

HBR

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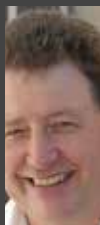
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GARRY



SANDIE



MEGAN



JUDY



JASON

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 UNLEASHING POTENTIAL

The rise of Malcolm Turnbull to the position of Prime Minister has been met with fragile optimism by much of the business community with the hope that the change will help raise confidence and help strengthen the Australian economy.

Malcolm Turnbull is certainly a better communicator than Tony Abbott, and this change in itself can be quite positive for the economy, particularly if it is backed up by appropriate action.

The Government needs to present more of a vision to Australia – where our nation should be headed and how it will help this happen.

Malcolm Turnbull's first media conference as PM certainly contained some positive words, including "We need to have in this country and we will have now, an economic vision, a leadership that explains the great challenges and opportunities that we face. Describes the way in which we can handle those challenges, seize those opportunities and does so in a manner that the Australian people understand so that we are seeking to persuade rather than seeking to lecture."

As well as "The Australia of the future has to be a nation that is agile, that is innovative, that is creative. We can't be defensive, we can't futureproof ourselves. We have to recognise that the disruption that we see driven by technology, the volatility in change is our friend if we are agile and smart enough to take advantage of it."

It is very positive to hear these comments from the new PM. They go significantly to addressing my laments in the September issue of HBR.

The challenge now is for the Government to back up these statements with some real cohesive action and a vision that can be met with enthusiasm for an electorate that has been starved of real political leadership.

"The Australia of the future has to be a nation that is agile, that is innovative, that is creative. We can't be defensive, we can't futureproof ourselves. We have to recognise that the disruption that we see driven by technology, the volatility in change is our friend if we are agile and smart enough to take advantage of it."

Malcolm Turnbull

If it is successful, there will be major benefits for the Australian economy as well as the popularity of the Government.

The electorate will give the new PM an opportunity to show his colours and there will be a "honeymoon" period where the Government will enjoy increased popularity, particularly with the lack of a strong opposition.

But the electorate will not have a great deal of patience. The Government will need to get some runs on the board fairly quickly and positively engage voters or support will crumble.

For the sake of Australia's future economic prosperity, it is earnestly hoped that Malcolm Turnbull can live up to his early words and embrace a vision with words and actions that can help our nation capitalise on the tremendous opportunities that are available for a smart and agile country.

Garry Hardie
Publisher & Editor

GARRY HARDIE PUBLISHER & EDITOR



On the cover

The historic Civic Theatre, winner of the Enduring Urban Design Award at the 2015 Lower Hunter Urban Design Awards (see page 38 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.

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Equal Futures Project raises \$18K

Kirsten Molloy and Caroline Mara from the Equal Futures Project with Associate Professor Lisa Woods Researcher from HMRI and Marcia Chapman from Jenny's Place.

In March this year the Equal Futures Project - a local group of business leaders dedicated to raising awareness of gender equity and diversity in the region, held a breakfast to celebrate International Women's Day.

As part of the event which attracted about 400 people from the business and wider community, the group raised \$18,000. Representatives of Jenny's Place and HMRI were presented with cheques for \$9,000 on Friday 4 September.

At the presentation Equal Futures Project Chair, Kirsten Molloy said that people who attended International Women Day events over the past few years wanted to support organisations that were contributing to our local community,' she said.

'Jenny's Place continues to provide important and necessary

support for victims of domestic violence, while HMRI undertakes vital research and work across a range of areas that adds value to diversity in our region,' she said.

Jenny's Place provides crisis accommodation and support through information, referral and advocacy for women and children escaping domestic violence and/or who are homeless or at risk of being homeless. Established in 1977, Jenny's Place is a not for profit community organisation that provides a safe and supportive environment to empower women to make informed decisions in their lives. Since 1998, through its pioneering partnership with the University of Newcastle and Hunter New England Local Health District, HMRI has helped deliver key translational health and medical research and technology closely aligned to community health needs.



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eLearning company launches platform for teachers

Futura Group, a Newcastle-based edtech company, has launched eCoach BETA, a cloud-based platform providing high school teachers with simple tools to build and design their own engaging online courses.

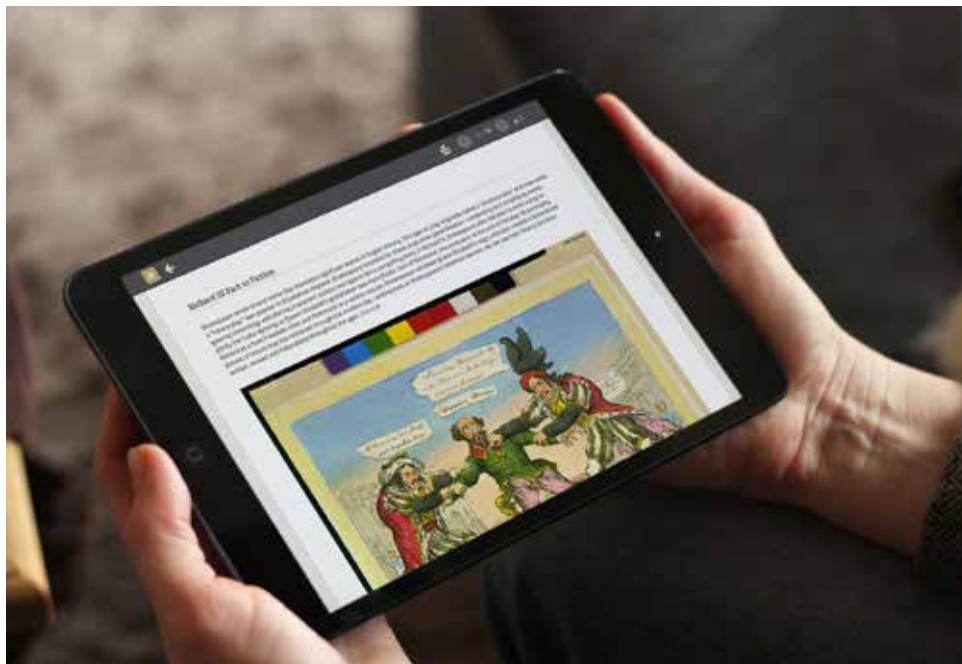
The eCoach allows teachers to quickly transform their own materials into online courses that students love using.

As Jude Novak, eCoach Product Manager explains: "courses made with the eCoach can be used to promote discovery, problem solving, and decision making in a fun and engaging way. The builder includes over 20 easy to use drag-and-drop eLearning templates to ensure that students have a great educational experience online".

The eCoach is a cloud-based solution and courses are smartphone compatible and BYOD ready, meaning that students will be able to access courses at home, 'on the go', or in the classroom. This 'build once and use anywhere' approach means that the eCoach can be easily paired with popular tools like Google Classroom to transform teaching and learning in high schools.

There are currently approximately 250 teachers registered for eCoach BETA. Anyone interested in the eCoach can request access via the website: <http://ecoach.com.au>

eCoach will become a subscription-based service commencing December 2015.



National recognition for Hunter based SMSF

Maitland financial services administrator, Heffron, was named as Best SMSF Administrator at this year's AFR's Blue Ribbon Awards 2015. Founded by Meg and Martin Heffron in 1998, Heffron has been at the forefront of the self-managed super fund segment as the sector has grown from a cottage industry to the single largest superannuation sector worth \$580 billion.

The judges described Heffron as "quite simply the best in class when it comes to the administration of your SMSF. With a track record stretching back almost 20 years, Heffron is a trusted and transparent operator in a sector that continues to evolve at speed." They made special mention of their flexibility and ability to assist with complexities should they arise.

\$850K upgrade for North Stockton boat ramp

Newcastle City Council has secured funding of \$850,000 for the construction of improvements to North Stockton Boat Ramp. Work is scheduled to commence around April 2016 and will take approximately four months to complete.

Members of the community are invited to provide feedback on the concept design and work schedule. The concept design is available to view at www.newcastle.nsw.gov.au/Council/News/Projects-Works/North-Stockton-Boat-Ramp

This project is jointly funded by Newcastle City Council and NSW Government – Transport for NSW.

Light rail details revealed

Specifics regarding the new light rail system for Newcastle were released last month at a meeting attended by the local business community. Simon Hussey from Transport for NSW addressed those in attendance and advised that the light rail vehicles will be approximately 23 metres long, with a low floor for level boarding. He also said that they will be modern and spacious, accommodating 40 seated passengers, and another 80 standing. The design will allow for wheelchairs, prams, luggage, and surfboards. The maximum speed in the rail corridor will be approximately 60 kilometres an hour, and 40 on the road.

Final details will be released at a later date.



We want your feedback about whether there should be a Newcastle Show Day public holiday on Friday 4 March 2016.

Have your say from Monday 19 October to Sunday 1 November.

Complete the **survey**, visit www.newcastle.nsw.gov.au or come to one of the three **drop in sessions**:

Tues 20 October	1.30pm - 3pm	Hamilton Library
	5pm - 6.30pm	City Library
Sat 24 October	9.30am - 11am	New Lambton Library
Mon 26 October	10am - 11.30am	Mayfield Library
	1.30pm - 3pm	Beresfield Library
	4pm - 5.30pm	Wallsend Library

For more information or to complete the survey visit: www.newcastle.nsw.gov.au



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Hunter Financial partners with listed advice firm

Local financial planning firm, Hunter Financial, has formed a partnership agreement with newly-established Countplus subsidiary Advice389 in a deal that gives Advice389 a 40% stake in the company.

According to Hunter Financial director and CEO, Brian Kennaugh, the partnership will benefit the firm's clients and the Hunter Financial team, long term, by allowing it access to capital as well as high calibre business advice.

He also said that the shared equity model allows Hunter Financial to stay independent and autonomous, while having the help and support of a major, listed partner.

Advice389 CEO, Pierre Kraft, said that his team had evaluated a number of firms but it soon became clear that Hunter Financial would make the ideal foundation partner.

"Hunter Financial is a highly-regarded market leader with an unparalleled reputation for providing clients with high-quality, professional financial advice," Mr Kraft said.

Hunter Financial is a diverse financial planning company that has been operating for 12 years. Directors Brian Kennaugh and Philip Smith have almost 30 years of experience between them. They lead a team of 14 from offices at Belmont Central.



Philip Smith, Pierre Kraft and Brian Kennaugh

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You may need to speak with the Mine Subsidence Board first!

The Mine Subsidence Board is an independent body operating for the local community in areas of coal mining in NSW. We:

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Getting the Hunter running

The Lake Macquarie Fernleigh15 is on again this year and sees a number of Hunter businesses joining with local Councils and athletics groups.

Local organisations getting behind the Fernleigh15 include major sponsor Lake Macquarie City Council, organiser H Events, as well as Newcastle City Council, NBN and Newcastle Herald.

The Greater is entering a team and is calling on other businesses to join it in supporting the events to help get the region and the economy fit and healthy.

The Fernleigh 15 is in its fourth year. It attracted 900 participants in 2012 but RunNSW's Scott Westcott is expecting 1,500 runners of all ages and abilities to make their way from Adamstown to Belmont this year.

Mr Westcott said the event will draw elite athletes to the region but it is also a fun event for families to enjoy.

Greater Building Society Head of Marketing and Distribution Matt Hingston said attracting premier running events to the region is also good for tourism and the economy. As well as the Fernleigh15 held on October 15, the Greater also recently supported The Greater Raymond Terrace Fun Run on Fathers Day, September 6.



Greater staff training for Fernleigh



Launch of the Fernleigh

Tenders invited for Tourle St / Cormorant Rd duplication

Tenders from prequalified contractors have been invited for construction of the \$103.8 million duplication of Tourle Street and Cormorant Road at Kooragang Island.

Deputy Prime Minister and Minister for Infrastructure and Regional Development Warren Truss said early preliminary works have begun to ensure the successful tenderer is able to start work as soon as possible.

"The Australian and NSW Governments have each committed \$51.9 million to deliver the upgrade of Tourle Street and Cormorant Road at Kooragang Island," Mr Truss said.

"The successful contractor will be responsible for duplicating 3.8 kilometres of Tourle Street and Cormorant Road between Industrial Drive at Mayfield West and Egret Street at Kooragang."

New South Wales Parliamentary Secretary for the Hunter and Central Coast Scot MacDonald said "The upgrade will provide two lanes in each direction to improve traffic flow, travel times and safety for the more than 33,000 vehicles, including more than 3000 heavy vehicles that use this section of the road daily."

Tenders close at 2.30pm on Wednesday 18 November 2015. Tenders are to be lodged in the Tender Box, at Roads and Maritime Services, Level 9, 101 Miller Street, North Sydney NSW 2060.

2015 Hunter Region Business Excellence Awards

The 2015 Hunter Region Business Excellence Awards were presented at a gala presentation on 11 September at Lindemans Winery, Pokolbin. The fine food, wine, weather and company were complimented by MC Bob Kerr and entertainment by Mark Grant.

The awards were originally known as The Cessnock/Kurri Kurri Small Business Awards and started in September 1993 covering the businesses of the Cessnock Shire only. Over the years they grew to encompass the Maitland and Dungog shires and became known as the Lower Hunter Business Excellence Awards. In 2007 the awards were renamed the Hunter Region Business Excellence Awards and were opened to businesses throughout the Hunter region.

Fairfax Regional Media (The Advertiser and The Maitland Mercury) have been major sponsors of the awards since 2000, with Beyond Bank (formerly Companion Credit Union), Cessnock and Maitland Councils, Eye Design Graphic Design, MA Technology, Alan Stevens, Bottrell Business Consultants, Accountable Recruitment Solutions, Hunter TAFE, Cessnock BPW and Kurri Kurri District Business Chamber and Akuna Pets coming on board since. This year Lindemans joined as sponsors. The trophies have been handmade by Setsuko of Ogishi Glass for a number of years and are much sought after.

There were nearly 200 nominations received with 78 finalists. The judges worked hard throughout August to come to their final decisions. This task was made more difficult by the exceptional standard of applications, with many categories being extremely tight.

The big winners on the night were Deltawater Pty Ltd who took out the trophy for Innovation and Business of the Year, Stephanie Mortel of Mortels Sheepskin Factory won Business Woman of the Year, Bryce Gibson of LJ Hooker Cessnock and Kurri Kurri secured the Young Entrepreneur in his final eligible year (look out prospective Business Leaders of the future) and Tony Mortel of Mortels Sheepskin Factory was the Business Leader of the Year.

