesel tanks and small capacity stationary diesel tanks (less than about 20,000 litres). The new product measures tank ullage and shuts off the flow of fuel without any pressure building up in the tank, thus avoiding pressure damage to expensive diesel tanks and the risk of related accidents. FillSafe Zero is proving popular as a cost-effective solution, delivering consistent and accurate refuelling up to 1000 LPM.

Another recent invention from Banlaw is their patented Ultra Fine Filtered Vent (UFFV). This allows air to flow freely out of diesel tanks to enable high speed refuelling. Polluting particles greater than 3 micron in size cannot enter the tank. The UFFV has already seen sales spanning the Pacific, Americas, and Europe due to its ability to extend the life of engine components in critical machines.

Banlaw design and manufacture all fuel management software and products at their Gateshead factory. They actively source the best local talent, collaborate with local suppliers, and run apprenticeships to develop local skills for the future.



**With option for Graduate Certificate in Competitive Systems and Practices**

**FIRST TIME OFFERED IN THE HUNTER: LIMITED NUMBERS**

**Program Outline:** 3 Blocks of Intensive 1 week workshop over 8 month period starting end Feb 2016.

Cost effective proven methodology to change from traditional manufacturing to modern manufacturing as implemented at a 100 year old Lithgow site below.



**Expressions of Interest from individuals and organisations contact:**

E: [pat.oflaherty@theleanway.com](mailto:pat.oflaherty@theleanway.com)  
M: 0407906026

# LEADING MANUFACTURING TRANSFORMATION PROVIDER COMING TO THE HUNTER

ILS, the leading manufacturing transformation provider in the US, is coming to the Hunter for the first time early next year and is presenting the Lean Practitioner Program – three blocks of intensive 1 week workshops over an 8 month period starting from February 2016.

Expressions of interest are currently being sought from manufacturers in the Hunter. It is expected that the program for both individuals and organisations will be oversubscribed. **Further information is available by emailing [pat.oflaherty@theleanway.com](mailto:pat.oflaherty@theleanway.com)**



# GROWTH OPPORTUNITIES IN THE ASIAN CENTURY

**Jason Furness**  
**Manufacturship**

In 1990 China and India contributed approximately 10% of global GDP. By 2010 this number had risen to 20%. By 2020 the contribution of China and India to global GDP is expected to be 25%. The total Asian region is expected to contribute 50% of global GDP by 2025. In 2012 global GDP was US\$72.6 trillion. The conclusion from all of this is that there are plenty of market opportunities for all businesses that are arising from this global growth. This growth is inevitable.

Closer to home the Australian population is currently at around 24 million. By 2025 this is expected to rise to 28 million people. Once again growth in the economy is inevitable as these people need places to live, food to eat, roads to use, etc.

Growth and therefore the opportunity to commercially benefit from this growth is inevitable. The precondition to being able to take full advantage of these growth opportunities is that each business will need to be world competitive. This century the centre of gravity of global business is only a few hours to our north instead of being on the other side of the planet.

The reason we say that you must be globally competitive (even if you are not planning on being an export business) is that somewhere in Asia businesses are growing and being established that will view Australia as an attractive place to do business. These companies will sell into the local market or establish their own local operations. These companies will be buoyed by the global growth in their own region and will aggressively look to continue to grow into Australia and other countries.

This is actually a great opportunity. Too often the business environment is reported as a tough hard road just to survive. The growth we outlined above is a massive free kick to any business that wants to not just survive, but thrive. The growth is coming no matter if you like it or not!

To take advantage of these opportunities companies must continue to lift the bar on their own performances as these new entrants to the market lift standards of performance and innovation. These changes to a company's competitiveness must be created and implemented at high velocity.

Leveraging this opportunity into rapid, profitable and strategic growth will require five key dimensions to be designed, executed, and expanded rapidly and at a world class level.

**Marketing** - Not just a brochure and graphic design, but a systematic way to attract buyers to your business.

**Operations** - Say what you do, then do what you say every time. Operations must deliver what marketing promise.

**Innovation** - Creating the future business model, not just the product

**Leadership** - Aligning and integrating the skills of your people and supply chain to deliver incredible value

**Action** - Do it!, do some more!, and do it fast!

This is an incredible period for Australian businesses and any other business operating in the Asian region. 5% continuous improvement will not make the grade. Companies that make step changes will grow and thrive rapidly in this environment.

**For further information contact Manufacturship on 1300 226 121, email [jason@manufacturship.com](mailto:jason@manufacturship.com) or visit [www.manufactureship.com](http://www.manufactureship.com)**

**Jason Furness** is CEO and founder of Manufacturship. His career spans over 20 years in manufacturing enterprises where he has overseen the turnaround, transition or transformation of many projects from single production lines through to entire business units of over 600 people as a General Manager. He has particular expertise in and passion for businesses located in regional Australia.



## Sheetmetal Fabrication Specialists

*Specialising in the manufacture of custom designed stainless steel, aluminium and mild steel products for the mining, automotive and agriculture industries and the general public.*

### 'ADDRESSING THE NEEDS OF INDUSTRY'

- Design & fabrication, repairs & modification
- Stainless steel, alloy, mild steel welding
- Waterjet profiling/cutting
- SS engraving
- Supply of hardware, steel and fasteners

65 Piercefield Rd, Mt Thorley, NSW 2330 P: 02 65746300 E: [admin@mallaby.com.au](mailto:admin@mallaby.com.au) W: [www.mallaby.com.au](http://www.mallaby.com.au)

## MORRIS TECHNOLOGY GROUP EMBRACES LEAN MANUFACTURING

The Morris Technology Group is a family owned business founded by Darryl and Norma Morris comprising three businesses: D&N Engineering Supplies which focuses on the design and manufacturing of high quality innovative temperature solutions. G.L.McGavin which focuses on safety in the electrical industry worldwide, using state of the art models of the Modiewark non-contact voltage detectors. Pritchard Electronics which provides a total turnkey solution for PCB assembly and full product construction needs.

The strength of the manufacturing group is founded on Research and Development and advanced manufacturing in order to provide the necessary solutions to customers' problems.

Since the business was founded over 50 years ago it has had the motto of being willing to take on any challenge large or small. Directors of the company Ashley and Linsey Morris have in recent times become very active in transforming the business operations. Following a visit to Lithgow in early 2014, they saw a model showing how a 100 year old factory was transformed from traditional manufacturing practices to Lean Manufacturing practices over a 2 year period (2010-2012). Employee numbers in 2010 were 150 and despite a big increase in productivity the employee number in 2015 is still 150.

The decision was made to use the same model at Morris' site in Newcastle. The training was conducted at Lithgow by ILS using IP originally developed in conjunction with Kentucky University. ILS is presently one of the leading providers of transformation and

regeneration practices in manufacturing in the US. The transformation journey started in April 2014 and stage 1 of the journey is nearing completion. The goal of developing a partnership between management and employees has increased mutual trust and all employees have contributed in supporting the journey. By following the program the results are similar to Lithgow at the same stage of their journey. The number of employees at the start of the program was 29. Numbers presently sit at 31 with comparable productivity improvements.

Director of the Morris Group Ashley Morris said that the transformation process focused on learning together in order to close the gap between the condition at the beginning of the process and the targeted condition at the conclusion of stage 1. It was very hard to change the pattern of thinking and acting in order to continuously improve work. The training focused on our problem solving methodology which helped identify and solve problems through a visual process as they occurred.

The Morris Technology group was awarded the excellence in Training Award for a program for staff in lean manufacturing. "This training program exemplifies the collaborative approach of manufacturers in the Hunter," the judges said.

To make the original training course viable the group opened the opportunity to three other manufacturers to participate. All 14 participants are progressing on their lean journey within their organisations

## CONFINED SPACE MONITORING SYSTEM

Portable Safety Cam (PSC) was established in 2010 in Newcastle NSW. The product was developed after being approached by a Hunter based engineering company wanting to find a method to monitor their workers in confined spaces in the mining industry.

PSC designed a state of the art camera surveillance system specifically to monitor workers in confined spaces. The Confined Space Camera Monitoring System consists of high definition cameras, which enable a "spotter" to maintain visual contact with up to four workers on a monitoring screen. The system uses unique and patented components, many of which are manufactured in the Newcastle area.

Prior to PSC's innovative Confined Space Monitoring System, it was not always possible to have visual contact with workers. The system not only provides an additional level of safety and security for the worker; it also has the capability of significantly reducing production and maintenance costs.

Several companies including UGL, Monadelphous Engineering, Subzero and Hastings Deering have used the Confined Space




Monitoring System in the mining industry for shutdown maintenance and construction of draglines. Port Waratah Coal Services and Tomago Aluminium have also used the system for the purpose of fault-finding in their processes. Mobil's Altona Refinery is currently using the Confined Space Monitoring System in their maintenance programs.

In 2013, the Australian Submarine Corporation (ASC) trialled the Confined Space Monitoring System during the maintenance program for the Collins Class Submarines. The trial indicated that the existing hard-wired system was not suitable for ASC's requirements, and they worked with PSC to develop a wireless camera system. This innovative system has its own power source and duplex audio capability, eliminating the need for cables to run video signals and power the system. It also improved ease of access to the submarine workspaces, through being more compact than the existing hard-wired system.

This wireless system, developed by PSC in conjunction with ASC, won the 2014 Commcare Work Health and Safety Award – Solution to an Identified Workplace Health and Safety Hazard.

PSC is proud to have ASC and ASC AWD (Australian Warfare Destroyers) as clients, and in winning the HMA Board Award at the 2015 Hunter Manufacturing Awards along with a Highly Commended in the Excellence in Technology category.

Portable Safety Cam's Confined Space Monitoring System exceeds the current Confined Spaces Code of Practice February 2014 Regulation 69, 5.7 Communication and Safety Monitoring.



### ALL METAL FABRICATION

**Mild Steel, Stainless Steel, Galvanised Steel, Aluminium and Wear Plate to your specifications**

Plasma and Laser Cutting ♦ Welding, Pressing, Rolling & Folding  
Pipes & Duct ♦ Cyclones, Cradles, Chutes, Bins & Hoppers  
Rotary & Butterfly Valves and Fittings ♦ Screw Conveyors ♦ Fans  
Ladders & Platforms ♦ Handrails & Guardrails ♦ Racking

**INSTALAIR PTY LTD, 9 Creek Road, MARYLAND, NSW, 2287**  
Ph: 02 4951 7177 sales@instalair.com.au



## PRODUCTION BOOST FOR STEBER INTERNATIONAL

Its full steam ahead for Steber International with contracts just signed for three new vessels and several other projects in the pipeline. The fibreglass boat manufacturer, based in Taree, has added five new staff to its workforce and commenced a training program to keep pace with the new boat builds and multiple refits.

Construction is about to start on two NSW Marine Rescue vessels based on the Steber 38 design which will include the addition of a flybridge to enhance search and rescue operations. After a six-eight month build period the vessels will be based at Port Stephens and Port Macquarie. Steber have a solid relationship with the NSW Marine Rescue Authority and have already built vessels stationed at Bermagui, Batemans Bay, Jervis Bay, Botany Bay, Shoalhaven, Pittwater, Sydney, Forster, Port Macquarie and Yamba.

***"Our ultimate aim is to demonstrate a low cost, long range, persistent detection capability that enhances the ability of navy surface forces to detect and track modern submarines and torpedoes at realistic standoff distances". Ocius CEO***

*- Dr Robert Dane*

Steber has also teamed up with Van Diemen Luxury Craft (VDLC) out of Tasmania, to construct an 11m tender for an Australian client. Due for delivery in 2016, the vessel will feature seating for 12 guests and two crew, in air-conditioned cabin comfort when in limousine mode.

Steber General Manager, Alan Steber said the proven hull design was a key factor in gaining the contract as the client was looking for the added safety and security of a vessel to survey standards. Van Diemen's patented roof and window system allows the tender to transform from a limousine to an open boat in under 30 seconds. Client ride and comfort will be to the fore with gyroscopic stabilisation and active ride control keeping cabin noise and vibration to a minimum. A rear folding transom will also provide ease of boarding.

Meantime, Alan and Colin Steber have just returned from a successful Pacific 2015 defence industry expo staged in Sydney. Highlight of the Steber display was the latest model in the unmanned surface vessel (USV) series, which received plenty of attention from defence and industry leaders alike.

Steber is set to benefit from the recent awarding of a \$3m Australian Government defence contract to Ocius Technology Limited for development of the USV project.

The Taree firm is providing tooling for all fibreglass components, as well as creating new models for tank testing to assist further design and performance refinements.

Ocius CEO, Dr Robert Dane said: "Specifically it will allow us to develop a high performance Ocius Bluebottle unmanned surface vessel coupled with an integrated Thales Australia thin-line towed array sonar system".

"Initially we will be building a longer version of our 2.8m oceanographic 'Nemo' USV, known as a 'Stinger', with a length of 5.8m.

"Our ultimate aim is to demonstrate a low cost, long range, persistent detection capability that enhances the ability of navy surface forces to detect and track modern submarines and torpedoes at realistic standoff distances".



Forster Marine Rescue's "Cape Hawke", sister vessel to those for Port Stephens and Port Macquarie, with the flybridge addition.

## STATE OF THE ART INSTALLATION AT DSI

What could be possibly the first fully automated friction bolt manufacturing line in the world has now been installed by Dywidag Systems International (DSI) at Bennetts Green. This step change means that material is now converted from a feed coil to finished goods without being touched by human hands. The process incorporates the existing roll former which produces a swaged friction bolt tube.

The new automation employs a five axis robot to collect the tubes from the roll former and load them onto a V block conveyor system.

The conveyor system consists of a series of stations which use rotators to orient the tubes and rings, completes the welding process and conducts quality inspection of the weld using a combination of lasers and cameras.

After completing the manufacturing process a packing robot removes the finished bolts from the conveyor and assembles them into finished packs for delivery to customer sites or galvaniser. When operating at full speed the system will produce a pack of 150 friction bolts every 10 minutes.

The introduction of this system will significantly reduce the labour

required for friction bolt manufacture which will help to ensure that DSI remains cost competitive on these products. In addition, a significant reduction in both manual handling and factory footprint has been achieved.



# FIVE QUESTIONS FOR BETTER PRODUCT DESIGN

**Josh Jeffress**  
*Design Anthology*

Design drives innovation, opens up uncontested markets, differentiates products and services, attracts customers, strengthens branding, embodies a company's values and improves recognition. According to the UK Design Council, every \$1 spent on design generates \$20 of revenue.

As an industrial designer, I have the privilege of seeing this in action every day by engaging with business owners, manufacturers and individuals who have ideas that they are developing into sellable products. In my experience, before engaging us, these people have already answered five questions that are critical in deciding whether or not an idea has legs (if it's good or not). Here they are:

## 1. Who is your market?

Your market is made up of real people that exhibit certain characteristics. They have similar values and beliefs about the world, they have dreams and aspirations, feelings and challenges in their lives. You need to know what these are and how it is to be one of these people. Statistical data like average income and age are less important. Qualitative data is much more powerful in understanding who these people really are.

## 2. How big is your market?

While qualitative data helps you understand who your market is, quantitative data allows you to work out how big your opportunity is. Calculating estimates of the size of your market will help you decide whether you will be able to sell enough of your product to make it worthwhile.

## 3. What is their willingness to pay?

People often behave in strange ways when money is involved. That's why it is essential that you understand your future customer's willingness to pay. How much will this thing cost? The answer to this question (in \$) drives many of the decisions that designers need to make and will ultimately determine whether or not manufacturing your product makes sense.