WINNERS

Arts Crafts and Giftware - Magic Starfish
Hospitality and Tourism - Beyond Ballooning
Highly commended - All Australian Journeys
Internet-based business - Jezweb Pty Ltd
Hairdressing/Beauticians - Inspirations Hair Design
Highly commended - Bliss Beauty and Body
Retail - West Tankers Pty Ltd
Business Services - Lifestyle Cleaning Services Pty Ltd
Health Services - Kombat Academy
Highly commended - Body and Mind 2000 - Gym Matrix Pty Ltd
Construction/Trades/etc. - Valley Electrical
Highly commended - Smart Torque Automotive - Jennings Print Group
Financial/Real Estate - Aussie Maitland
Not for Profit - Newcastle MBA Group Training & Personnel
Innovation - Deltawater Pty Ltd
Highly commended - Mortels Sheepskin Factory
Home Based Business - Newcastle Heritage and Ghost Tours
New Start Business - TFC Services
Environmental - MV Solar Pty Ltd
NEIS - Aplus Care4All Pty Ltd
Highly commended - Wildcraft Australia
Customer Service Business - Aussie Maitland
Customer Service Individual - Monique Hope
Highly commended - Fiona Morris
Young Entrepreneur - Bryce Gibson
Business Woman - Stephanie Mortel
Highly commended - Mellissa Gibson - Christine Atkins
Business Leader - Tony Mortel
Business of the Year - Deltawater Pty Ltd



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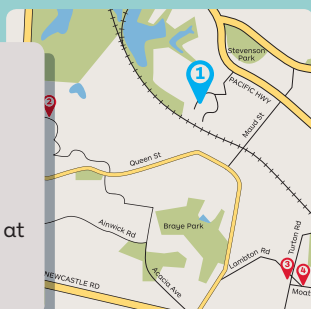
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Leading disability service opens Lake Mac centre

Endeavour Group Australia has opened the doors of a new Leisure, Learning and Work Centre in western Lake Macquarie to meet the growing needs of local people with disabilities.

The Centre in Fennell Bay is an extension of the Endeavour community providing a variety of innovative activity-based programs, supported employment and training services.

More than 100 people including clients and their families, business and political leaders, disability and community service professionals attended the official opening.

Endeavour CEO, Don MacAskill, said that the Lake Macquarie site was chosen as a result of increased demand in the western parts of Lake Macquarie.

'The Centre is the next step in providing a new choice to the people of Lake Macquarie. It will complement our current services located in Maitland, Singleton, Cessnock, Weston, Port Stephens, Muswellbrook and Newcastle,' Mr MacAskill said.



Don MacAskill, Greg Piper, Adam Willis and Andrew Hughes

Construction commences on The Huxley

Construction has begun on the \$30 million dollar development known as The Huxley, for Thirdi Property. Head Contractor, Basebuild, are responsible for delivering the 64-unit, 9 storey project within a 14 month construction timeframe which commenced in September 2015. Thirdi Property, a Sydney-based developer, directed Catalyst Project Consulting to engage a 100% local design team. This provided the developer with a level of certainty during the approval process through timely responses to Council queries during the Consent modification. The project undertook, with the support of Newcastle City Council, minor internal changes to provide prospective purchasers with what the market is directing in relation to unit sizing and layouts. This resulted in the project selling out prior to the construction phase beginning. The project's lead design consultant, Base Architects, delivered the final design, with the façade blending expansive areas of glass and render, and high-finish contemporary interiors.



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Parker Scanlon outgrow their Broadmeadow office

After eight years in Broadmeadow, Parker Scanlon have moved to larger, newly renovated premises in Hamilton. The move couldn't come fast enough as the expanding business was bursting out of their original space.

Parker Scanlon takes pride in identifying and solving the needs of the building and development sector. "The core business of Surveying, Town Planning and Project Management remains the same" said Managing Director Mark Scanlon. Other services on offer include Bushfire assessments, PCA lease surveys, development feasibility studies, high rise construction, dual occupancies and all types of subdivisions. All work is carried out by a team of over 20 experienced, dedicated staff and cover the geographical areas of Newcastle, Lake Macquarie, Upper and Lower Hunter, Central and North Coast.

Parker Scanlon can now be contacted on (02) 4969 6995 at their new office at 17 William Street, Hamilton.



Parker Scanlon's new premises in Hamilton

Prehistoric river could still hold water

Hunter Water has started drilling for what's thought to be a prehistoric, underground river bed at Morpeth that could hold fresh water and be tapped for drinking in a drought.

The river bed, known as a 'paleochannel', is believed to run under the floodplain between the Paterson and Hunter rivers, and was identified as a potential future water source as part of the Lower Hunter Water Plan.

Hunter Water Chief Operating Officer Darren Cleary said the investigation work involved a rig boring 40 metres down to the bedrock and drawing soil and water samples for laboratory testing.

"We're hoping a suitable aquifer may be located around 20 metres below sea level, where the presence of porous material like gravel will allow fresh water to be drawn from bores.

Given the potential aquifer is quite deep, it's likely it would take a long time to refill and is therefore something Hunter Water would only access during a drought."

The Tomago Sandbeds were first tapped back in the 1930s and hold 60 billion litres of drinking water that is usually held as a reserve in case of a drought. The Anna Bay Sandbeds are the primary drinking water source for the Tomaree Peninsula and are protected by Tomaree National Park.

"If this new aquifer at Morpeth resembles anything like our other groundwater sources, it will be valuable in providing additional drought security for the Lower Hunter" Darren said.

The aquifer under investigation is far deeper than those already used by irrigators in the area and therefore the testing and potential use of the water won't affect local farmers. Laboratory testing is expected to be complete by November this year.



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Catalyst Project Consulting appointed for new development in Wickham

With the announcement of the new rail interchange, the southern sector of Wickham will be undergoing transformation in relation to new higher density developments being considered, one of these is the West-End ApARTments. The proposed development consists of two towers of ten storeys each with approximately 120 apartments, ranging in size and bedroom numbers. There are also 4 proposed commercial spaces totalling 450m². Many of the apartments have expansive views of the harbour and it's surrounds. The project's design team is made up of all local consultants with the preferred head contractor also being local. The interaction between consultancies throughout the design process is important, as trust and the collaboration among the design team provides a timely and efficient process, frequently leading to optimal outcomes.

The project, managed by Catalyst Project Consulting, will be another important addition to Newcastle's evolving landscape, providing residents and commercial users with modern choices for inner city homes and businesses.



Wickham Street South- Image courtesy Base Architects

New sponsor limbers up for Play-Wel competition

Businesses across the Hunter are donning their sporting attire, stretching their calves, and getting out of the office and onto the training field in preparation for The Mai-Wel Group's 6th annual indoor sports challenge, Play-Wel for Mai-Wel.

With a new event sponsor on board, local property investment company, In Properties for Investors, the round robin corporate sports day will see 16 teams line up to compete in indoor netball, soccer, cricket and an exciting new addition for 2015... dodgeball!

Defending Sporting Team Champions and event partner for 2015, 'In Properties POW', led by Janine Harris, are excited about the event and looking forward to meeting their rivals on the playing field. "We are so excited for another year of Play-Wel. In Properties POW are pumped up and ready to defend our title. Let the best team win" she said.

This year's event will be held on Thursday 5th November at Maitland Indoor Sports Centre. For more information about getting involved contact The Mai-Wel Group on (02) 4932 8599 or visit www.maiwel.com.au.



**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 or visit ridbc.org.au/superhero



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

New owners for EMC Electric Vehicles

The Varley Group has acquired a new business; EMC Electric Vehicles. EMC primarily offers recreational and commercial electric vehicles for a wide range of markets throughout Australia and overseas. EMC will become part of Varley's pre-existing Varley Electric Vehicles (VEV) business unit.

This acquisition will also see VEV relocate from its current location at Tomago to a new facility based at 11 Bowen Crescent, West Gosford, and integrate the Varley MA assembly line into the new facility.

With an established customer base, dealer network and parts/service provider, this expansion rapidly increases the footprint and capability of VEV and provides a strong platform to grow the business through introduction of new products and innovations that have been a driving force in VEV.

Combining high volume golf cart and recreational EV sales with existing MA heavy duty materials handling vehicles, custom electric vehicles and EV drivetrain innovation, Varley Electric Vehicles provides a stronger product line up than ever.

Varley's staff numbers will also grow as a result of this acquisition, with a number of existing EMC staff joining the Varley Group and continuing in their current roles. This will further enhance the capabilities of VEV, providing existing knowledge of the products and a large network of contacts.

revitalising newcastle

*Artist impression of Hunter Street, Newcastle.
Proposed revitalisation outcomes are subject
to statutory and other approvals.*

Thank you for thinking big and being involved in planning to make Newcastle a world-class, harbourfront city.

Around 20,000 people took part in the six-week Revitalising Newcastle community engagement program and helped shape the future of the city centre.

- More than 1,400 people from more than 40 Hunter postcodes participated in 13 face-to-face community events
- More than 2,000 people took part in phone and on-line surveys
- Online engagement was very popular with more than 17,500 engagements with the website, Facebook or Twitter

People imagined a thriving city that is culturally rich and socially diverse, supportive of all people and providing services and facilities that attract people from all over the world.

UrbanGrowth NSW will now collate ideas and feedback into a Revitalising Newcastle Engagement Report. The report will be tabled with the NSW Government alongside a Revitalising Newcastle Plan. A Planning Proposal (including a preferred concept plan) will be lodged with Newcastle City Council by the end of the year.

Thanks also to Newcastle City Council for partnering on the community engagement.

UrbanGrowth is the NSW Government's urban transformation delivery organisation. Our ambition is to transform city living so that it is more vibrant, connected, and healthy for all, for now and for many years to come. UrbanGrowth is leading the Newcastle Urban Transformation and Transport Program, a \$460 million investment by the NSW Government, to deliver light rail, improve the public domain and revitalise the city centre.

Local business support firm expands

It's been a busy few months for the Hunter-based BusinessBasics team, with the opening of two new offices and the welcoming of two new team members.

BusinessBasics have opened a new permanent office in Sydney at Suite 4, Level 1, 754 Old Princes Highway Sutherland. Mark Thorogood will be running the Sydney office. He has 10 years experience at top management level within domestically listed, as well as multinational organisations managing organisational change, supply chain and logistics development and organisational redesign at a top management level.

Gabriel Hendriksz is at the helm of the Brisbane office recently opened at 68 Commercial Road Newstead. She has more than 15 years' experience across management systems and business improvement coupled with a commitment to Quality Assurance, Workplace Health & Safety, Environmental and Risk Management Auditing and Compliance.

To round out their geographic spread, BusinessBasics is also now servicing New Zealand, and plans are afoot to open an office in the near future.



Business Basics – new Sydney office



Business Basics – new Brisbane office

New networking group for local business women

Networking is a great way to build your business and meet like-minded people, but it can also be a daunting and lonely experience. For years Katie Ryan, who runs her own counselling practice had tried networking, but more often than not, walked away from events disappointed. "I knew [networking] was valuable but I wasn't getting anything out of it. Many of my colleagues felt the same way" she said.

And so Katie took action and established Presence & Purpose, a networking group based in Warner's Bay with an aim to bring together friendly, helpful and focused business women in a non-threatening environment where they would be comfortable to share their wisdom, meet new friends and learn how to take their business further. "The kind of networking event that my fellow business women and myself would be excited to attend. I wanted it to feel like you're sitting in a comfy lounge room chatting with friends over a cup of tea" said Katie.

Still in its early days, the response to the initial two Presence & Purpose meetings has been overwhelmingly positive, assuring Katie she's on the right track.

Presence and Purpose is open to all women, whether you've been in business for five minutes or 50 years, whether you work for yourself or are part of a bigger enterprise. Meetings are held monthly from 6.45 to 9pm. For more information visit:

www.presenceandpurpose.com.au

Image courtesy Raquelle Loraine Photography

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During the past year we have built the new benchmark for airports in Australia. Our terminal is a true reflection of the spirit of our region—bright, modern, and ready for the future.

The new terminal features six new food and beverage outlets and the departures lounge is now three-times larger.

We can't wait to welcome you and your visitors to the new Newcastle Airport.

www.newcastleairport.com.au



BHP Steelworks site remediation

Hunter Development Corporation (HDC) has appointed Hunter-based construction firm Daracon to undertake construction works for the remediation of the 10 hectare Intermodal Area on the former BHP Steelworks site, Mayfield.

Mr MacDonald said the \$7.6 million work program was a significant step forward in completing further remediation of the Mayfield port

lands to meet Environment Protection Authority (EPA) requirements and to allow re-use of this strategic site.

HDC General Manager Bob Hawes said the area covered by this contract alone will require over 100,000 tonnes of fill and capping materials.

Mr Hawes said the work was being carried out on behalf of the State under a Voluntary Remediation Agreement with the Environment Protection Authority (EPA).

"We aim to complete work on the Intermodal Area ahead of the June 2016 target date agreed with the EPA. Given the nature and scale of the work involved, this would be a great achievement," Mr Hawes said.

The proposed construction contract will involve major civil works, including some demolition, bulk earthworks, importation of fill and capping materials, and associated major drainage works.

The area is part of the new port lease footprint, and the remediation work will fulfil an undertaking made by the State as part of the lease agreement.

The Port of Newcastle had earlier completed demolition of the three remaining buildings on the site.



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BUSINESS ANNIVERSARIES

HUNTER BUSINESS CENTRE

This month the Hunter Business Centre celebrates 30 years' of service in the region.

Formerly the Business Enterprise Centre (BEC), the King Street Centre is both a training Centre and a business incubator where hundreds of start-up businesses have been launched.

General Manager, Narelle McClelland, said today that more than 20,000 businesses have taken their first steps with guidance from business advisers at the Centre.

"Throughout our 30 years, many people have served as voluntary directors helping to win contracts from both State and Federal Governments that fund training for start-up businesses as well as specialised programs for particular sectors."

"We have had programs to help qualified trades people move into their own business, others to help women in business, the unemployed who have a great idea for a business, and many more."

The current Chairperson, Janice Knowles, said the Centre was preparing for major expansion of both premises and programs and wanted to use the 30th anniversary to acknowledge both the businesses that were products of the Centre and those established business people who provided the leadership and direction over that period.

30 YEARS

ULTRAFLOOR

Australia's largest manufacturer of precast concrete flooring, Ultrafloor is celebrating 25 years in business.

Ultrafloor is based in Rutherford and is a proudly locally owned business that sells its innovative precast flooring solutions to customers across Australia.

It has steadily grown its reputation and is now the preferred choice by many builders and contractors because of the major efficiencies they provide through innovative engineering and speed of construction.

Over 4 million sqm of their precast flooring has now been used in buildings across the country

25 YEARS

Does your business have a major anniversary coming up?

Contact HBR on
(02) 4925 7760 or email garry@HBRmag.com.au
for information on covering your business.

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102.9

nxfm 106.9

FOR B2C MARKETERS

SCA's KOFM and NXFM reach

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56.5% OF 18-49 YEAR OLDS

(SURVEY 2, CUME %, 18-54/18-49 YO)



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Source: GfK Radio Survey 2 2015, Cume %, Mon-Sun 5.30-Midnight.



LETS TALK WITH...

LENORE MILLER

In a few words can you tell us what you do?

I'm currently working with organisations to manage and cultivate sustainable change within their business. This of course has a flow on effect to both the cultural environment and bottom line results of the business, with the added bonus of improving the personal and professional lives of their employees. I love my work because both the business and the individuals who work within it benefit.

How have you reached this point in your professional life?

I wanted to be a psychologist when I was in high school and this passion led me to gain a Bachelor of Social Science, a Diploma in Relationship Counselling, and to study Neuro Linguistic Programming, amongst many things. I also discovered a passion for business along the way and these days I combine the two. Recently I've become the only Australian to be certified in some unique tools that allow individuals and organizations to make sustainable change.

As an 18 year old leaving school I didn't imagine life as it is now, I had no concept of what twists and turns my life would take. I think that's part of this great adventure called life. My life experiences have certainly contributed to where I find myself today professionally.

What are you reading?

I tend to have multiple books on the go. At the moment I'm reading Brene Brown's new book "Rising Strong" alongside a couple of business books.

How do you unwind?

Whilst I'm an extravert and enjoy social time with friends and family my home is my sanctuary and I love just hanging out there relaxing with my partner Glenn. I also like to spend time in the sunshine and by the beach either exercising or just staring off into the ocean.

Where do you find inspiration?

I'm one of those people who looks for inspiration everywhere. I find it constantly from the people I meet, the experiences I have, the books I read. I gain inspiration from music & nature and from those I love, like my son Bryce who is on his own career journey and has just purchased his first home. I think being passionate and inspired is a choice and I choose to seek it at every turn.

What's your favourite line from a film?

"Carpe diem. Seize the day. Make your lives extraordinary."
Robin Williams in Dead Poets Society (1989)

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

When you start out in any career or business I'd recommend:

1. Be patient and do the work. It takes time to build momentum just keep taking the next step, sometimes you can feel like it's a step further away from your goal but it's all part of the journey, always believe in you.
2. Cultivate a passion for your own personal growth and lifelong learning. Be willing to invest in yourself, don't sit around and wait for someone else to create the opportunities or pay for your personal and professional education.

Tell us something most people don't know about you?

In my teenage years I was very involved in music, I played a couple of instruments, sang whenever I had the chance and wrote my own music, I even won a talent quest performing one of my own compositions. Music was a passion I shared with my Dad who died when I was 18. A combination of his death and moving into adult life saw me let that passion slide. It's something I'd like to revisit one day soon.

How would you like to see the Hunter evolve?

That's a BIG question. The Newcastle and Hunter Region I believe has massive potential and I think we need to adopt an attitude of resilience here too. The world is changing very quickly and being open to new innovative ideas about what our economy could look like going forward, rather than looking back wishing things had stayed the same, will put us in a position to see new possibilities for our region as they present themselves now and into the future.

We live in one of the most beautiful places in the country, it's up to us as a community to work together to both attract and create new opportunities, whilst capitalising on what is already working. We all need to move forward together in building a robust sustainable economy. Ultimately I think greater collaboration, rather than aggressive competition, is going to be the key to a vibrant sustainable regional economy.

Where's your favourite place to eat?

We have the most AMAZING range to choose from and it depends on what mood I'm in. Estabar and Blue Door are favourites after exercising by the beach.

Six reasons to have Income Protection cover

Mark Hoskins

Australian Financial Risk Management (AFRM)

More than 85% of Australians could not support themselves financially in the event of illness or injury. Here are AFRM's top six reasons to have Income Protection cover.

1. Provides replacement income if you can't work

If you are unable to work at any stage during the rest of your working life, you will have a replacement income stream to provide for your ongoing living costs. This monthly benefit means you and your family can keep on top of everyday expenses such as food, petrol, education fees, credit card debt, mortgage payments and everyday bills and you can maintain your standard of living.

2. Your retirement and future plans won't suffer

You can have peace of mind knowing that if there was a reason you could not work, you can still contribute to superannuation for your future. You won't have to worry about the implications of losing a vital income stream.

3. Takes the stress off medical costs

Should you suffer an event that affects your health, there is the potential for unforeseen costs such as medical expenses and rehabilitation costs. Your income protection payments can help to ease these costs. It means you can focus on recovery, rather than the financial stress.

4. It's there for you when workers comp and work arrangement policies are not

Workers compensation will only cover you for accidents which occur at work. Income Protection, on the other hand, covers you 24/7 worldwide for accidents and illness. 75% of accidents occur while a person is at home or doing recreational activities, compared to 25% of injuries being work related. Workers Compensation also provides no cover for an illness that is not directly attributable to your employment, like heart attack, stroke, cancer etc. Many Income Protection policies that are part of a work arrangement have a 2 or 5 year benefit period. That leaves a big gap until age 65.

5. Your policy often covers more than you think

You don't always need to be off for the entire waiting period in order to be able to claim on many income protection policies. Even a broken bone or fracture, could lead to an automatic payment under many Income Protection contracts, irrespective of how long you are off work. Involuntary unemployment could allow you to have your premium waived for a set period. And in many contracts, a hospital stay of three or more days could get you a partial payment. Even if you claim for these things, it will not impact the premium on your policy.

6. It's fully tax deductible

Income Protection is fully tax deductible, which helps with the cost of the cover. The biggest asset you have is the ability to earn income during your working life, it's worth protecting it.

For further information contact Mark Hoskin or Lyn Strong on (02) 4927 0001, email mhoskin@afrm.com.au or lstrong@afrm.com.au or visit www.afrm.com.au

Mark Hoskin is Executive General Manager (NSW at AFRM). Mark has over 20 years experience in the financial planning/insurance industry. Mark specialises in the management of business and personal risk relating to insurance contracts and their analysis.



Are you ready for a 2016 recession?

Paul Siderovski

SiDCOR

Every economy goes through a 5 stage process - a downturn/decline, a bounce, a drag, a release and then an upturn or increase. When business owners hear the word 'recession' fear sets in straight away and they look for ways to contract their business.

A successful business will actually do the opposite. You may still need to cut the fat in the expenses of your business or get rid of the dead wood in staffing. You have probably wanted to get rid of that weight for a while now anyway. But smart business owners will know and understand the five phases of the cycle. During a recession (downturn/decline) they will invest in their business to pick up as much work in the BOUNCE phase as possible. This will ensure they have a sustainable business as it goes through the third phase - THE DRAG. This is where most business owners hang on and hang and hang on until it is too late and they run out of money as they did not capitalise on the BOUNCE.

To do this you need to be very, very clear on your USP (Unique Selling Proposition). Why do people buy from you? In a recession you need to work out how to add more value than you were before. Yes, it will be more work for less, but it will pay dividends when the bounce phase kicks in!

The 'game changer' in all of this is that after the Winter (recession) there is always Spring which is then followed by the Summer. During a recession or downturn in the economy is the best time to get your systems right and platforms refined for the growth that will come after the winter season of your business.

How do I know this? I did it for my business in the last down cycle and for SiDCOR clients. Don't miss this opportunity.

For further information contact SiDCOR on 1300 743 267, email paul@sidcor.com.au or visit www.sidcor.com.au

Paul Siderovski, 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 and is a Member of the Institute of Chartered Accountants and the Taxation Institute of Australia as well as the National Tax and Accountants Association.



Why your survival means evolving your business

Megan Faraday-Bensley
Prosperity Advisers Group

It's been some time since you started your business. Many business owners have mixed emotions as they experience the highs and lows of owning and running a business. Very few business owners take the time to sit back and analyse the changes taking place in their business and business operating environment and then consider how these changes impact on their current and future business situation.

Consider how any or all of the following impact on your business:

- Greater use of technology to deliver products and services to your customers
- Greater use of technology to enable your internal business processes
- Increasing costs of supply including increasing use of imports
- Greater pressure on profit margins from national and international competitors
- Lower sense of customer loyalty
- Demographic shift with ageing business owners
- Higher employment costs
- More businesses for sale with fewer buyers

Small business owners need to continually evolve the way they do business if they are to survive and thrive. Completing a business SWOT analysis is an essential first step in any effective business planning process with the aim of successfully evolving the business to counter existing weaknesses and threats, bolster strengths and take advantage of opportunities as they arise.

Planning is the key to your future success

Successful small business owners are able to spend less time working in their business, with more time spent planning their future. Take the time to find out what's happening in your industry, how you compare with your peers (benchmarking) and establish a plan of what your business will look like in the future and your strategy to get there. Invest in planning days with your most trusted Advisers so you can get independent and objective advice on how your business is performing.

Are you doing any or all of the following?

- Do you regularly attend industry conferences and events?
- Do you regularly attend business management and training courses?
- Do you allocate a % of your working week to strategic and business planning?
- Do you regularly spend time with your Accountant and Financial Adviser to discuss your business affairs?
- Do you regularly attend information sessions provided by your most trusted advisers?

One reason people resist change is because they focus on what they have to give up, instead of what they have to gain.

In an environment of rapidly changing technology, the opportunities available to evolve or re-engineer your business to position it for success have perhaps never been greater. How you plan for change will improve your chances of surviving and thriving. Take the first step today.

For further information contact Prosperity Advisers Group on (02) 4907 7222, email meganfb@prosperityadvisers.com.au or visit www.prosperityadvisers.com.au

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.



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Have you had your annual energy check-up?

Peter Bennett
ERM Business Energy

Sick of coughing up more and more money each bill to pay your business' rising electricity costs?

A simple annual energy price check-up can be the answer and has the potential to highlight savings for many businesses in the Hunter.

Many business owners are unwittingly paying more for power than they should be, simply because they are on a standard retail contract – either because an old market contract has expired, or they have never shopped around for a better electricity deal.

There's considerable confusion about energy pricing, with many people believing that the Government still sets retail electricity prices.

This is not the case in NSW. While the Australian Energy Regulator approves network charges, it has no role in setting retail prices.

Network charges are the charges for delivering electricity from power stations to the end user and include the costs of building, maintenance and operation of the electricity poles and wires that transport electricity. Network charges can represent a large component of electricity bills sometimes at around 50 percent.

Retail prices are set by energy retailers, and these can vary considerably from one retailer to the next. Retail prices include wholesale electricity costs, the cost of complying with various green schemes and retail services costs such as billing, account management and customer support.

If your business has a standard retail contract with Origin, AGL or EnergyAustralia and you haven't compared rates in the past year, the chances are your business is paying too much.

We recommend an annual energy price check-up to see how your electricity retailer compares with the competition.

You can get an instant quote online or alternatively upload your most recent electricity bill at ermbusinessenergy.com.au. It only takes a minute. We'll do the work and let you know if you could be better by switching to ERM Business Energy Australia's largest business-only electricity retailer¹. Some of our small business customers have saved thousands.

ERM Business Energy pricing is simple and competitive. There are no gimmicks or discounts on inflated base rates and there are no exit fees.

Like the online energy price check-up, making the switch to ERM Business Energy is quick and easy with online sign-up taking less than five minutes.

ERM Business Energy specialises in energy for businesses. Our customers value this expertise, having ranked us number one for satisfaction for four years running².

We focus on the things that matter to business and we understand that time means money. So we don't have huge call centre queues jammed with residential customers. Instead, speak to a local expert in our dedicated small business team.

For further information phone 134 376 or visit www.ermbusinessenergy.com.au.

¹ Based on volume of electricity sold to customers

² Utility Market Intelligence (UMI) survey of large corporate and industrial customers by independent research company NTF Group in 2011, 2012, 2013 and 2014.

Peter Bennett is the Sales Manager for the Small and Medium Business division at ERM Business Energy. He has over 10 years' experience working with business customers ranging from local small business owners through to large corporate and government customers right across Australia. Peter and his team are particularly focused on trying to reduce energy costs for business customers.






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*by volume of electricity sold to customers.

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MORAY & AGNEW

Lauren Fancey has joined Moray & Agnew Lawyers. With over seven years' experience, she practises primarily in the areas of property and commercial law and has handled a diverse range of matters including commercial, residential, strata and rural conveyancing and leasing; compulsory acquisition of properties; creation of easements; purchase and sale of business agreements; liquor licensing; and business succession planning.



KNIGHT FRANK

Nick Lane has been appointed to Director of Sales & Leasing at Knight Frank. Nick has 20 years property experience having handled major sales and leasing appointments on behalf of government agencies, major corporations, banks and receivers.



AUST. CAREERS NETWORK LIMITED

Australian Careers Network Limited (ACN) has appointed **Sam Martin-Williams** to its board. Sam has more than 15 years board and applied governance experience across a diverse range of industries including complex and highly regulated sectors such as financial services, government and large not-for-profits. She holds degrees in business, industrial relations and commercial law and is a conjoint lecturer at The University of Newcastle Business School.



CREST FINANCIAL SERVICES

Patrick Hancock has joined the adviser team at Crest Financial Services. Having lead the Crest paraplanning team for over 5 years, Patrick is excited to step out from 'behind the scenes' and use his extensive knowledge to provide holistic and dedicated advice to clients from all walks of life.



OUT OF THE SQUARE MEDIA

Karen Holburn has joined Out of the Square Media (OOTS) after working for local marketing agency Enigma. She is well known locally with 35 years industry experience. From award-winning copywriter to agency producer and Account Service Manager, Karen has worked across a broad range of clients including retail, luxury hotels, automotive, education and financial institutions.