## 4. How are you going to sell it?

There are many channels that you can utilise to get your product to your customers. You need to understand the advantages of online sales, physical stores, wholesale and licensing arrangements. Choosing one or a combination of these

will impact the services that you need to establish to be able to sell your product (like online ordering systems, point of sale transaction equipment, a shop, distribution network, warehouse and so on).

## 5. What are your brand values?

What human characteristics does your brand represent? Branding is so much more than a name and logo. Your brand values allow your customers to work out whether or not their own values align with your businesses. You can't cater to everyone's values (and you don't want to) but you do want to make sure that the values your brand represents are in line with your market's.

## Ask lots of questions

There is one really powerful tool that you can use to discover the answers to all these questions; talking. Asking questions and, more importantly, listening carefully to the answers will give you the richest and most valuable information. This information is first hand and, most importantly, comes from real people who may well buy your product in the future. They are worth listening to.

**For further information please contact Josh Jeffress on (02) 4021 1027 email [josh@designanthology.com](mailto:josh@designanthology.com) or visit [designanthology.com](http://designanthology.com).**

**Josh Jeffress** is Principal Designer and Managing Director at Design Anthology. Josh has successfully delivered more than eighty product design projects across multiple sectors. With extensive manufacturing experience and design know-how, he is uniquely positioned to assist his clients to grow their businesses by bringing their ideas to market.



# WEARX'S INNOVATION RECOGNISED BY ROY HILL

Hunter Manufacturer of the Year WEARX believes technological innovation coupled with solving real-life mine site challenges is key to succeeding in today's mining landscape.

It is this strategy that won WEARX the contract to design, manufacture and supply of 24 WEARX WEARBACK chutes to the Roy Hill Port Facility in the Pilbara.

WEARBACK is a linerless chute solution created in response to the costly liner maintenance and chute failure commonly experienced by mining operations. The design consists of a series of ledges lined with a patented cast white iron wear liner design. When material is processed it builds up in these ledges to protect the chute structure and allows other material to pass through at a controlled speed onto outgoing conveyor belts.

The WEARBACK design has been introduced to mining operations throughout Australia and on average has delivered up to four hundred per cent more wear life than other

conventional designs.

"WEARBACK demonstrates our commitment to delivering innovative solutions that deliver real and measurable improvements in productivity and costs," CEO Gary Newman said.

"It is this commitment to innovation and delivering practical solutions that makes WEARX the first choice for leading developments such as Roy Hill," Mr Newman said.

Advanced flow analysis and 3D Discrete Element Modelling (DEM) processes completed by WEARX's in-house Design and Engineering team has allowed each chute to be custom manufactured to meet Roy Hills processing needs.

Each chute has been manufactured in WEARX's Hexham facility which was described as a 'disciplined, high-quality operation' by Hunter Manufacturing Award judges this year.

WEARX is now in the final stages of completing this project for the Roy Hill Port Facility.



# ME PROGRAM MEETS WITH HUNTER SCHOOLS

RDA Hunter has informed over 40 of the Hunter's public, Catholic, independent and Grammar secondary school teachers about opportunities to help skill Hunter school students in science, technology, engineering and maths (STEM) through the successful ME Program

Dr Scott Sleep, RDA Hunter's ME Program Director, addressed representatives from the Hunter's public, catholic, independent and grammar schools about the benefits of partnering with industry through the ME Program to inspire students to work towards STEM based careers.

"The purpose of this session is to excite teachers about the benefits the innovative ME Program can deliver their schools and students," said Dr Sleep.

"ME's results to date are outstanding and we are looking forward to building on its success when the Program reaches full implementation stage next year"

"In 2016, the ME Program will be available to more Hunter schools than ever before and I am looking forward to working with schools and industry to make STEM enjoyable and a first-choice for the region's senior school students."

According to Mr Todd Williams, CEO of RDA Hunter the results of its skills and workforce development program, ME, speak for themselves.

"The ME Program has revolutionised the way STEM subjects are taught in participating Hunter high schools, significantly improved participation rates at senior school level and generated partnerships between schools and industry"

"Influencing the career choices of Hunter students by making subjects fun and relevant to the industries they will be working in is at the core of the Program."

**"ME's results to date are outstanding and we are looking forward to building on its success when the Program reaches full implementation stage next year."**

*Dr Scott Sleep*

"The ME Program is contributing a 'smarter' Hunter workforce, skilled and ready for the future," continued Mr Williams.

RDA Hunter's ME Program has been operating in the Hunter since 2010 and to date has achieved:

- The ME Program has engaged with over 7500 young people since its inception in 2010
- Industry partner Ampcontrols' apprenticeship intake between 2012 and 2013 increased by over 70%
- 17% of ME Program students now select HSC Physics compared with the NSW Average of 14%
- In NSW 12% of HSC Physics students will drop the subject before Year 12, in ME schools this rate is just 6%
- ME Program schools are now three times more likely to complete HSC Engineering Studies compared to the NSW average
- 14% of ME Program students will select Metals and Engineering Certificate II for their HSC compared with the state average of 3%
- Schools running the ME Programs' innovative iSTEM initiative will exceed 50 schools in 2016
- Over 4,000 students follow the ME Program on Facebook
- The ME Program Youtube channel has over 74,000 views of its Industry based learning and career videos
- A number of ME schools have reported increased number of students electing Advanced and Extension Mathematics including a local school who will offer it for the first time.



## World-beating technology - right here in the Hunter!

Operating from the Hunter Valley locality of Thornton, Filter Technology Australia has become renowned in international mining and construction industries for its high quality range of oil and fuel filtration systems.

All our products are proudly designed and manufactured right here in the Hunter Valley, while our reputation for practical solutions to fluid contamination have spread worldwide.

Whether it's fuel, hydraulics or lubrication, Filter Technology Australia has a product that will ensure your fluids are kept clean, reducing the risk of contamination, increasing the intervals between fluid change outs and extending the life of your machinery.

We can supply systems off the shelf, as well as tailoring systems to fit your needs. We also have a hire fleet of filtration units available on short and long term contracts. Filter Technology Australia services the whole of New South Wales and we have authorised dealers who service all states.

For more information, visit [www.filtertechnology.com.au](http://www.filtertechnology.com.au)



Filter Technology Vacuum Dehydrator/Filtration system undergoing final inspection at our Thornton manufacturing facility.



**Filter Technology Australia**  
Office: 44 Bonville Avenue, Thornton NSW 2322 • Postal: PO Box 101 Beresfield NSW 2322  
Tel: +61 2 4966 1833 • Fax: +61 2 4966 1933 • Toll Free Australia: 1800 626 899  
Email: [info@filtertechnology.com.au](mailto:info@filtertechnology.com.au) • Web: [www.filtertechnology.com.au](http://www.filtertechnology.com.au)

# MANUFACTURING EXCELS WITH CUSTOMER-CENTRICITY

**Christina Gerakiteys**  
*Ideation At Work*

The Hunter Manufacturing Awards held in October acknowledged world-class companies operating in the region. The ability to drive innovation from the perspective of customer-centricity was a common theme among the winners.

The concept of customer-centricity is not new. Put simply, it places the customer at the heart of all ideating, all designing and all product and service development. Problem solving is integral to the process, particularly when we are able to identify and solve problems our customers don't even know they have. If you can identify one of these 'pain points' and you can come up with the 'liniment' to ease the pain, you have an idea or a product potentially worth developing.

Listening to Tom Kelley from IDEO speak at the Front End Innovation Conference in Boston earlier this year was inspirational. A light bulb seemingly went off around the room, as he spoke about the role technology has to play in our future. "Our best work comes as we blend technology with humanity... what will humans need?"

Portable Safety Cam (PSC) took out the Board Award at HMA and epitomise what Kelley was talking about. The camera monitors up to four workers in confined spaces utilising technology to keep workers safe and simultaneously reduce costs.