APP CORPORATION

Gillian Geraghty has been appointed Regional General Manager to APP Corporation's Northern NSW operations. Gillian succeeds Peter McNally in the role, who over the previous eight years has successfully built the team and worked on a number of projects, including Tamworth Hospital, Newcastle Courthouse, Newcastle University's NeW Space Campus, and Lakes Grammar.



RANKIN ELLISON LAWYERS

Troy Dobinson has joined Rankin Ellison Lawyers as a Senior Associate practicing in the area of Family Law. Troy is a Lake Macquarie local who brings 17 years' experience assisting clients through the challenging process of resolving parenting and property issues following relationship breakdowns. With experience in property and commercial transactions, conveyancing and estate matters he also brings a broad base of legal knowledge to complex property matters.



OUT OF THE SQUARE MEDIA

Out of the Square Media (OOTS) has welcomed **Rob Vincent** to their team. Rob brings over 18 years' experience to OOTS; from his internship with Port of Newcastle through to helping a huge range of industries, including finance, land developments, retail outlets, education and a host of other blue chip clients. Rob joins OOTS from the Newcastle Permanent's marketing team



SLR CONSULTING

SLR has appointed **Stephen Kozakiewicz** as Principal Consultant in the Acoustics & Vibration discipline. Stephen brings approximately 15 years of acoustic consulting experience in field measurements, data analysis, noise modelling, noise and vibration control, technical reviews and project management. He is familiar with the application of environmental legislation and has completed a large number of noise and vibration related projects.



MORAY & AGNEW LAWYERS

Tina Van Epen has joined Moray & Agnew. She is a highly experienced corporate and commercial lawyer who advises on competition, corporate and commercial law matters. Tina advises a range of public sector, commercial and resources clients on competition law and legislative processes and powers. She also has valuable insights into the enforcement processes of the Australian Competition and Consumer Commission.

Construction rebounds in August

The national construction industry expanded in August after declining or remaining stable over the previous nine months, with the Australian Industry Group/Housing Industry Association Australian Performance of Construction Index (Australian PCI) increasing by 6.7 points to 53.8 (readings above 50 points indicate an expansion in activity, with the distance from 50 indicating the rate of the increase).

The rebound in the Australian PCI was driven by a solid improvement in the new orders sub-index (up 12.2 points to 57.6), which returned to growth for the first time in five months. Industry conditions were further supported by the first expansion in the activity sub-index in 10 months (up 5.2 points to 52.8) and an upturn in employment (up 7.5 points to 55.0). Supplier deliveries, however, fell for a fifth consecutive month (down 2.9 points to 46.1).

Of the four construction sub-sectors, apartment building was again the strongest performer, if at a slower pace than July's 11-month high (down 3.3 points to 58.7). House building also expanded (up 4.4 points to 54.4) after stabilising in July, while commercial construction expanded solidly (up 9.4 points to 54.6) after nine months in contraction. In contrast, engineering construction remained in negative territory for a 14th month (up 2.9 points to 45.9) amid the ongoing decline in mining-related investment.

West End game changer

The Property Council of Australia has described news that UrbanGrowth NSW has purchased The Store building as a "Game Changer" for Newcastle's West End.

NSW Regional Director, Andrew Fletcher, said the iconic site's strategic location gave it a special place in revitalization of the city centre.

"In recent weeks we've provided comprehensive briefing papers to both the Minister for Transport & Infrastructure and the Minister for Planning urging the Government to not miss this opportunity"

"Final design of the Wickham Interchange will no longer be constrained by the current land envelope"

"Purchase of The Store frees the shackles and allows the Government to deliver on the promise of a truly world-class transport interchange for Newcastle."

"Consolidation of the site will allow the development and delivery of a transformative precinct plan which supports multi-modal integration, facilitates urban renewal and creates new value."

"Consolidation of the site under one owner means the city will get much better outcomes for public transport and public amenity"

"And no doubt in the future, we'll also see a significant mixed-use development on the site given the current building heights allowable in that part of town"

"One of the hallmarks of effective transport interchange is high levels of public amenity and the ability to attract the sustainable density needed to accommodate the population growth coming our way."

"At a macro-level, that's making Newcastle more competitive and an even greater place to live."

"And at a micro-level, that's making the lives of Novocastrians easier, more convenient and hassle free."

Mr Fletcher said the Government's investment was further proof of their faith in the future of Newcastle that would help turbo-charge the West End as a thriving commercial hub.

McDonald Jones rated as largest NSW builder

Local builder, McDonald Jones Homes, has been announced NSW's largest builder in the residential (detached houses) builders' category in the industry renowned HIA-Colorbond steel Housing 100 Report 2014/15.

The report ranks the leading builders throughout Australia based on the number of homes started over the year, finding that McDonald Jones started 1,008 detached homes over the 2014/2015 period, a 31% increase on their achievement in the previous year.

The growth and expansion of the company into new areas, including the broader Canberra region and Queensland, also allowed McDonald Jones to place in the prestigious 'top 10' for the list of leading residential (detached houses) builders across Australia, holding ninth position.

According to NSW Sales Director, Phil Haigh, the result is both consistent with the overall growth of the building industry and of the McDonald Jones brand.

Personal and Flexible

Lake Group Strata is the Hunter's leading strata and community title manager.

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You can always rely on us to provide prompt responses and timely, accurate reports.

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Strata & Community Title Property Managers

"We are proud to have been recognised as a leader in the industry. We strive to set the benchmark in design, quality, innovation and style through the homes we build and we know that it's these elements plus an outstanding customer experience that ensures families continue to choose us as their builder of choice," Phil said.

"McDonald Jones will continue to expand and strengthen our position in the areas we build in and the range of architecturally designed homes we have available so that we can continue to support the huge boom in the construction of new homes that is being experienced in NSW."

Meriton Apartments was ranked number one largest builder of apartments in NSW while Perth-based BGC (Australia) came in at number 1 in the Top 100 builders across Australia.

The results of the report were announced at the 2015 HIA-Cordell Construction Outlook Breakfast at Shangri-La Hotel, Sydney on 24 September 2015, with around 1,000 representatives from the industry and NSW Minister for Planning, Rob Stokes.

Draft plan for Marks Point and Belmont South sea level rise and flood risks

A draft plan to help the communities of Marks Point and Belmont South adapt to future sea level rise and flood risks is currently on public exhibition, after receiving unanimous support from Lake Macquarie City Council.

Council's Manager Integrated Planning, Sharon Pope, said the thorough process was designed to give the local communities of Marks Point and Belmont South a great deal of involvement in the development of plans to minimise flood risks now and in the future.

"The decision by Councillors to publicly exhibit Lake Macquarie City's first local adaptation plan, which outlines actions to help manage the risk of current and future flooding and tidal inundation, is a positive step forward after five years of planning and 18 months of extensive collaboration between Council and local residents," Ms Pope said.

"The elected Council commended Council staff and the community who together have come a long way since Council adopted the Lake Macquarie Flood Plan in 2012, which recommended developing area-specific adaptation plans to address flood and sea level rise risks.

"The process to develop the draft Marks Point and Belmont South Local Adaptation Plan saw the community work closely with Council to narrow down a number of options to a list of key actions that met very specific criteria including maintaining the lifestyle of local residents and cost effectiveness."

Speaking in support of placing the draft plan on public exhibition, Councillor Barney Langford praised Council staff for closely involving the community in the development of the draft plan.

"It needs to be noted that this strategy has been developed not by Council, but by the community," Cr Langford said.

"Through the formation of a Community Working Group, the community took ownership of the problem and by owning the problem, the community was then able to own the solutions – that is the genius of this strategy."

For more information and to have your say on the proposed Marks Point and Belmont South adaptation actions, visit

www.haveyoursaylakemac.com.au/future-flood-planning.

Australia's property industry retains title as world's greenest

For the fifth year running Australia and New Zealand have been recognised as having the world's most sustainable real estate practices, according to the pre-eminent survey of global practice.

The results of the 2015 GRESB survey were announced in Sydney today covering real estate companies around the globe.

Australia and New Zealand blitzed other regions with a score of 69, well ahead of Asia (average GRESB score of 54), Europe (average GRESB score of 56) and North America (average GRESB score of 54).

Property Council of Australia Chief Executive Ken Morrison welcomed the outstanding results.

"The Australian property industry has every reason to hold its head up high and be proud of another tremendous GRESB result," Mr Morrison said.

"Not only is our industry keeping the economy growing and providing jobs for more Australians than almost any other – we are doing it sustainably, ranking as the world's greenest property industry.

"We are showing unheralded leadership when it comes to sustainability, regularly going well beyond what is required and, in the process, creating buildings, public spaces and communities

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of which future generations can also be proud.

"Three of the Property Council's corporate leader members have been singled out for special recognition in this year's GRESB results.

"Stockland, Lendlease and The GPT Group were all identified as regional sector leaders, and we congratulate them on relentlessly pushing the envelope and elevating sustainable practice to new heights."

New growth for Wickham

Wickham has undergone many changes over the years. From its origins as an industrial suburb that housed many of the cities woolsheds, rail yards and port related services together with residential miners-hut type dwellings that housed around 12,000 at the start of the 20th century to the modern suburb which has seen a metamorphosis of old industrial type buildings converted to residences or demolished altogether and developed into new mixed use apartment buildings.

Key to these emerging trends has been the zoning changes to this city-side suburb. In 2012, much of Wickham was re-zoned by Newcastle City Council from IN 2 Light Industrial, to a more development friendly zoning of B4 Mixed Use which allows for residential development so long as there is some commercial aspect included in the designs.

Raine & Horne Commercial has recently been involved in the successful new development in Throsby Street that saw three old warehouse buildings and a residence demolished, in its place a 3 storey building consisting of; 49 residential apartments and four commercial suites.

Known as "Life at Throsby", the building has been a successful testament to inner city living with all 49 residential apartments sold prior to completion and three out of the four commercial suites now being occupied.

The commercial suites consisted of three ground floor office/retail spaces ranging from 88 to 350 sqm, together with a first floor office of 330 sqm.

The users of the new commercial suites include a provedore with an extensive range of deli foods, wood fire pizzas and barista made coffee, a hairdresser/stylist and the first floor office has been secured by a world leader in recruitment who will be commencing their tenancy in November 2015. There is one

ground floor commercial space of 209 sqm remaining which includes secure on-site parking.

The old warehouses opposite "Life at Throsby" have 3 more development applications for mixed use developments. These development sites are side by side and will completely change the landscape of this street.

All of the above is driven by demand to be close to Newcastle city and the harbour, demand to be close to Honeysuckle precinct, demand for apartment style living with less maintenance and upkeep requirements and demand to house businesses within apartment developments that service the new audience within the building.

With the three above mentioned developments all expected to receive approval, Wickham is certainly growing rapidly in popularity.



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Tenancy 1a	LEASED
Tenancy 1b	AVAILABLE
Tenancy 2	LEASED
Tenancy 3	LEASED
Tenancy 4	LEASED
Tenancy 5	LEASED
Tenancy 6	LEASED
Tenancy 7	LEASED
Tenancy 8	LEASED
Tenancy 9	LEASED
Tenancy 10	LEASED
Tenancy 11	LEASED
Tenancy 12	LEASED
Tenancy 13	LEASED

Steel River hat-trick of sales

On the back of a strong residential property market, commercial property agency Fourwalls Commercial is also experiencing strong demand from investors and owner occupiers for quality commercial properties. Bobby Suminoski says economic conditions are ideal for commercial property investors and purchasers, interest rates are low are given the volatility in the financial markets people are turning back to "good old bricks and mortar". Soaring residential prices are forcing investors to look for other investment opportunities such as commercial and industrial properties. In the last few weeks the team has sold a number of properties in one of Newcastle's most recognised industrial estates – Steel River, including: A commercial office investment leased to NSW Crown Holiday Parks Trust sold by Petra Croker for \$495,000"



A 290 sqm industrial unit with office sold to a local security company by Bobby Suminoski. For \$369,000



Two large industrial units with associated offices sold to a Sydney investor for \$1,240,000 by George Pusmaz.



Property leases to NYSE publicly listed company

Max Employment was one of the successful tenderers for the new Job Network Australia contract in the local area.

Michael Maffey, Tony Cant Real Estate's Commercial Property Executive, discussed various options with Max Employment to accommodate their new requirements and introduced them to Shop 3 Maitland Cinema Complex, a location that suited their needs in regards to proximity to the required government agencies and meeting contract commencement dates. Max Employment is a New York publicly listed company and have entered into a 5 year lease agreement, at the asking rent. Since occupation took place on July 1, 2015, they have refurbished the property to meet their needs and improve its appearance, which has now made the property more saleable for the vendor and expected to attract additional interest by prospective investors.

This well located building features:

- Currently part tenanted
- Returning \$58,000pa Nett on a 5 year lease from 1 July 2015
- Current vacant space available for owner-occupancy or another tenant - approx. 330m²
- Massive glass frontages
- Rear lane access with loading bay
- Plenty of parking available within the complex



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Taking advantage of evolving government policy

Dr Andrew Maddocks
GHD

The Federal Government's Direct Action Policy is up and running. Its centrepiece, the Emissions Reduction Fund, is a \$2.55 billion dollar fund set up to "support Australian businesses and households to take practical, direct action to reduce emissions and improve the environment."

The objective of the fund is to help achieve Australia's emissions reduction target of 5 per cent below 2000 levels by 2020, by supporting business to become more productive and more energy efficient.

A range of methods exist to reduce the carbon footprint of an organisation, from the replacement of outdated machinery to the inclusion of renewables in the energy mix. Our team has assisted the Government by advising on policy framework and by helping develop methodologies for measuring and calculating emissions abatement that may be implemented by businesses, and is now helping businesses to participate in the scheme.

The first reverse auction for the funding of emissions reduction projects was held in April this year, and the average price paid by the Government was \$13.95 per tonne of abatement.

Methodologies have been developed for energy efficiency projects that were not available under the Carbon Farming Initiative. Implementation of energy efficiency projects under the Emissions Reduction Fund can provide an additional short term financial benefit while providing longer term energy cost savings.



A long term option for both income generation and the preservation of land with high biodiversity value is through the NSW Government's Biodiversity Banking and Offsets Scheme.