When running innovation programs I can sound like a record (how analogue is that) on repeat. One of my most common phrases is 'adapt and adopt'. PSC's confined space monitoring can be adapted to so many industries other than mining. I'm thinking underground tunnels and subways and a myriad of other situations triggered by the words 'confined space'. PCS in collaboration with the Australian Submarine Corporation have already prototyped a wireless version that can be used in submarines.

Customer-centricity means having the ability to adapt products to the needs of each customer's particular pain-point, and that is what led the HMA judges to award DELTAwater Solutions the Marketing prize. "Knowing our product, knowing our customers and adapting to changing markets" is a winning formula. And DELTAwater thrive on the person-to-person interaction they maintain with their customers. Technology meeting human needs ensured the development of customer-centric products. Human meeting human for a meal is still acknowledged as the best way to seal the deal!

Stepping out of the Hunter, a company in NYC have developed and manufactured SkySaver. It's a high-rise rescue and evacuation device – a vest you wear like a life-jacket – with up to 80m of cable contained in the lining. If you need to evacuate a tall building, you clip on the vest and attach it to a bolt that is secured above a window. You then lower yourself down and send the vest back up again for the next person. SkySaver was ideated through necessity as a result of the development of high-rise buildings.

So how can you identify that idea worth pursuing?

Manufacturing companies could look at ways to adapt what they already offer to other industries. Food, Health and Medicine are growing industry sectors. In the Bronx in NYC there is a warehouse growing varieties of lettuce in vertical layers using only mist for irrigation. The food is bagged and delivered fresh to outlets within a limited radius, minimising the carbon emitted on long transport hauls.

You can also create time to 'explore possibility'. The 80:20 rule often sounds cliché yet if you don't allow time for Research and Development, innovation won't stand a chance. This is Business Development 101.

Finally, keep your heart and mind continuously open to opportunities. The more opportunities you create, the greater chance you have that one of them will come off. As Seth Godin said, "the person that invented the car invented the car crash". I don't imagine that we will run out of problems that need solving any time soon.

**For further information contact Christina on 0425 236 156, email [christina@ideationatwork.com.au](mailto:christina@ideationatwork.com.au) or visit [www.ideationatwork.com.au](http://www.ideationatwork.com.au)**

Christina Gerakiteys is the CEO and Creative Director at Ideation At Work. She is an ideator and innovation and creativity expert, consulting with entrepreneurs, business and organisations to strategise and implement innovation.



## CONTINUED GROWTH FOR CLASSIC BLINDS & SHUTTERS

Established in 2004 by sister, brother/wife family combination Bev, Stephen and Ginny, Classic Blinds and Shutters now employs over 25 staff and is rapidly outgrowing their factory at Macquarie Hills. They also have a retail showroom on Parry Street, Newcastle West

The business manufactures plantation shutters, venetian blinds and roller blinds. They also supply and install all types of internal and external window coverings and awnings to the Hunter. The majority Australian made. Every job is custom made.

Manufacturing locally provides them with a competitive advantage, offering shorter lead times, better quality and fast turn round on any problems. They are able to make product design adjustments to suit our local market and conditions

Classic Blinds & Shutters recently completed a 2 year comparison study across a wide range of window coverings for the effect of heat and light. From this data they developed a rating system for heat efficiency (see [www.classicblinds.com.au/enviro\\_study/.aspx](http://www.classicblinds.com.au/enviro_study/.aspx))

The rating systems is one element they provide to help consumers reach the right window covering selection for their home or office. They also provide styling and function advice.





# 2015

## Hunter Manufacturing Awards

The prestigious **Hunter Manufacturing Awards** were held at Wests City (formerly Newcastle Panthers) on 16 October in front of nearly 500 attendees. It was a fun night with a Flashback to the 50's and Grease....is the Word theme.

Amongst all the fun, however, the focus was still very much on celebrating the success of our local manufacturers and highlighting their importance to our local region. The annual Awards event profiles, promotes and recognises excellence in manufacturing in the Hunter, Central Coast and Mid North Coast. It was the 11th year for the awards.

HMA Chairman, Bob Cowan, took the opportunity to launch a new initiative which will give manufacturers the opportunity to be further assisted.

NBN Television and HMA have joined together and launched 'world class, made here', an initiative to further promote and assist manufacturers both via television medium and digitally.

An introductory video, along with three demo videos on randomly chosen companies, was communicated to the audience. The demonstrations were used to portray the diversification of manufacturing in the Region. The campaign is supported by online activity including website/microsite, Facebook and Twitter.

This microsite will be used as a business directory for all companies that participate and will be another avenue for companies to be further promoted, profiled and marketed.



Hunter Manufacturing Awards photos courtesy of AJM Photography

# Comsteel

Moly-Cop

**Comsteel is honoured to be shortlisted for the 2015 Hunter Manufacturing Awards.**

**We are proud to be a Hunter based business supporting local employment and the community.**

*Quality products since 1918*

#### CONTACT US

Waratah Office  
Maud Street, Waratah  
New South Wales, 2298

comsteelsales@molycop.com  
+61 (2) 4974 0603  
We have the capabilities to export globally

# 2015 FINALISTS

Ali-Jane Travel Accessories and Designs  
Angel Skips  
ARCRO  
Archer Enterprises  
Armorgalv  
Austube Mills  
Chute Technologies  
Classic Blinds & Shutters  
Composite Cats  
Deltawater  
Design Anthology  
Downer Rail  
Dywidag Systems International  
Hedweld  
HMS Group  
J&S Engineering  
JA Martin Electrical  
Molycop - Comsteel Rail Products  
Molycop Australasia  
Morris Technology Group  
Nepean Longwall  
Nirvek Industries  
Norris Industries

OneSteel Newcastle  
Rod Mill  
Orica  
Portable Safety Cams  
Possibilities  
Management Group  
Quality Sheet Metal  
Quarry Mining  
Safety Link  
SGM Fabrication  
Sharpe Bros  
Signature Sauces  
Steber International  
Tech Vest Australia  
Tomago Aluminium  
TS Global  
Varley Group  
Wax Converter Textiles  
WearX  
Westrac  
Whiteley Corporation  
WRI Australia



# 2015 Sponsors & Partners

BAE Systems  
Department of Industry and Science  
helloworld  
Hunter Business Chamber  
Hunter Business Review  
Hunter Research Foundation  
Hunter Valley Training Company  
KM&T  
McEwan and Partners  
NBN

Newcastle Herald  
NSW Department of Industry  
Port Waratah Coal Services  
Quarry Mining  
Strata Worldwide  
The University of Newcastle  
Thurnham Teece  
Whiteley Corporation  
Who Printing



## SCORPION INTERNATIONAL

**Our services include:** Air & Seafreight  
Imports & Exports Customs Clearance  
Document Assistance Tariff Advice

## GLOBAL LOGISTICS

**Proud to support  
Regional  
Manufacturing**



PLEASE CALL - (02) 4962 1234  
[www.scorpioninternational.com](http://www.scorpioninternational.com)



## PROUD SPONSORS OF HMA

At helloworld, we're passionate and experienced travellers and always go the extra mile to make sure your next holiday is an extraordinary experience.

No matter what you're after, we offer you all the support you need and know the right ingredients to make a truly memorable holiday.

- International & Domestic airfares ● Cruises
- Accommodation ● Package Holidays
- Destination Expertise ● Travel Insurance
- Visas + more

+ Pay for your travel using your  
AMEX Membership Rewards Points\*

Contact your local store below or call 1300 HELLOWORLD			
<b>Belmont</b> 4945 0044	<b>Charlestown</b> 4942 1551	<b>Glendale</b> 4956 7226	<b>Green Hills</b> 4933 3077
<b>Kotara</b> 4957 0277	<b>Settlement City</b> 6584 4018	<b>Newcastle</b> 4940 2233	<b>Toronto</b> 4959 4011

\*Conditions apply.  
Hunter Travel Group Pty Ltd. ABN 39 83 096 957. A11468.