This scheme can provide up-front funding and then ongoing regular payments for the maintenance of bio-certified land. It can provide income to assist in the maintenance and improvement of land to maintain or improve biodiversity and help reverse or slow the demise of threatened species. Our ecology group provides advice, assesses land for bio-certification and helps to manage the process.

For further information contact GHD on (02) 4979 9999, email andrew.maddocks@ghd.com or visit www.ghd.com

Dr Andrew Maddocks is a Senior Consultant in Carbon and Energy Management. He is based in GHD's Newcastle office.



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Indigenous archaeology made simple

Penny McCardle
McCardle Cultural Heritage

Aboriginal Cultural Heritage should be taken into consideration in the early stage of any proposed development as it can be complex and the legislative requirements time consuming.

The two main legislative acts that come into play are:

1. NPW Act 1974 (including National Parks and Wildlife Regulation 2009)
2. Environmental Planning and Assessment Act 1979

Within the NPWS Act, there are a number of additional requirements falling under The Office of Environment and Heritage (OEH), including:

Archaeological Due Diligence Assessment

The purpose of a due diligence assessment is to assist proponents to exercise due diligence when carrying out activities that may harm Aboriginal objects or Aboriginal places and to determine whether they should apply for a consent to harm Aboriginal objects or Places through an Aboriginal Heritage Impact Assessment (AHIP).

The due diligence assessment demonstrates that all reasonable and practicable measures have been undertaken to prevent harm to any Aboriginal objects and/or place within a project area. If no archaeological sites or Potential Archaeological Deposits (PADs) are identified, no further archaeological assessments are required. This also means that consultation with the Aboriginal community is not legally required.

However, if a site of unknown extent and nature or PAD are identified, further archaeological works may be necessary and consultation with the Aboriginal community is a requirement.

Aboriginal Heritage Impact Assessment

This is the same as above but with the inclusion of the consultation process from the beginning. It is undertaken if sites and/or PADs are known to be within the project area or there is a high likelihood of them being present and an AHIP may be required. The field work is undertaken with representatives of the registered Aboriginal parties (RAPs) present.

This process takes approximately 13 weeks to complete.

Aboriginal Heritage Impact Assessment: Test Excavation

The consultation steps required before a test excavation begins will typically take two months. The length of time depends mainly on the size of the PAD and/or site and the depth of the deposits.

Depending on the results of the test excavation, if a site is found, and/or any previous sites are found to be of low significance and/or highly disturbed and will be impacted on by the development, an AHIP may be required. Consultation continues from this stage into the next. Again, depending on the test excavation size and results this process can take from 5 weeks to months.

Aboriginal Heritage Impact Permit (AHIP)

An AHIP is a legal document that grants permission to harm Aboriginal objects or declared Aboriginal places, and sets out any conditions that must be complied with. An AHIP is required if a proposed activity will directly, or indirectly, harm an Aboriginal object, or a declared Aboriginal place.

An AHIP Application is prepared and submitted to OEH and depending on the size of the application, number of sites, and any methods of salvage excavation and/or collection, may take

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- Archaeological test excavations
- Aboriginal heritage impact permits
- Consultation with Aboriginal cultural & heritage representatives
- Archaeological salvage excavations
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anywhere from a few days to a few weeks.

On receipt of an AHIP salvage of the sites commences in consultation with all parties. Once this is complete a final report is prepared by the archaeologist, and there are typically no further archaeological constraints. This final step can take anywhere from 5 weeks to months.

As you can see, this can be a lengthy process. It may seem daunting, however there is a process that is followed and any qualified archaeologist should answer any questions you may have, no matter how insignificant you think they may be.

Please note: This article has been simplified to provide a general overview only and detailed information may be obtained from OEHL or your local archaeologist.

For further information contact McCordle Cultural Heritage on 0412 702 396 email mcheritage@iprimus.com.au or visit www.mcheritage.com.au

Penny McCordle is the Principal Archaeologist & Forensic Anthropologist at McCordle Cultural Heritage. She is qualified in both indigenous archaeology and forensic anthropology. Penny has over 15 year's practical experience in all types of indigenous archaeological, legislative requirements and skeletal identification (Aboriginal, non-Aboriginal, animal).



Don't WASTE opportunities to reduce business costs

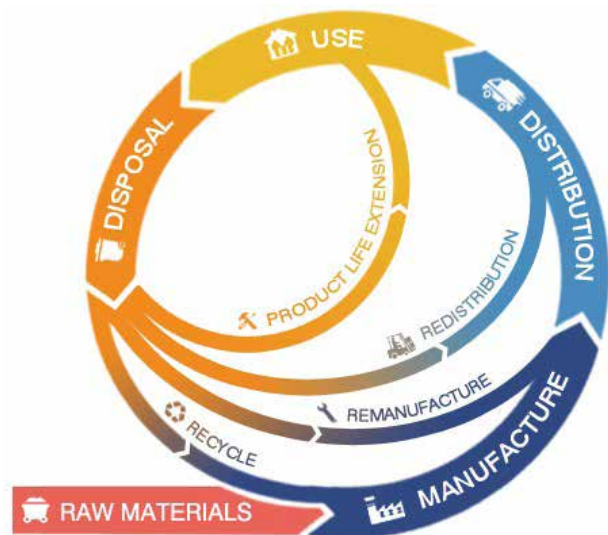
Samantha Cross
Cross Connections Consulting

The answers to how business can best manage waste are changing, and these new answers are providing cost savings, along with improved social, economic, and environmental outcomes for Hunter businesses. As a society, we have been transitioning from a linear economy model - we take, we make, we dispose - to a circular economy.

In a circular economy, the output of one process becomes the input of another process. This new economy has created opportunities to substitute traditional raw materials with recycled materials; that meet specifications and are less expensive. For example, a recycling facility that can beneficially reprocess materials, such as waste glass and steelmaking by products, into aggregate or drainage materials for use in civil infrastructure projects.

The majority of business waste streams are now able to be recovered and recycled. This includes problematic plastics and building de-fit materials. Garden beds, bollards, outdoor furniture, animal bedding, materials for agricultural and civil applications, particleboard and recovered fuel are all examples of business waste outputs.

Business is thinking about waste that's being sent to landfill, and encouraged by economic mechanisms such as the waste levy, are coming up with new ways of managing these "wasted resources". For example, residual toner powder, recovered from your recycled office printer cartridges, is a key input material for TonerPave - a new asphalt with a high recycled content and reduced carbon footprint.



It's worth mentioning that a number of local projects have recently been awarded funding through the NSW EPA Waste Less, Recycle More Initiative. They include:

- Somersby-based BioCoal Group - have received support to produce a Solid Recovered Fuel product
 - Newcastle City Council (Summerhill) - have received funding to construct a Commercial and Industrial Material Recycling Facility
- These projects are resulting in new local solutions for waste generated in the region.

How can your business realise commercial benefits in the changing environment?

- Understand where your waste streams are being generated on site and off site. What are the associated and increasing landfill costs?
- Explore alternative waste disposal options. What are the commercial and environmental benefits of diverting waste from landfill or substituting a raw material with a recovered material in your operations?
- Connect and collaborate with other businesses in Circulate, NSW EPA Industrial Ecology Program. Under Round 1 of the program in NSW, 4,040 tonnes of timber pallets were recycled into alternative markets.
- Take advantage of a free waste bin assessment by participating in Round 2 of the NSW EPA Bin Trim Program. For those SME businesses that participate you may be eligible to apply for a rebate covering up to 50 per cent of the cost of small-scale on-site recycling equipment.
- Join the OEHL Sustainability Advantage Program in the Hunter region. You'll get access to the right support and resources to progress a specific resource efficiency/waste reduction project for your business.
- Keep up to date by becoming part of the Australian Industrial Ecology Network. They provide another forum in which Hunter businesses can keep in touch with development options for waste disposal and best practice.

For further information contact Samantha on 0423 943 100 or visit www.crossconnections.com.au

Samantha Cross, Director - Cross Connections Consulting, assists businesses and councils to identify and progress viable waste to resource solutions. Samantha connects key stakeholders, communicates, and collaborates to ensure sustainable and commercially viable solutions are identified for waste. Samantha has a voluntary role as Vice-Chair of the Waste Management Association of Australia (WMAA) Hunter Regional Working Group.



Emission Reduction Fund

The Emissions Reduction Fund supports Australian business, land managers and local councils to reduce their greenhouse gas emissions and ensure Australia meets its national emissions reduction targets.

The Government has provided \$2.55 billion to establish the Emissions Reduction Fund, with further funding to be considered in future budgets. The Fund is administered by the Clean Energy Regulator and is now open for applications. It provides incentives for emissions reduction activities across the Australian economy such as improving energy efficiency, capturing methane from landfills and storing carbon in forests and soils.

A number of activities are eligible under the scheme and participants can earn Australian carbon credit units (ACCUs). One ACCU is earned for each tonne of carbon dioxide equivalent (tCO₂-e) stored or avoided by a project. ACCUs can be sold to generate income, either to the Government through a carbon abatement contract (reverse auction), or in the secondary market.

All projects undertaken as part of the Emissions Reduction Fund must be consistent with an approved method. The method explains how to carry out a project and measure the resulting reduction in emissions. A number of different methods are available and include opportunities for industry and land sectors, including:

- capture and destruction of coal mine waste gas and oil and gas fugitive emissions
- reductions in emissions-intensity of land, sea and air transport
- commercial buildings, public lighting and industrial energy efficiency
- reduction in emissions from energy consumption by small energy users such as households or small businesses
- capture and combustion of gas from landfill and agricultural waste

- alternative waste treatment
- capture and combustion of biogas from wastewater, and
- methods for the land sector, including increasing soil carbon, reducing livestock emissions, expanding opportunities for environmental and carbon sink plantings, and reforestation.

AusIndustry, a division of the Department of Industry and Science, has an office located in Newcastle which provides a confidential and free of charge service to those that wish to participate in the Emissions Reduction Fund. Emissions Reduction Fund workshops are also being held at the AusIndustry Newcastle office. Email natalie.gillam@industry.gov.au or call 4014 5922 to reserve your attendance.



NSW Government rebates for saving energy

All NSW businesses can receive rebates for upgrading equipment to more energy efficient options. Upgrades such as switch lighting to LEDs can help your organisation become more profitable by improving your energy efficiency and reduce your operating costs.

The NSW Government's Energy Saving Scheme allows businesses conducting an energy saving activity to generate certificates, called Energy Saving Certificates (ESC, pronounced Eskys). The ESCs reduce the capex needed for the upgrade and increases the return on investment. ESCs can only be generated by Accredited Certificate Provider (ACP).

ESCs are tradable hence their value and the size of the rebate are market driven. The good news for business is that their value have increased by over 300% in the last 12 months, which means now is the time to consider energy efficiency project in your business.

The scheme gives rebates for all types of energy saving with the most common being lighting upgrades. Advancements in lighting technology such as LEDs as well as reduction in their cost has led to paybacks in many cases under 12 months.

Old Light	Old Wattage	New LED Wattage	Savings
Hi Bay Metal Halide	400	120	70%
Down Lights	50	12	76%
Shop Lighters Metal Halide	70	38	46%
Troffer (T8 twin tube)	72	40	44%

Table: typical lighting upgrades and savings

Australian Energy Consultants is currently working with HunterNet to help local business take advantage of these rebates. Business can register their interest at www.australianenergyconsultants.com.au/#!contact-australian-energy-consultants

Useful Links

- NSW Government Energy Saving Scheme: www.ess.nsw.gov.au
- Federal government Energy Efficiency Exchange: eex.gov.au/technologies/lighting/
- NSW Office of Environment Lighting Guide: environment.nsw.gov.au/business/lighting.htm

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Collaborative hub for a clean, smart future

Eighteen04 has been established as a co-working space for CleanTech and Smart City focussed startups in the Hunter. It provides a physical and cultural space to foster collaboration and networking for tech entrepreneurs that will form a new part of the innovation ecosystem in our region.

The aim of Eighteen04 is to support early stage startups seeking to transform our energy economy, environment and build smart and sustainable cities. Our emphasis is on scalable product-based enterprises targeting global markets. Software and hardware startups are welcome and the dedicated team and resident cohort will facilitate access to networks and create a focal point for local action.

Thanks to the CSIRO Energy Centre at Mayfield, Eighteen04 has found its first location with eleven desks that are already occupied by enthusiastic innovative companies. In time, Eighteen04 plans to grow to a 60-desk facility ideally in a city-centre location where residents can contribute to the growth and energy around the NeW Space education precinct.

Dr. Gunilla Burrowes, Chair of Eighteen04 Incorporated, said that Eighteen04 is a part of the exciting new future for Newcastle for which many people shared a vision.

"CleanTech and Smart Cities are two key global trends that Newcastle has the opportunity to lead for the benefit of not only our region but for the nation as a whole".

The regional heritage in generation and supply of energy to the state, together with the leading knowledge resources of the University and CSIRO Energy Centre makes it clear that we should build on this strength to create industries that will be a part of the energy future for the next century.

Dr. Burrowes said that an enthusiastic, hard-working and high calibre volunteer team had formed to establish Eighteen04 in just two months.



Dr Gunilla Burrowes and David Puxty outside co-working space at CSIRO.

"Many of the team members are leaders in their own field", said Dr. Burrowes, "and combined with their professional talents there has been a culture of openness, networking and collaboration with a purpose that reflects the characteristics we hope to give to our start-up entrepreneurs".

Founding members of the team include Dr. Andrew Mears and James Giblin. Both Dr. Mears and Mr. Giblin are residents of Eighteen04 and are working on start up companies – SwitchDin and Australian Energy Consultants. David Puxty from Fernlawn, was the first to take up residency at eighteen04 and is delighted to be a part of the concept.

"As a start up you find yourself turning into an island. Eighteen04 has surrounded me with like-minded start-ups all facing the same issues and opportunities. Now we have the benefit of having 'colleagues' for advice and an ear whilst not losing the flexibility to adapt and move quickly in a business sense".

Fernlawn offer remote monitoring technology to reduce the cost of servicing of bins and tanks.

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Lake Macquarie City Council finalist in 2015 Green Globe Awards

Lake Macquarie City Council has been announced as a finalist in two categories of the NSW Office of Environment and Heritage 2015 Green Globe Awards.