# Hunter TAFE STUDENTS

The Board of HMA continues to utilise some funds toward a scholarship for potential or existing TAFE students who are planning or are currently undertaking a course which is directly related to the manufacturing industry.

The scholarships are open to any student who is undertaking a course directly related to manufacturing, is committed to a career in the manufacturing industry, shows a passion for engineering and manufacturing.

The value of the scholarship is \$10,000 per year to be distributed to up to five students. The scholarship is for 1 year only, but recipients are eligible to receive scholarships in consecutive years, subject to continuing to meet selection criteria.

This year five local students were recognised for their commitment to the manufacturing industry. Hunter TAFE students **Anthony Cook, Elliott Danks, Tom Miller, Kevin Smith and Joseph Stroud** were awarded with the HMA Board TAFE Scholarships valued at \$2,000 each.

The Scholarships are awarded to Hunter TAFE students undertaking a course directly relating to manufacturing in fields such as electrotechnology, electronics and engineering. The awards recognise the commitment to education and passion demonstrated by these individuals to pursue a career in the local industry.

Established in 2009 and sponsored by the HMA Board the Scholarships provide students with financial support and encouragement to continue to succeed and further their education within their chosen career area.

The HMA Board Scholarships are a part of the overall annual awards and focus on developing and supporting local talent, and encouraging students to pursue careers within the local manufacturing industry.

Hunter TAFE students across other disciplines were also involved in the HMA event providing students the opportunity to practically apply their skills. Certificate IV in Screen and Media students produced an awards video that was screened at the event, Certificate III in Events students assisted with event management and the 2015 trophy design was produced by students studying industrial design and fine arts.



## ASSOCIATE DEGREE (RENEWABLE ENERGY TECHNOLOGIES)



The Associate Degree of Applied Engineering (Renewable Energy Technologies) at Newcastle Campus is ideal for students starting on an engineering career path or those looking to add renewable energy technology knowledge to their existing skill set.

This program combines practical aspects of electrical, mechanical and civil engineering skills related to renewable energy technology solutions with theoretical knowledge including: design; development; installation; commissioning; and maintenance.

- Two years full-time or part-time equivalent
- No ATAR or UAC application required - apply online at [www.highered.tafensw.edu.au](http://www.highered.tafensw.edu.au)
- Graduates will be eligible for direct entry into the third year of a new degree at the University of Newcastle

Google Hunter TAFE  
Call 131 225

TAFE  
DEGREES



## REFIT SPECIALISTS

- Manufacturers of quality recreational and commercial vessels 6 to 21m
- Specialising in refits and refurbishments of vessels up to 24m including repowering & upgrading to survey
  - Small and large vessel repairs including insurance repairs
  - Specialising in survey construction
  - All construction and fitout carried out under one roof

6 Elizabeth Avenue, Taree NSW 2430  
• P: (02) 6592 0777 • E: [mail@steber.com.au](mailto:mail@steber.com.au) • [www.steber.com.au](http://www.steber.com.au)

## FINALIST – HMA AWARDS

CHUTE TECHNOLOGY

BREAK THROUGH  
TO THE FUTURE!



1300 833 140 • [enquiries@chutetechnology.com.au](mailto:enquiries@chutetechnology.com.au)

# Manufacturer of the Year

## Sponsored by Downer Rail

2015 Major Sponsor, Downer Rail, awarded the prestigious award of Manufacturer of the Year to WearX.

A few short years ago, WearX created a vision to be the global leader in wear solutions. The mission they defined to create this reality, was to provide highly innovative and effective wear solutions to the global mining industry.

They have gone about their mission with passion and determination and have achieved remarkable results in a very short time frame.

The WearX team have combined a smart strategy that identified the right place in the market for the business to focus, with the melding of a range of complementary production capabilities into a disciplined, high quality operation and then went about taking the products born of this hard work to both domestic and international customers.

Their success has been in no short measure due to the fact they committed to a deep understanding of the problems and opportunities facing their clients and have created solutions that have delivered real, measurable improvements in productivity and costs for these clients.

These efforts were recognised in 2014 with the Premier's NSW Export Award in the Minerals, Energy and Related services category.

WearX's outstanding success in very tough market conditions, its visionary leadership and the ability to execute their strategy so effectively, make them a very worthy winner of the 2015 Manufacturer of the Year.



## SOLUTIONS **THAT** DELIVER

WEARX deliver solutions to mining operations that maximise plant availability, minimise downtime and deliver measurable cost savings.

We achieve this by inspecting site conditions and implementing the right wear technology to deliver the optimal wear solution that will exceed operational goals.

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



NEWCASTLE | ORANGE | BALLINA | PERTH  
KARARA | ROXBURY DOWNS | MOUNT ISA



# HMA Board Award

The HMA Board Award was presented to Portable Safety Cam.

Portable Safety Cam has developed a wireless safety camera system based on its existing wired version. In addition to going wireless, PSC were able to redesign and manufacture critical components to reduce unit cost.

Their surveillance system is proving to be a great relief for workers that have to work in confined spaces and often on dangerous tasks.

The Workplace Health and Safety benefits are immediately obvious of an increased level of safety. The flexibility, robustness and ease of setup of the monitoring system are just a few of the impressive aspects of the system.

The company has built an enviable reputation with the application of research and development in this space.

The improvements to the existing well hard-wired system has generated considerable interest from varying markets where the application of wireless technology is growing and through these improvements has opened new opportunities for PSC.

PSC is a shining example of a manufacturing company that epitomises the calibre of manufacturing right here in our region in very difficult times.



***The Manufacturer of the Year and HMA Board Award winners have won trips to an international destination to attend a trade fair, event or other activity that will serve to benefit their company. The trips are sponsored by helloworld – HTG Newcastle and HMA.***



## CONFINED SPACE MONITORING SYSTEM

*"IMPROVE WORKPLACE  
SAFETY, WHILE  
REDUCING COSTS"*



### WIRELESS SYSTEM

- Wireless with rechargeable power supply, up to 12 hrs operating time
- Duplex Audio Capability / Alerts via strobe

**Winner of Commcare 2014 Awards –  
'Solution to an identified workplace  
health and safety hazard'**



### HARD WIRED SYSTEM

- One Person can monitor up to four workers in different locations, significantly reducing costs
- Fast efficient set-up using unique magnetic brackets
- Camera can be positioned up to 45 metres from the monitoring station
- Each camera is connected to the monitoring station by a single heat resistant cable
- Footage can be recorded for playback and Workcover training

Confined Spaces Code of Practice February  
2014 Regulation 69, 5.7 Communication and  
Safety Monitoring P: 02

PATENT ID AU2010201285



**P:** 08 4942 1797 **M:** 0422 613 636 **W:** [www.portablesafetycam.com.au](http://www.portablesafetycam.com.au)

**E:** [ac@portablesafetycam.com.au](mailto:ac@portablesafetycam.com.au)

## Rising Star Award

Sponsored by Whiteley Corporation

**Nicholas Percy** from Varley Group won the 2015 Rising Star Award.

Nicholas is a certified practising engineer who works for leading Hunter manufacturer, Varley.

He has clearly demonstrated, even at this early stage of his career, that he has all the attributes required to play a leading role in the manufacturing sector in our region for many years to come.

Nicholas has been at the forefront of a range of significant projects and innovations that have impacted on both the productivity of the business and the health and safety of the workforce.

Despite a heavy workload, as a design engineer, Nicholas is well on his way to completing his MBA and has also been invited to participate in the assessment of other engineers through the professional certification program.

Nicholas' passion, drive and commitment to excellence are inspirational and he is a worthy winner of this award for 2015.

A highly commended was awarded to **Alex Vandervoort** from WRI Australia.



Pierre Sidorow from Varley receiving the award on behalf of Nicholas Percy who was overseas.



## PROTECT YOUR INNOVATIONS

Our tailored advice, expert services and protection strategies can help turn your products, brand and innovations into business assets.

We offer a free initial consultation, so call us on 4960 8366.

PATENTS    DESIGNS    TRADE MARKS  
PROUD SUPPORTERS OF HMA

**DAVIES  
COLLISON  
CAVE**  
INTELLECTUAL PROPERTY

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

The **Hunter Business Review** congratulates all winners and finalists at the

## 2015 Hunter Manufacturing Awards.

The finalists provide a powerful cross-section of manufacturers in our region that are facing challenges head on to achieve success and provide major contributions to our region.

Well done to all those nominated.



## 2015 HUNTER MANUFACTURING AWARDS

# CONGRATULATIONS



**NICK PERCY - VARLEY ENGINEERING MANAGER**  
*RISING STAR AWARD WINNER*

**JOEL BURGESS - VARLEY TRADE APPRENTICE**  
*APPRENTICE OF THE YEAR HIGHLY COMMENDED*

**129 YEARS OF ENGINEERING AND MANUFACTURING EXCELLENCE IN THE HUNTER**

**W** [www.varleygroup.com](http://www.varleygroup.com)

**T** (02) 4964 0400

**E** [enquiries@varleygroup.com](mailto:enquiries@varleygroup.com)



## Excellence in Export of Manufactured Goods

### Partnered by NSW Department of Industry

The Export of Manufactured Goods Awards was won by **Dywidag International Pty Ltd (DSI)** who provided an excellent application highlighting their success in export through a wide range of diverse export markets, in Asia and beyond. They have dedicated staff to assist with export activities in these markets and in finding new markets.

DSI is focusing on markets that they can be the most competitive in and provide quality over price. This has contributed the growth in these markets.

Their export strategy is clear, careful and well researched, concentrating on resolving market challenges and focusing on markets that show the best prospects and growth.

Their key achievements also include opening an office in Indonesia, ongoing commercial visits and onsite training programs.

The key to DSI's success is through careful market penetration, focus on export markets with the best profits, 24 hour customer support and customized warehouse facilities mean that DSI have huge potential to continue to sustain current markets and grow new export markets into the future.

A highly commended was awarded to **Wax Converter Textiles**



Andrew Monger  
t: 02 4957 3777  
w: [www.ajmphoto.com.au](http://www.ajmphoto.com.au)  
e: [andrew@ajmphoto.com.au](mailto:andrew@ajmphoto.com.au)  
Studio: 14 Bailey Street Adamstown NSW 2289

*ajm*  
photography



hunternet  
The power of many

## DEVELOPING OUR INDUSTRY AND CONNECTING YOU

- » Identifying and capturing business development opportunities.
- » Establishing collaborative business models.
- » Delivery of innovation, efficiency and market expansion projects.
- » Group procurement / strategic sourcing services.
- » Professional development and training.
- » Government Advocacy.
- » Career development through our Group Training company.

## THE POWER OF MANY



*"Tap into Australia's most successful manufacturing and engineering networks and discover a world of new opportunities"*

Learn more at [www.hunternet.com.au](http://www.hunternet.com.au) or call +61 2 4908 7380



## Excellence in Innovation

Sponsored by Department of Industry & Science

**WRI Australia** won this award for their Rapterk product.

The Ferruled Dump Rope arose through a challenge presented by a client – “make a safer and less time consuming process of changing out drag-line ropes”.

WRI Australia employed a strong innovation process that included risk management, patenting and process redesign. The resultant product has achieved significant market penetration in the face of strong international competition.

This innovation highlights how looking differently at problems can create competitive advantage and potentially new market opportunities.

Highly commended was awarded to **Dywidag Systems International Pty Ltd**



## Excellence in Manufacturing Process

Sponsored by KM&T

**Dywidag Systems International Pty Ltd** took out this award for 2015.

The judges said that “Overall it is an amazing performance to go, in such a short timeframe, from an information poor and reactive business process to a targeted scoreboard that effectively drives output and gives early warning of pending issues to all internal stakeholders including the marketing division. This makes the customer the ultimate winner”.

This was a very impressive result given the ambitious objectives that the company and workforce set itself.

A highly commended was won by **Tomago Aluminium Company**.



**DYWIDAG-SYSTEMS  
INTERNATIONAL**

DSI BENNETTS GREEN,  
A HUNTER VALLEY BUSINESS

**CREATING A SAFE,  
ENGAGING AND  
REWARDING  
ENVIRONMENT**

FOR HUNTER EMPLOYEES  
SINCE THE 1970'S



Providing ground support for underground mining

Scan to watch



Phone: +61 2 4948 9099  
Fax: +61 2 4948 9956  
Email: [dsi@dywidag.com.au](mailto:dsi@dywidag.com.au)

**WWW.DSIMININGPRODUCTS.COM**



## Excellence in Training

Sponsored by Hunter Valley Training Company

**Morris Technology Group** won the Excellence in Training Award.

This training programme exemplifies the collaborative approach of manufacturers in the Hunter. In order to improve productivity and reduce rework, Morris Technology Group decided to embark on a training programme for staff in Lean Manufacturing.

The training was customised to the company's needs and delivered on site, focusing on real workplace processes. To make the training viable they opened the opportunity for three other companies to participate.

The outcome of the training was to increase productivity, decrease waste and to re-engage many staff in formal learning.



# MORRIS GROUP

## ENGINEERING SOLUTIONS

The strength of the Morris manufacturing group is Research and Development and advanced manufacturing.

By listening to our customers we are able to develop solutions to their problems. Our goal is to provide high quality products and services that are internationally competitive and help our customers grow their business and revenue.

Our approach is to listen to our customers and always work on win-win outcomes.



Phone: 02 49526304 Intl. Phone: +61240526304

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

## HVTC YOUTH EMPLOYMENT SKILLS (YES) PARTNERSHIP

### Need an electrical apprentice for 2016?

### HVTC's YES Partnership makes it even easier for you!

### SAVE ON RTO FEES BY HOSTING ONE OF OUR WORK READY 'YES' APPRENTICES.

Having already completed Stage I and Stage II of their theory trade training, these apprentices only have a further 6 weeks to complete their studies.

They have already completed 10 months of intensive training and on the job skills consolidation placements.

Flexible arrangements are available including both full and part time opportunities.



Call us today!

**4932 4222**

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



## Excellence in Technology

Sponsored by Strata Worldwide (Australia)

The Technology Award was awarded to **J&S Engineering and Maintenance**.

The judges said that J&S Engineering developed new innovative technology in the Hunter which is fantastic to see. The patented water separating device that reduces dust during drilling operations is a great engineering achievement.

Extending the life of expensive drills by 50% whilst minimising dust generation by 95%, reducing water consumption by half, more flexibility during operation and easier maintenance has clear economic, environmental and health benefits. Assuming the upfront costs will be competitive (an important consideration for prospective buyers), customers will benefit from cost savings during operation.

The new technology is supported by an ambitious business plan to expand into Queensland, Western Australia and the USA. The best entry this year and a worthy winner of the HMA Excellence in Technology Award 2015.

Highly commended awards were given to **Dywidag Systems International** for their combination of camera and robot technology and **Portable Safety Cam** for their surveillance system for use in confined spaces.



## Excellence in Product Design

Sponsored by the University Of Newcastle

This award was won by **Composite Cats** for their Caraboat design.

This amalgamation of boat and caravan is very convincing. The quality of the fitout is truly impressive and suggests both a boat and a caravan of much larger outside dimensions - this must have been very difficult to achieve within these tight design limitations.

The low load height in the caravan configuration suggests that it is a synergy of the two, rather than a compromise of either.

The external carriage of fuels is a safety plus. The hull shape looks stable as it would need to be.