The Green Globe Awards are the NSW Government's leading environmental recognition program, celebrating excellence, leadership and innovation in sustainability.

Council's Manager Sustainability, Alice Howe, said Council was proud to be a finalist in both the 'natural environment sustainability' and 'local government sustainability' categories.

"In the natural environment sustainability category, Council has been recognised for our Ecosystem Enhancement Program, which is underpinned by a comprehensive management system to protect biodiversity and threatened species across the City," Dr Howe said.

"Council was also recognised in the local government sustainability category for our ongoing efforts to incorporate sustainable practices in our daily work.

"Council has a commitment to make Lake Macquarie a sustainable city with healthy ecosystems and a community secure from environmental threats. Through initiatives like our Ecosystem Enhancement Program and by embedding sustainability practices throughout our core business, we can more easily achieve this goal."

Now in its 16th year, the Green Globe Awards celebrate innovative environmental achievements and resource-saving measures from businesses, government and community groups across NSW.

Green Globe Award Judging Panel Chair, Robin Mellon, said this year's finalists were of particularly high calibre.

"It's remarkable to see the sustained effort from not only NSW's largest corporates but also councils, small and medium businesses and community groups in the Green Globe Award nominations this year," Mr Mellon said.

"Nominees are now addressing sustainability across more areas of their business than ever before, with many looking at long-term visions, social and shared value, and holistic initiatives, rather than simply their short-term goals."

2015 Green Globe Award finalists were chosen by an independent panel of leading environmental experts in the fields of energy, water, waste, sustainability and environmental research and academia.

The business of working wetlands

Newcastle is a Wetland City, surrounded by the Hunter Estuary, the Lake and the Bay. The Hunter's wetlands give us freshwater, fish and prawns, real estate with water views, Indigenous cultural heritage, recreation, wildlife and joy.

The Hunter Estuary is not just the world's largest coal port. It's internationally significant wetlands are listed under the Ramsar Convention, protected under federal environmental law, and recognised as for the thousands of shorebirds that migrate here from north and east Asia each summer.

Our Wetland City is home to threatened wetland wildlife such as endangered green and golden bell frog, the secretive bird Australasian Bittern, and koalas living in endangered swamp mahogany and melaleuca forests.

Hunter Wetlands Centre Australia celebrates its 30th Anniversary on 7 November, when they will acknowledge what their members and supporters have achieved by working with business, industry, governments and community. As a local not-for-profit charity run mainly by volunteers, the Wetland's history is tied to business and the Hunter.

BHP and Brambles helped them dig new wetlands from disused rugby fields. Westpac sponsored a movie theatre. Tomago Aluminium built infrastructure. NCIG bought wetland plants from there nursery. The Steel Industries Assistance Scheme helped purchase the property.

Today, the Hunter Wetlands continue to work with business to keep wetlands healthy and full of life.

Mining companies and heavy industry can offset biodiversity impacts with Hunter Wetlands by entering into biobanking agreements over their wetlands, or others. They offer opportunities for Environmental Service Orders and Enforced Undertakings imposed by the Land and Environment Court or EPA to occur on their site. They also invest corporate sponsorships and industry community grants in environmental education.

In 2014/15 Hunter Wetlands grew over 100,000 local wetland plants for industry for environmental rehabilitation and offset projects. They host corporate volunteering days. Businesses hire our venues for planning meetings. Diners in our Spoonbill Café command relaxing views of wetland wildlife from the balcony.


Looking ahead, our passionate team seeks to work with business to establish new wetland centres and restoration projects in the Hunter or further afield, re-introduce wetland fauna to our wildlife sanctuary (brolgas, anyone?), install solar power and battery storage, remodel our Visitors Centre, upgrade our disability access and services (wanted: a lift for people in wheelchairs), and build eco-accommodation.

Globally, 60% of all wetlands have been lost, whether from land clearing, infilling, overgrazing, drainage, pollution, weeds or dredging. These impacts continue, including in the Hunter.

This century, a predicted sea level rise of 0.5 to 1m due to climate change will see most freshwater wetlands across the Hunter estuary converted into mangrove forests.

Hunter Wetlands Centre Australia will continue to work with business to conserve our wetlands.


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
- Graduates will be eligible for direct entry into the third year of a new degree at the University of Newcastle

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Master Builders Excellence in Building Awards

In a tribute to the outstanding workmanship displayed within the region's construction industry the Master Builders Association held its gala Excellence in Building Awards at West's Leagues Club on 4 September with over 520 guests in attendance. This year also marked 20 years since the first awards were held in 1995.

More than 140 entries were judged with a combined value of work exceeding \$300 million. This presented the experienced judges with the enviable task of selecting the best of the best.

The objective of the annual Awards is to encourage, promote and recognise "Best Practice" in building and to establish benchmark projects for others in the industry to emulate. The entrants and winners not only set leadership standards for others to aspire to but promote public confidence in dealing with regional builders, architects and subcontractors.

Newcastle Master Builders President, Peter DiPrinzio, recognised a special 50 year membership by local builder, T & J McGlynn Builders, now currently owned and operated by Matt Lynch.

There are numerous long time members of the Master Builders who have contributed to the local economy over past 20 years and pleased to have witnessed a solid pick up in residential construction activity in the past 12 months. The Hunter's building industry continues to make a significant contribution to our region's employment and wealth with 20,000 workers deriving an income from the local industry. The projects displayed were a credit to the building skills of local firms and demonstrated the extensive business experience possessed by so many of the region's contractors and builders.

The commercial projects, both winners and entrants, were of outstanding calibre. The commercial builder of the year, A & K MacKay Building, was rewarded for its efforts in completing 104 Brighton Avenue, Toronto which also claimed commercial awards for Interior and Shop Fitouts and best use of Ceramics. It was certainly a difficult choice for the judges when competing

against projects of such a high standard as the University of Newcastle Student Accommodation Building (John Holland), Newcastle Private Hospital (North Construction), The Lucky Hotel (Graph Builders), Cordina Chicken Factory (GWH Build), Foghorn Brewhouse (Deane Projects) and Muswellbrook Hospital Emergency Department (Hansen Yuncken) which were all worthy commercial winners.

Godbee Electrical was also recognised as commercial subcontractor of the year for its outstanding work on a number of projects including the Ourimbah Ausgrid Depot and the Foghorn Brewhouse.

The residential awards continue to produce entries which demonstrate exceptional build quality, exciting new products and better attention to sustainability and energy/water efficiency. The residential builder of the year, Developing Business, dealt with a range of site and design challenges to produce an award winning home of outstanding construction quality at Avoca Beach. To be recognised the best project against other worthy category winners including Peter Doody Constructions, McDonald Jones Homes, Octobrick and Crest Building Services was a memorable achievement.

Josh Ferris (Ferris Building) was judged to be the Master Builder's Young Builder of the Year and collected an award for an exceptional renovation project at Hamilton South. John Hersee Master Painter was recognised as the Housing Subcontractor of the year for excellent work at The Junction, Speers Point and Carrington.

Twenty two local award winners will now progress to the National Master Builders Awards to be held on the Gold Coast in November, where the regions previous winners have claimed significant success. In 2014 Hansen Yuncken's excellent project at Birubi Point Surf Club was a worthy National Master Builder Award winner for Public Buildings.



A & K MacKay Building Company Pty Ltd

A & K MacKay Building is involved in residential, commercial and industrial projects across the Hunter Region.

Recent Projects include:

- Multiple unit developments
- Duplexes
- Large Residential houses
- Mixed purpose complexes
- Commercial buildings
- Industrial complexes
- Design and construction project management



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WINNER: COMMERCIAL BUILDER 2015

We would like to thank and acknowledge the commitment of our dedicated team of Staff, Suppliers and Subcontractors on our projects, whose skills and talents contributed to A & K MacKay Building Co Pty Ltd achieving 4 MBA awards

Master Builders Excellence in Building Awards 2015 WINNERS

HOUSING CATEGORIES

Display Homes Under \$450,000:

McDonald Jones Homes - Seaside Retreat, 16 Stuart Everitt, Fern Bay

Custom Built Homes \$300,000 - \$650,000:

Peter Doody Constructions Pty Ltd - Hunter Valley Farmhouse, Fullerton Cove

Custom Built Homes \$650,000 - \$800,000:

Octobrick Pty Ltd - Johnson/Sawatzky Residence, The Junction

Custom Built Homes \$800,000- \$1 million:

Developing Business Pty Ltd - North Avoca Beach House, North Avoca

Custom Built Homes Over \$2 Million:

Developing Business Pty Ltd - Beach Build, Avoca Beach

Alterations, Additions, Renovations & Restorations Under \$400,000:

Ferris Building Pty Ltd - Dumaresq St Project, Hamilton South

Alterations, Additions, Renovations & Restorations \$400,000 - \$700,000:

Crest Building Services Pty Ltd, Coal Point

Alterations, Additions, Renovations & Restorations \$1.5 Million - \$2.5 Million:

Bailey and Morris Constructions - Bellarimbah, Palm Grove

Medium Density, Dual Occupancy:

McDowell Homes - 20 Sunset, Soldiers Point

Medium Density, 3 - 5 Dwellings:

Pycon Homes & Constructions Pty Ltd - Harbourside, Port Macquarie

Medium Density, Over 5 Dwellings:

Mavid Construction Pty Ltd - 46-48 Lachlan Road, Cardiff

COMMERCIAL AWARDS CATEGORY

Extensions, Renovations & Refurbishments Under \$2 Million:

Deane Projects Pty Ltd - Foghorn Brewhouse, Newcastle

Extensions, Renovations & Refurbishments Over \$2 Million:

North Construction & Building Pty Ltd - Newcastle Private Hospital, New Lambton Heights

Public Buildings Under \$1.5 Million:

Lianda Constructions Pty Ltd - Capa Building, Port Macquarie

Public Buildings \$1.5 - \$6 Million:

Hansen Yuncken - Muswellbrook Hospital Emergency Department Redevelopment, Muswellbrook

Public Buildings Over \$6 Million:

Stevens Construction (NSW) Pty Ltd - Performing Arts Centre, Erina Heights

Club/Hotel Developments (Refurbishment):

Graph Builders Pty Ltd - The Lucky Hotel, Newcastle

Interior & Shop Fitouts:

Drayton Construction Pty Ltd - Keith Tulloch Wine, Pokolbin

Industrial Building Over \$5 Million:

GWH Build Pty Ltd - Cordina Chickens, North Wyong

Civil Engineering & Infrastructure:

6 Waeger Constructions - Newcastle Memorial Walk, The Hill

Apartment Developments:

John Holland Pty Ltd - University of Newcastle Student Accommodation, Callaghan

KITCHENS, BATHROOMS, SWIMMING POOLS AND OUTDOOR CATEGORIES

Kitchen of the Year Under \$35,000:

Pycon Homes & Constructions Pty Ltd - Suitor Residence Kitchen, Port Macquarie

Bathroom of the Year:

Claybuild - Neptunes Bedroom Suite, Croudace Bay

Outdoor Landscaping Project of the Year - Residential Dwelling:

North Luxury Residential - The Point, Copacabana

Outdoor Landscaping Project of the Year - Medium Density:
Scape Constructions Pty Ltd - Forresters Beach Retirement Village Development, Forresters Beach

Energy Efficiency & Environmental Sustainability:

Altez Building Contractors - "Benbulla" House for Bob and Susan, Wherroul Flat

HOUSING AWARDS JUDGES CATEGORIES

Best Use of Timber:

Bailey and Morris Constructions - Bellarimbah, Palm Grove

Best Use of Bricks:

Altez Building Contractors - "Benbulla" House for Bob and Susan, Wherroul Creek

Best Use of Glass:

Itez Building Contractors - "Benbulla" House for Bob and Susan, Wherroul Creek

Efficient use of Water:

Developing Business Pty Ltd - Beach Build, Avoca Beach

Swimming Pool of the Year:

Developing Business Pty Ltd - Beach Build Pool, Avoca Beach

Best Use of Ceramics:

McDonald Jones Homes - Miami 16 Executive, Rutherford

Housing Apprentice of the Year:

Jonathon Lawler

Women in Building Recognition Award:

Gillian Geraghty, APP Corporation & Jennifer Bates, NSW Public Works

Young Builder of the Year:

Josh Ferris, Ferris Building Pty Ltd

Workcover Excellence in Work Health & Safety Award - Small Business Housing Builder:

Bartlett Homes

COMMERCIAL AWARDS CATEGORY

Commercial Projects Under \$2 Million:

A & K MacKay Building Co Pty Ltd - 104 Brighton Avenue, Toronto

Commercial Projects Over \$5 Million:

Stevens Construction (NSW) Pty Ltd - Performing Arts Centre, Erina Heights

Workcover Excellence in Work Health & Safety Award:

Kingston Building Australia Pty Ltd - Belmont Police Station, Belmont

Commercial Apprentice of the Year:

Jarrad Page, North Construction & Building

University Graduate of the Year:

Lachlan Bell

Best Use of Timber:

Malman Constructions - Sister Marie Hall, Adamstown

Best Use of Glass:

GWH Build Pty Ltd, Williamtown

Restoration of a Historic Building:

Australian Heritage Restorations - Scone Theatre Court House, Scone

Energy Efficiency & Environmental Sustainability - Commercial:

Deane Projects Pty Ltd - Foghorn Brewhouse, Newcastle

Best Use of Ceramics:

A & K MacKay Building Co Pty Ltd, Toronto

Commercial Subcontractor of the Year:

Godbee Electrical - Ausgrid Depot, Ourimbah, The Alec Rice Centre, Toronto and Foghorn Brewhouse, Newcastle

Commercial Builder of the Year:

A & K MacKay Building Co Pty Ltd - 104 Brighton Avenue, Toronto

Housing Subcontractor of the Year:

John Hersee Master Painter - 2 Ravenshaw St, The Junction, Berkley St, Speers Point and 58 Gipps St, Carrington

Housing Builder of the Year:

Developing Business Pty Ltd - Beach Build, Avoca Beach

1995 - 2015

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Third consecutive WH&S award for Kingston Building

The team at Kingston Building (Australia) were congratulated with the Workcover Excellence in Work Health & Safety Award for the Belmont Police station at the 2015 Newcastle Master Builders Awards. This is the third time the coveted award has been presented to Kingston in the past three years.

Kingston's Managing Director Mr. Col Robards said "This project has allowed Kingston to demonstrate our commitments of People, Planet and Performance.

"We manage every day the safety of 100 workers on this site at any given time.

"We value respect and if you're not keeping a safe environment for your workers then you are not giving them the respect they deserve".

Kingston attributes its success to its people, subcontractors and strict adherence to the Federally Accredited safety systems that it has in place. John Tonkin, Kingston's Operations Manager and Kim Flanagan, Systems Manager, regularly conduct training sessions for staff and site based workers to continually re-enforce the importance of undertaking projects in a safe manner. Kingston recently introduced an on-line induction system to facilitate the process for entry to site and before workers commence their tasks, tool box talks are conducted and hazard identification is communicated to increase awareness.

Mr Tonkin said "when we reviewed the injuries that happen on work sites for all builders, it's the daily routine tasks being undertaken when injuries mostly occur.

"There is a level of complacency that arises when workers undertake a task that they have done one thousand times before."

We focus on workers being aware of this behaviour so that they are more attentive to the risks associate with the daily routine."

Consequential loss – Do you really know what's being excluded?

Dan Barrow
Moray & Agnew Lawyers

Loss and damage are recoverable for breach of contract. As stated in the well-known passage from *Robinson v Harman*¹:

Where a party sustains loss by reason of a breach of contract he is, so far as money can do it to be placed in the same situation, with respect to damages, as if the contract had been performed.

However, there is a limit on the type of damage that is recoverable, in that the damage cannot be too remote. The lead case on remoteness of damage is *Hadley v Baxendale*², where the Court identified two types of recoverable damage, with other loss and damage being too remote:

1. damage which arises naturally from the breach of contract itself (First Limb); and
2. damage which may reasonably have been in the contemplation of both parties at the time of contract (Second Limb).

As a general proposition, damages falling within with First Limb are analogous to 'direct' losses, whilst damages falling within the Second Limb have historically been referred to as 'consequential' losses.

It is quite common for parties to construction contracts to include provisions excluding or limiting liability for 'consequential loss', but without defining what that term means, on the expectation that it equates to the Second Limb. This approach effectively leaves it to the Courts to decide what type of losses fall within the expression in the event of a dispute.

One such example is *Peerless*³, where the Victorian Court of Appeal decided that the meaning of consequential loss was not that stated in the Second Limb. Instead, the Court took the view that it meant loss and damage other than the 'normal measure of damages'.

Kingston
www.kingstonbuilding.com.au

MASTER BUILDERS ASSOCIATION
2015 EXCELLENCE IN BUILDING AWARDS NEWCASTLE

Workcover Excellence in Work Health & Safety Award - Commercial

Kingston Building Australia Pty Ltd
Belmont Police Station

Winner

WINNER
Newcastle MBA Awards

People Planet Performance

Consequential loss included, for instance, lost profits or expenses incurred through the breach. Courts in NSW and WA have followed the Peerless decision.

As a result, there is no longer a clear position on what is included within 'consequential loss' where the term is undefined. More than ever, if you want to exclude a particular category of loss, you must be specific and the drafting must be precise. The Courts will give effect to properly drafted clauses. The recent case of *Macmahon Mining Services*⁴ provides an excellent example of effect being given to such a clause.

In that case, Macmahon and Cobar entered into a design and construct contract for the development of a copper mine. Nearly two years into the contract, Cobar issued a purported notice of termination on Macmahon in reliance on a clause allowing Cobar to terminate for breach if, in Cobar's opinion, the breach was incapable of remedy.

Macmahon claimed the termination was wrongful, accepted the repudiation of the contract, and sued Cobar for loss and damage, including a claim for 'loss of opportunity to earn profit' valued at approximately \$67 million. This was despite a provision in the contract excluding liability for consequential loss, which was defined to include: any loss or [sic] profits, loss or [sic] production, loss or [sic] revenue, loss of use, loss of contract, loss of goodwill, loss of opportunity or wasted overheads, whatsoever, whether direct or indirect Cobar relied upon that provision to deny liability for this head of damage.

The Court ultimately held that the reference to 'loss of contract' in the definition of consequential loss included loss of the benefit of the contract and that 'loss of the benefit would be, ordinarily, a consequence of an accepted repudiation'.

As a result, Cobar had no liability for the 'loss of opportunity to earn profit' claimed by Macmahon.

This case is a reminder that clauses limiting or excluding liability can be wide-reaching and very powerful even in instances



where they are not properly or carefully drafted. More than ever, therefore, specific and precise drafting is the key to an outcome that reflects the parties' intentions.

1 (1848) 1 Ex 850 at 855

2 (1854) 156 ER 145

3 *Environmental Systems v Peerless Holdings* (2008) 227 FLR 1

4 *Macmahon Mining Services v Cobar Management* [2014] NSWSC 502

For further information contact Dan Barrow on (02) 4911 5400, email DBarrow@moray.com.au or visit www.moray.com.au

Dan Barrow is a lawyer and civil engineer with over 18 years practical experience in construction and law. He advises contractors, suppliers, consultants, developers and owners on civil, building, engineering, infrastructure and mining projects. Dan's civil engineering background and hands on experience allows him to quickly familiarise himself with complicated construction related matters.

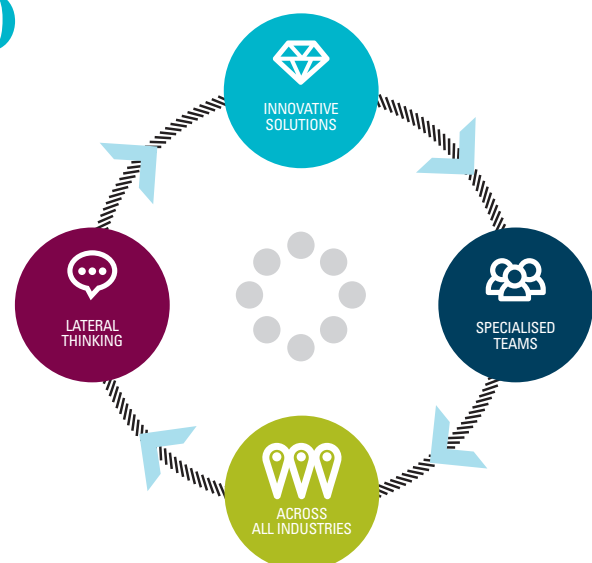


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Moray & Agnew is a national law firm with 550 people including 82 partners. As one of the Hunter Valley's leading law firms, the expertise of our Newcastle legal team of 13 partners and over 40 lawyers extends to:

- Commercial Dispute Resolution
- Construction and Infrastructure
- Corporate
- Insurance
- Property
- Planning and Environment
- Workplace



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Lower Hunter URBAN DESIGN AWARDS

The 2015 Lower Hunter Urban Design Awards (LHUDA) attracted hundreds of business and community leaders to the Newcastle Town Hall on 11 September to celebrate the 40th anniversary of these prestigious awards. The gala event this year had a Gatsby theme with many of the attendees dressing accordingly in period costume.

The Newcastle Civic Design Awards were introduced through Newcastle City Council in 1975 as an initiative of Newcastle's first City Planner, Bob James. Through this initiative, the Council aimed to raise the bar for urban design in the city. In the mid-1990s, the four other Lower Hunter Councils of Lake Macquarie, Maitland, Cessnock, and Port Stephens joined Newcastle in promoting quality urban design. It was then renamed the Lower Hunter Urban Design Awards, fondly known as, LHUDA.

As well as the five supporting local councils LHUDA is also supported by the Australian Institute of Architects, the Institute of Landscape Designers & Managers, Newcastle Master Builders Association, the Planning Association and the Property Council.

Due to the special nature of this year's awards, it was decided to honour the last 40 years of winners by taking the top enduring urban designs and selecting a finalist list based on a new set of criteria that takes the longevity of a building in to consideration.

The judges had the difficult of selecting the following category winners from the impressive list of designs from across the Lower Hunter.

Enduring Urban Design Award

Winner: Newcastle Civic Theatre

Student Concept Prize

Winner: Team TAFE – Zietsch, Taplin, Vermue, & Hampton.

People's Choice Award

Sponsored by Master Builders Group Training & Personnel
Winner: Richards Residence.

Heritage Award

Sponsored by Graph Building
Joint Winners: Newcastle Civic Theatre and Maitland Regional Art Gallery.
Merit: Cessnock Performing Arts Centre

Landscape & Public Art Award

Winner: The Vintage Residential Development

Large Scale Commercial Award

Sponsored by GHD

Winner: Tempus Two

Merit: The Sandvik Australia Operations Centre at Heatherbrae

Small Scale Commercial Award

Sponsored by GHD

Winner: East Maitland Library

Merit: Kingston Headquarters

Residential – Multiple Housing Award

Sponsored by de Witt Consulting

Winner: Dudley Time Travellers

Merit: Lee Wharf Stage

Residential – Single Award

Sponsored by de Witt Consulting

Winner: 35 Carrington

Universal Access

Sponsored by Scooters & Mobility & AILA

Winner: Lake Macquarie Variety Playground

Sustainability Award

Joint winners: Umwelt Offices and 35 Carrington

Award for Excellence

Winner: Honeysuckle Precinct.

Honourable Mention: Merewether Surfhouse

Outstanding Contribution by an Architect

Sponsored by UrbanGrowth NSW

Winner: EJE Architecture

Outstanding Contribution by a Builder

Sponsored by UrbanGrowth NSW

Winner: Stronach

Award for Individual Contribution to Urban Design

Winner: Edward Clode, current Principal – dwp|Suturs



Category winners at the 2015 Lower Hunter Urban Design Awards



BUILDING BETTER PLACES FOR PEOPLE

The Hunter Development Corporation is a State Government agency working to create better places for people to live, work and enjoy.

The Corporation's role is to facilitate private sector investment on State-owned lands that would otherwise remain closed to the public.

It does this by removing constraints that prevent development and by encouraging development that creates public spaces for the community to enjoy. The Corporation's area of operation includes eleven local government areas in the Hunter Valley.

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**Hunter
Development
Corporation**



Hunter sees increase in new home building

Latest ABS figures on new home building approvals indicate that activity across the HIA Hunter region continued to increase in the year to July, reported the Housing Industry Association.

From January to July 2015 ABS figures show a total of 3,014 approvals have been issued for new dwellings in the Hunter and Central Coast regions, an increase of 7.9% when compared to the same period in 2014. Multi-unit approvals have increased by 5.6%, while detached house approvals increased by 4.25%.

"The increase in new home building approvals is spread across both detached new homes and multi-unit approvals. Percentage increases in total dwelling approvals were the strongest in

Newcastle, up 70.6%, Port Stephens, up 68.5%, and Gosford, up 52.8%," explained Craig Jennion, HIA Executive Director for the Hunter region.

This positive news, followed by strong July lending figures for owner occupiers and investors constructing new homes adds to the evidence that the Hunter and Central Coast's home building industry is on a strong footing," Mr Jennion pointed out.

"This increased pipeline of new dwelling activity is a welcome development, and contributes to the long-term prospects for the Hunter region. The results also reinforce the important contribution that new home construction continues to make to the local economy," concluded Mr Jennion.

Skill shortages remain in local building

Newcastle MBA Group Training & Personnel has been offering employment and training opportunities for youth of the Central Coast, Hunter Valley and Newcastle Region's for over 15 years. As a recognised leaders in the field, MBA's Not for Profit Group Training Organisation has produced some of the finest new builders in the region.

With building activity increasing in the Hunter the industry is starting to see a greater demand for and in job opportunities with apprenticeships. The numbers of which, are at the highest levels in years.

However although this is a the positive increase, there are still seeing skill shortages, as only half of retiring builders and trades people in the industry are being replaced by Apprentices in Training. Building Apprenticeships are a great pathway into the industry where participants can become a profitable quality Builder.

Newcastle MBA Group Training & Personnel offers apprenticeships in a variety of trades including carpentry, plumbing, roof plumbing, bricklaying, painting & decorating, aall and floor tiling, electrical, air conditioning, roof tiling, floor laying, plastering, concreting, landscaping and more. They also offer traineeships in business administration, blinds & awnings, water-proofing and general construction.

Newcastle MBA Group Training & Personnel covers all associated employment responsibilities and only charges the host employers the exact hours the apprentice works on site. They look after all workers compensation, superannuation, inclement weather, TAFE fees & compulsory books, payroll and payment of each employee's entitlements which helps in saving businesses time and money.

A host employer only has to commit to an apprentice for the period of time that suits the work flow. If the work flow changes the host employee can hand the apprentice back. The apprentice is then rotated for further training with another host employer.



Newcastle Master Builders Apprentices

The Apprentice and Trainee Specialists



The Master Builders Group Schemes are the specialists in providing high quality Apprentices and Trainees to the Building and Construction Industry. Our Apprenticeship Specialist's will assist you to add valuable personnel additions to your business. Please contact our friendly staff on how we can assist your business and together help reduce trade skill shortages!

For further information on our group scheme or to apply for an Apprenticeship please call **4979 0175**.

The Newcastle Master Builders Association Serving Newcastle and the Hunter Valley Since 1874



Blake Rumbel, an Electrical Apprentice, working on site

Security of payments: dates, deadlines & traps

Sam Roberts
Roberts Legal

The Building & Construction Industry Security of Payment Act 1999 (NSW) ("the Act") is unlike any other law in the country (apart from its interstate equivalents). The purpose of the Act is to improve cash flow for contractors, suppliers and professionals in the building industry ("contractors"). It applies to contracts for the carrying out of construction work (or supply of related goods or services) in NSW with only a few exceptions.

The purpose of the Act is achieved by creating a statutory right to payment of a Payment Claim that is not disputed within the allowed time, and establishing a regime for the swift and independent Adjudication of a disputed Payment Claim. The Act, therefore, enables contractors to recover payment without becoming involved in expensive and prolonged Court proceedings.

Reference Dates: All rights under the Act flow from the service of a valid Payment Claim. A Progress Claim or a Tax Invoice will be a valid Payment Claim provided that it sufficiently identifies the construction work (or related goods or services) to which it relates and is issued in relation to an available Reference Date¹. A Reference Date is a date from which a claim for a progress payment may be made under a contract. If the contract makes no express provision in relation to the matter, the Reference Date is the last day of each month in which construction work is carried out.