The **Hedweld Group of Companies** won a Highly Commended



# MC EWAN — and — PARTNERS CHARTERED ACCOUNTANTS

BUSINESS | AUDIT | TAXATION

*As proud supporters of the Hunter Manufacturing Awards,  
we would like to extend our congratulations to  
all participants for 2015!*

Suite 1, 91 Frederick Street, Merewether NSW 2291  
E: [info@mcewans.com.au](mailto:info@mcewans.com.au) | W: [www.mcewans.com.au](http://www.mcewans.com.au)  
T: 02 4963 2200

G6363057AA-181013



## Excellence in Environmentally Responsible Manufacturing Practices

Sponsored by Quarry Mining & Construction

This award was won by **J&S Engineering and Maintenance** who the judges said clearly articulated its process and the associated environmental impacts. Potential impacts include air quality, water usage and quality, greenhouse gases and waste management.

J&S management and workforce have worked together to ensure they have an economical and environmentally sustainable business. They have installed a substantial solar system saving tens of thousands of dollars from the power bill, made savings in workshop lighting, improved recycling across the board and controlled air emissions from an abrasive blasting system.

They have developed a comprehensive environmental management process progressing towards AS/NZS ISO accreditation with the involvement of staff and management.

They meet regularly to discuss environmental issues and ways to improve their performance. Education and environmental awareness are a major activity.

J&S Engineering has shown what can be achieved with a holistic approach to quantifying and improving environmental awareness and improvement.

Highly commended went to **Orica**.



## Excellence in Safety

Sponsored by Port Waratah Coal Services

Winners **OneSteel - Newcastle Rod Mill** has continued with the ongoing implementation of their 'Take 2 for Injury Prevention' program over the past several years and are now benefiting from a cultural change within their workforce which is now resulting in improved safety performance and productivity.

They are working on the principal that all injuries can be prevented as they strive toward "Goal Zero".

There has been excellent involvement from all levels of staff and they are seeing the benefit in the old saying that "a safe workplace is a productive workplace", with reduced incident and injury rates and increased production both occurring.



**J&S**  
ENGINEERING & MAINTENANCE  
*Integrity • Excellence*

**PROUDLY SERVING INDUSTRY IN THE HUNTER VALLEY FOR OVER 25 YEARS**

- **Modern Fabrication Facility** – Remanufacture of large mining buckets, dozer blades, truck bodies, dipper handles and associated equipment
- **CNC Machine Shop** - Repair of heavy earthmoving equipment, undercarriages, large idlers, sheaves, pins and bushes
- **Drill Shop** - Manufacture and repair of blast hole drillrods, bolt on sub savers, water separators, rotary deckbushes



P: +61 2 4932 7379 • 126 Racecourse Rd, PO Box 461R, Rutherford 2320  
www.jsengineering.com.au • admin@jsengineering.com.au

**QUARRY MINING**  
& CONSTRUCTION EQUIPMENT PTY LTD

**SUSTAINING AUSTRALIAN MANUFACTURING**

- ✓ JOBS FOR OUR KIDS
- ✓ QUALITY, AUSTRALIAN MADE PRODUCTS
- ✓ MINE AUSTRALIA WITH AUSTRALIAN MADE PRODUCTS
- ✓ PROUDLY SUPPORTING AUSTRALIA

**KEEPS YOU COMING BACK.**

NSW ☎ 02 4966 5028 ✉ orders@quarrymining.com

QLD ☎ 07 4998 5295 ✉ ordersqld@quarrymining.com

## Excellence in Marketing

Sponsored by Thurnham Teece

This award was won by **Deltawater Solutions** who has provided a personalised and customised service through its Water Advisory Service.

This approach in amending its product line to meet the needs of each individual customer is providing the company with growth into new national and international markets and is a very effective way of developing strong customer relationships.

Deltawater is investing in R&D, developing new technologies, providing personalised service and are wrapping this all up in a very professional marketing approach.

Highly commended was won by **Classic Blinds and Shutters**



## Apprentice of the Year - Manufacturing

Sponsored by BAE Systems

Apprentice of the Year - Manufacturing was awarded to **Brock Goodwin** who is employed by Hunternet Group Training Company and hosted by Nepean Longwall.

Knowing early that he wished to pursue a career in engineering Brock commenced his vocational training whilst still at school. Several units of the engineering qualification were completed before leaving school. The apprenticeship was the natural progression to achieving this goal. It was this planning and goal setting that impressed the judges.

### Some of the awards achieved by Brock

- 1st year - runner up outstanding achiever.
- 2nd year - nominated for another achievement award
- 3rd Year - Gold Medallist at world skills in 2014 in Perth
- 4th Year - Employer successfully applied for the early

completion of Brock's apprenticeship and a promotion to Service Engineer. His initiative, maturity, goal setting and insight gave him the slight edge needed.

In a field of high quality finalists Brock scored consistently in all categories to be a worthy winner of the 2015 Apprentice of the year awards.

Highly commended was awarded to **Joel Burges** from Varley Group. Joel impressed the judges with his career planning and his use of his apprenticeship to establish his career his path.



# Can't beat a Classic



## Window coverings built to last.

With every plantation shutter manufactured by Classic Blinds only the best fitting and fixtures, locking options, and commercial grade materials are used.

A local manufacture, supporting local people, in an effort to produce quality products and a customer service experience to our community that we can be proud of. Call us today for a free consultation.

**Classic**  
BLINDS & SHUTTERS

**Phone** 02 4963 6801  
**Visit** [classicblinds.com.au](http://classicblinds.com.au)  
**Show** 154 Parry St  
Newcastle West





# HMA

Hunter Manufacturing Awards Inc.

*Supporting 'Manufacturing Excellence' in our Region*

## 2015 HUNTER MANUFACTURING AWARDS INC.

Thank their  
sponsors, partners and supporters  
and congratulate  
all the winners and finalists.



**MAJOR SPONSOR**



WITH THANKS TO OUR SPONSORS AND PARTNERS

# EATING OUT

**The GRAIN STORE**  
64-66 Scott St, Newcastle East, NSW  
02 40 232 707  
info@grainstorenewcastle.com.au

**100% Australian Craft Beer Cafe**  
located in the historic East End of Newcastle NSW, Offering an All Day menu inspired by the American Diner/Grill.  
Not to mention 21 craft beers on tap!




**HONEST FOOD  
CELLAR  
COCKTAILS**

**THE BOWERY BOYS**

**AN HONEST, CORPORATE  
DINING EXPERIENCE**

OPEN WEDNESDAY TO SUNDAY // 12 TILL LATE  
107 DARBY STREET, COOKS HILL  
WWW.THEBOWERYBOYS.COM.AU

**PLENTY OF TIME TO  
MEET AND EAT WITH A  
\$20 EXPRESS LUNCH!**  
IDEAL FOR CORPORATE OR CASUAL DINING



**RUSTICA**  
LUNCH Thurs to Sun ~ DINNER Mon to Sat  
2/1 King Street ~ Newcastle NSW 2300  
eat@rustica.com.au ~ 02 4929 3333 ~ www.rustica.com.au

**THE BOAT SHED**  
BAR + GALLEY

The Boat Shed Bar + Galley is Lake Macquarie's ultimate craft beer and dining destination, offering 16 taps of craft beer, a carefully curated wine and spirit list as well as a range of delicious share plates.

**NOW OPEN**

Follow us  
facebook.com/theboatshedbar @theboatshedbar  
www.theboatshedbar.com.au | 02 4945 0888



**THE HOP FACTORY**  
NEWCASTLE

**CRAFT BEER  
FINE FOOD  
GOOD TIMES**

The Hop Factory is Newcastle's ultimate craft beer dining experience, offering both a craft beer restaurant & function facilities on Newcastle's most famous eat street - Darby Street.



102 Darby Street Cooks Hill NSW 2300  
P: 02 4929 4854 E: office@thehopfactory.com.au  
www.thehopfactory.com.au

**The Remington**

**Business  
Lunches or  
Corporate  
Functions**



29-32 Maitland Street, Muswellbrook  
P: (02) 6541 5858  
E: reception@theremington.com.au  
www.theremington.com.au



**PROMOTE  
YOUR  
BUSINESS  
HERE**

FOR FURTHER DETAILS CALL (02) 4925 7760  
OR EMAIL INFO@HBRMAG.COM.AU



ACCOMMODATION

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

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

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



**THE MOBILE SHREDDING COMPANY**

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



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

**"SECURE DESTRUCTION - GUARANTEED"**

DOCUMENT DESTRUCTION

ASSET MANAGEMENT

**NEWCASTLE ASSET MANAGEMENT**

**Cleaning and Maintenance services, maintaining your asset value for:**

- all residential and small commercial property, end of lease/preparation for sale, detailing
- marine asset services, diving, charter/delivery, sales, finance & insurance



Bill Quirk - M: 0402957055 P: 02 49405100  
E: admin@newcastleassetmanagement.com.au  
A: 1/91 Hannell St Wickham  
Newcastle Cruising Yacht Club 2293

**CREST FINANCIAL SERVICES**

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

(02) 4929 2552

Newcastle - East Maitland - Nelson Bay



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

FINANCIAL SERVICES

CAR BUYING SERVICE

**NEW CAR ADVANTAGE**



**"Buying a new car, why not let us do all the work"**

New Car Advantage is a free car buying service. Save on all makes and models.

**1300 908 522** [www.newcaradvantage.com.au](http://www.newcaradvantage.com.au)

**SCORPION INTERNATIONAL**  
A Division of POWERHOUSE LOGISTICS

Your global FREIGHT FORWARDER in the Hunter Newcastle office provides direct and immediate support for all your international freight needs:

- IATA Air - Seafreight - Imports - Exports
- Storage - Project Cargo - Customs Clearance and transport services.
- Online track and trace
- Supply chain management
- International Trade support



Please call for individualised cost analysis, comparison rates and service options on: 4962 1234 [www.scorpioninternational.com](http://www.scorpioninternational.com). [www.phl.net.au](http://www.phl.net.au)

FREIGHT FORWARDERS

CLEANING SERVICES

**ADAMSTOWN CLEANING SERVICE**



**Celebrating 20 years service to the Newcastle area**

Unit 7, 7 Revelation Close Tighes Hill NSW 2297  
Ph: (02) 49610145 Email: john@adamstowncleaning.com.au

**LAKE GROUP STRATA**  
Strata & Community Title Managers

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




[www.lakegroupstrata.com](http://www.lakegroupstrata.com)  
Phone: 02 4942 3305

STRATA MANAGEMENT



**For more business information visit:**  
[www.HBRmag.com.au](http://www.HBRmag.com.au)

 Four students were taking chemistry. They were good students and all were making an 'A' in the class. So, they really didn't worry about preparing for the final exam. In fact, they visited some friends in another city, and had a monster party. Unfortunately, it was such a big party that they overslept and didn't get back to campus in time for the final exam.

They decided that, since they were all good students, the professor would be happy to let them take a make-up test. They agreed to tell the professor that they'd had a flat tyre on the way back to school and had thus been seriously delayed.


The professor agreed. They could make up the exam the next day.

So... the next day the professor put each student in a different room and handed them the exam. The first question was easy and was only worth 5 points.

"Oh, great!" they thought. "This will be easy."

Then they turned the page and saw question number 2.


"For 95 points: which tyre was it?"

 A squirrel is in a pine tree, when all of a sudden, it starts shaking. He looks down, and sees an elephant climbing the tree. "What are you doing? Why are you climbing my tree?" the squirrel calls down to the elephant.

"I'm coming up there to eat some pears!" the elephant responds.

"You fool! This is a pine tree! There aren't any pears up here!"

The elephant looks perplexed for a moment, and then says, "Well I brought my own pears."

 A man had 50 yard line tickets for the Super Bowl. As he sits down, a man comes down and asked the man if anyone is sitting in the seat next to him.


"No", he said, "the seat is empty".

"This is incredible", said the man. "Who in their right mind would have a seat like this for the Super Bowl, one of the biggest sport events in the world, and not use it?"

Somberly, the man says, "Well... the seat actually belongs to me. I was supposed to come here with my wife, but she passed away. This is the first Super Bowl we have not been together since we got married in 1967."

"Oh I'm sorry to hear that. That's terrible. But couldn't you find someone else - a friend or relative or even a neighbour to take the seat?"


The man shakes his head, "No. They're all at the funeral."

 A rancher hired an architect, an engineer, and a mathematician to design the largest animal pen possible using only a limited number of fence segments.

The architect arranged all the fence pieces in a perfect square. "Making all sides equal in length maximises the space," he explained to the farmer, who looked on with interest.

Next, the engineer took the fence pieces and arranged them in a large circle. "Eliminating sides and making the pen round produces a shape with even greater area than a square," he told the farmer, who was even more impressed.

Finally, the mathematician took only three fence pieces and arranged them in a triangle with himself in the middle. "I am outside the pen," he declared.

 A woman's husband had been slipping in and out of a coma for several months, yet she stayed by his bedside every single day. When he came to, he motioned for her to come nearer. As she sat by him, he said, "You know what? You have been with me all through the bad times."

When I got fired, you were there to support me. When my business failed, you were there.

When I got shot, you were by my side. When we lost the house, you gave me support.

When my health started failing, you were still by my side... You know what?"

"What dear?" She asked gently.

"I think you bring me bad luck."

## QUOTE OF THE MONTH

"The price of light is less than the cost of darkness."

- Arthur Nielsen

AUSTRALIAN  
NATIONAL  
PRINT AWARDS  
Gold Medal  
Winners  
2013

## WANT TO STAND OUT FROM THE CROWD ? The Hunter Region's Premier Print Group.

### Extensive range of services:

Design

Award winning offset and digital printing

Online customised print management portal

Multi-channel marketing

Warehousing and distribution

Kitting and packing

QR Codes

Transactional Mail

Direct Mail

Digital Asset Management



NSW PRINT  
INDUSTRY  
CRAFTSMANSHIP  
AWARDS  
Gold and Bronze  
Medal Winners  
2012

### NCP Printing now with Print National



NCP is a division of the Bright Print Group of Companies  
8-10 Frank Street Wetherill Park NSW 2164 Australia | [www.brightprintgroup.com.au](http://www.brightprintgroup.com.au)

### NCP Printing Newcastle

14 Channel Rd, Steel River Industrial Park  
Mayfield West NSW 2304

**02 4926 1300**

E: [sales@ncp.com.au](mailto:sales@ncp.com.au)

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



# HBR

Hunter Business Review

HBR is essential reading for anyone wanting to keep informed on local business news and issues that affect business.



We welcome editorial submissions from our readers in the following:

- Business News
- Authored articles
- Appointments

Contact [garry@HBRmag.com.au](mailto:garry@HBRmag.com.au)

RECEIVE THREE  
FREE ISSUES  
OF HBR

Would you like your own copy of HBR?

Visit [www.HBRmag.com.au](http://www.HBRmag.com.au) for further information and conditions on receiving three issues for no charge.

## Subscribe now!

**\$50 + GST - one year**

**\$99 + GST - two years**

For less than \$1 a week, you can receive your personally addressed copy of each issue of HBR mailed to you.

Further information is available at [www.HBRmag.com.au](http://www.HBRmag.com.au)

# “ I CHANGED ACCOUNTANTS AND IT CHANGED MY LIFE.”

▼ The small to medium business specialist.

“ We’ve been with Paul and the SiDCOR team since soon after they opened their doors and we wouldn’t think of going anywhere else. Paul has provided us with the highest quality accounting and financial advice – but he and his team have been much more to us than that. He has been a coach in our business and financial lives, with a passion and drive that filtered into other aspects of our lives that we could never have anticipated getting from our accountant. ”

*Tony Isaac – Kotara Medical Centre*

▼ Call Paul Siderovski today for a FREE confidential review.



**SIDCOR**  
chartered accountants

CHANGING PEOPLE'S LIVES

T 1300 743 267 W [www.sidcor.com.au](http://www.sidcor.com.au)



AWARD WINNING ACCOUNTANTS