Payment Schedules: If a party to a contract receives a Payment Claim ("the respondent") claiming an amount that is disputed, unless they provide a Payment Schedule in response to the Payment Claim strictly within the allowed time they will become liable to pay the amount claimed, and be prohibited from raising any Cross Claim or Defence under the contract if action is taken to enforce a statutory right to payment regardless of the merits of the dispute. Essentially, where a respondent fails to provide a Payment Schedule the contractor will have an indisputable statutory right to payment of the amount

claimed in the Payment Claim and will be entitled to suspend work under the contract if payment is not received by the due date². A Payment Schedule may only be provided by the earlier of the period specified in the contract (if any) and 10 business days after the Payment Claim was served. Tracking the date of service of a Payment Claim is, therefore, also essential practice³. As there is no prescribed form for a Payment Schedule, you should assume that any written response to a Payment Claim (including emails and SMS messages) that either specifies a lesser amount payable or indicates that no amount will be paid, will be a Payment Schedule for the purposes of the Act.

Adjudication: If a Payment Schedule is provided within the allowed time specifying an amount that the contractor rejects the contractor may apply for the independent Adjudication of the amount payable. Strict time frames exist in relation to the lodging of Adjudication Applications⁴ and there is usually only one chance to present your case and supporting submissions to the Adjudicator. To be safe, you should assume that there is only 10 business days to lodge an Adjudication Application after receiving a Payment Schedule. If you receive a Payment Schedule, or a document that you think might be a Payment Schedule, it is usually best to speak to a Lawyer experienced in Security of Payment Adjudications the same day. The Adjudication of disputed Payment Claims is an invaluable regime for contractors to use to avoid expensive and prolonged litigation through the Courts. Adjudication is by far the quickest and cheapest way of obtaining an enforceable Judgment and ultimately getting paid.

Amendment trap: As there is no longer any requirement for a Payment Claim to indicate that it is a claim made under the Act⁵, contractors who do not keep track of Reference Dates and unknowingly issue a valid Payment Claim may lose the chance to apply for Adjudication of a disputed Payment Claim without even knowing that the time for lodging an Adjudication Application had begun to run.

In summary, if you are a contractor that carries out work or supplies goods or services to which the Act applies you should:

- Apply your mind at the outset of a project to the Reference Dates that will arise under the contract.
- Track closely the dates of service of a Payment Claim and the final dates for provision of a Payment Schedule.
- Seek legal advice promptly should a statutory right to payment arise or if you consider that you may need to apply for Adjudication of a disputed Payment Claim.

Quite literally, tracking these dates and taking action promptly when necessary could be the difference between the success and failure of a business.

¹ For contracts entered into on or after 21 April 2014 for residential building works by a subcontractor there is also a requirement that the Payment Claim indicate that it is made under the Building & Construction Industry Security of Payment Act. A Payment Claim served by a Head Contractor on a Principal must be accompanied by a Supporting Declaration.

² The due date for payment is the earlier of the date specified in the contract and the dates specified in Section 11 of the Act. Work may only be suspended if the contractor has first served Notice of Intention to Suspend under Section 15(2)(b) of the Act.

³ To best avoid disputes in relation to the dates of service, Payment Claims should be served by facsimile transmission wherever possible with a copy of the successful transmission confirmation kept in the job file.

⁴ See Section 17(3) of the Act for the different timeframes that an Adjudication Application can be made. An Adjudication Application can also be made where a Payment Schedule was not provided subject to Section 17(2) of the Act.

⁵ Unless the work relates to a subcontract in respect of residential building work under the Home Building Act.

⁵ Unless the work relates to a subcontract in respect of residential building work under the Home Building Act.

For further information contact Roberts Legal on (02) 4952 3901, email sam@robertslegal.com.au or visit www.robertslegal.com.au

Sam Roberts is the founder and Managing Director of Roberts Legal. He is 1 of only 4 Accredited Specialists in Commercial Litigation in the Newcastle, Hunter Valley and Central Coast regions having acquired his accreditation in the area of Building & Construction Law. He is the author of Roberts Legal's popular Security of Payment Guide and a member of the HIA.



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Visit our website to download our popular *Security of Payment Guide*.



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Home automation makes life easier for wheelchair bound woman

GB Electrical has recently completed its latest project in home automation to improve the independence and quality of life for a young lady who has Cerebral Palsy and is wheelchair bound. GB Electrical has incorporated the latest automation technologies in a new purpose built home.

GB has used Push as the Smart Device interface on her iPhone and IPAD with CBUS / Somfy RTS and Environexus working in the background to pull together this amazing seamless control starting from before she gets into the house. The systems used are simple to install, they can be retrofitted to existing homes or installed in new residences. Installation costs are much lower than you may expect and results are stunning.

The new system controls the TVs, Apple TVs, DVD-Blue Ray, Sonos Music, lighting, exhaust fan, front and back door, windows and blinds. It has set schedules for time based control and scenes for the control over multiple devices from one button on her smart device. GB Electrical has also incorporated standard control on the walls for the doors / windows and lights for family and carers.

This technology provides the independence that the client deserves and is improving her quality of life.



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Contractors**

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Adapting heritage buildings for modern use

Jon Webber
Webber Architects

An effective way of conserving the history and heritage of an important site is to adapt the existing heritage buildings for modern use. Re-designing a building of this type brings challenges in retaining the historic character, conserving the original building fabric and achieving compatibility between original and new works. The design must be informed by an understanding of a heritage building's significance, character and quality.

In September this year, Alison Homestead was officially opened. This heritage-listed Homestead houses the Wyong District Museum and Historical Society, and is Webber Architects' most recently completed heritage project.

After much of the original building was damaged by fire, a new design was developed to reflect the original Homestead. The design involves a modern, non-dominant addition, considerate of the original building.

The new 'Pearce Wing', named after one of the founding families of the Homestead, encompasses communal open spaces in context with its uses. A central education and meeting space separates the original and new pavilions.

Externally, new metal roofs reflect the corrugated iron roofs of the oldest part of the Homestead; and the recycled brick walls supporting the education space, and rusted steel fascia's provide an earthy tone to the building. The internal new building works are finished in modern materials and detailing. Polished concrete is detailed to shadow the walls of the original Homestead allowing visitors to interpret the original building whilst viewing the collection of artefacts on display.

Restoration has been undertaken to the scale and proportion to reflect the original Homestead. The outline of the original building is also reflected in the landscape to provide visitors with an understanding of the original size of the site and its relation to the surviving photographs of the site.

**For further information contact Webber Architects on
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Founder and Director of Webber Architects, **Jon Webber** is an award-winning Architect who has been working within the architecture and construction industry for more than 20 years. His experience extends across architecture, interior design and master planning for residential and commercial projects. He works closely with his clients to drive the functionality and feasibility of the design with the end user always firmly in mind.



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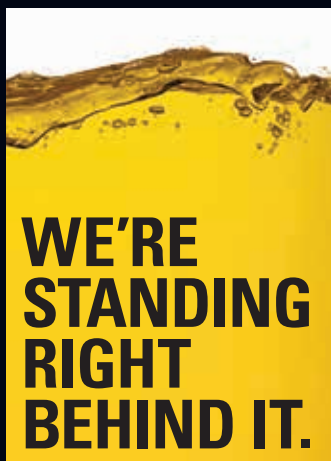
[†]Available on a wide range of new Cat machines purchased from WesTrac before 31 December 2015.

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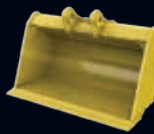


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Innovative precast concrete flooring solutions

Celebrating 25 years in business this year, Ultrafloor is a locally owned manufacturer of precast concrete flooring based at Rutherford that supplies product to customers across Australia.

Australia's largest manufacturer of precast flooring, Ultrafloor delivers systems that offer major efficiencies through innovative engineering.

Their customers have come to realise the many aspects to the value proposition. These start with cost and time savings but also include such items as enhanced safety, less waste and better environmental outcomes.

The Ultrafloor solution is so well accepted that over 4 million square metres have now been installed.

Ultrafloor offers in-house engineering assistance to builders, engineers and developers in the early stages of planning to provide the most cost effective building methodology.

This is then backed up with a final design and certification service.

In August Ultrafloor had a record week with over 800 tonnes being dispatched on some 37 semi-trailers. This equates to around 10,000 sq.m of Ultrafloor (1 hectare).

The wide acceptance of Ultrafloor is demonstrated by the geographical diversity of the building sites that were supplied with product in this week.

These included a public school in Moree, an aged care facility in Scone, a university sports facility and two hotels in Sydney, a retirement village in Wheelers Hill (Victoria) and residential developments in Somerton Park (SA) and in Broadbeach (QLD).

Makeover service launched

Peter Siegmund, the owner of Maintain X, has launched a new service for Hunter property owners.

Reality Makeovers specialises in turning drab, hard to sell properties into highly sort after, prime real estate.

Peter has been directly involved in the property maintenance business throughout Sydney, Newcastle and the wider NSW region for over 23 years and saw the need for this type of service that offers clients flexibility and quick turnaround.

Reality Makeovers offers:

- A complete home makeover service
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WesTrac is working to deliver better value to the construction market.

The WesTrac Game Changer bundle provides customers with an exceptional-value, work-ready bundle. "If you are looking for a compact, productive, and fuel-efficient 14-tonne machine, you will find it in the all-new 314E CR excavator," according to WesTrac Sales Manager, Tim O'Meara.

"The Cat 314E bundle offers the right machine at the right price. The key component of the bundle to me is the unlimited three-year Equipment Protection Plan, the first ever in Australia. This covers a long list of hydraulic, powertrain, electrical, and structural components for additional peace of mind.

"There is also the 2000-hour Customer Service Agreement. When this is linked to the fixed cost per week it takes away the complexity of the purchase. All you have to do is put fuel in it and you are on the job. "The 314E can operate in a single lane of traffic and be transported without restrictions or escorts; this makes it a very versatile machine, particularly in residential and urban areas."

According to Tim, another of the machine's key features is the Tier 4 engine emission specs. "There will be weighting on contracts, and particularly government contracts, for emission-efficient machines and come 2018 it will be mandatory to meet these Tier 4 emissions levels. With the 314 we are already there and this is especially important in urban areas."

The Game Changer bundle also comes with a work tool and safety package including a Pin Grabber Quick Coupler, a 1500 mm Ditch Cleaning/Tilting Bucket, a 1000 mm Digging Bucket and a bonus Safety Pack with two emergency stop buttons, a flashing beacon, fire extinguisher and a UHF radio.

All up, this is one WesTrac bundle that is a real Game Changer.

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Strategies for a successful project

Kris Leck
Catalyst Project Consulting

Project success does not happen by accident. Through careful planning, the chance of project success can significantly increase, but it's not as simple as crafting a great project plan and hoping everything will be OK.

Here are some of the simpler strategies that have proven successful on many projects:

1. Define your objective

Every single participant in a project will have their own expectations of what is being achieved by the project and what their role is. What they think and what you would like them to think are often quite different. Clearly defining the objectives of your project; that is why you are doing the project and what you hope to achieve when the project is complete, is the first essential step. Perhaps more important though, is someone to persistently relate every part of the developing design and changes during construction back to that objective. This will ensure that what you end up with is what you set out for at the start, and that the result is useful.

2. Build the right team

Too often we have seen the compounding problems that arise when one or more people on the team either can't or don't perform their job. A local, independent Project Manager can provide a greater level of certainty in building the right team because they will select not only the right companies to tender for the work, but will often know personally the people proposed to represent each company, and therefore can ensure that the whole team is able and willing to work collaboratively and possess the capacity to deliver superior, coordinated solutions. When a team enjoys working together, the likelihood of project success is greatly enhanced.

3. Good news by pigeon, 'other' news by jet plane

Regardless of what your particular role is on a project, it is never a good idea to withhold bad news. As a project manager, my best strategy to avoid the escalation of an issue into a major problem is to raise any bad news as fast as possible (jet plane), to everyone concerned. Inexperience can often lead to delays in communicating bad news, with a false perception that a solution is needed before a problem is discussed. You never know who will hold the solution. There's nothing wrong with stating "I've just

been informed (or just noticed) that... I'm working on a solution but thought you would like to know straight away". Most people will want to be part of resolving an issue before they will want to start laying blame. It's in everyone's interest to resolve project issues. Conversely, be as slow as possible (pigeon) to share good news. Too often good news is temporary, be sure it has longevity before sharing.

4. Cost, Time & Quality

These are the cornerstones of project management, and often the tangible criteria that are more easily understood as factors of success. Defining the budget and program and determining the benchmark quality is critical, but continually managing these aspects throughout the project lifecycle provides the best insurance. Being able to continually forecast the final cost of a project is a skill that requires particular mastery. Similarly, moving beyond monitoring and reporting progress, to actively instigating time reduction strategies to mitigate delays requires a robust understanding of various construction techniques and a detailed knowledge of the contract conditions. The pin-up project is one that is completed under budget, ahead of time and above the expected quality, but did the project deliver what it was supposed to? Were the objectives met?

For further information contact Catalyst Project Consulting on (02) 4925 2244, email kris.leck@catalystpc.com.au or visit www.catalystpc.com.au

Kris Leck is Director of Catalyst Project Consulting, a Newcastle based consultancy with considerable experience providing Project and Development Management services.




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APP Corporation delivering Tamworth Health Service redevelopment

On the 29 May 2015 the Tamworth Health Service Redevelopment project achieved a major milestone with the handover of the Tamworth Acute Services Building to Hunter New England Local Health District. This was a major milestone for Hunter New England Health and for Health Infrastructure and constitutes a major piece of social infrastructure being delivered for the community of New England.

This important deliverable involved the construction of a new multi-level hospital building that provides a hub for clinical service priorities in medical; surgical; paediatrics; maternity, and birthing; special care nursery; palliative care; emergency services; operating suites and recovery spaces; cardiac catheterisation laboratory; medical imaging; nuclear medicine and pharmacy. The facility also provides consultancy outreach and support for chronic and complex disease management across the whole community.

APP Corporation has been involved in this project since September 2012 as the Delivery Project Manager. The project was delivered on time, and on budget whilst managing to deliver a new hospital in a live environment, with minimal disruption to patients and services. As the Delivery Project Manager APP's services have included management of the design, town planning, construction and the operational commissioning.

The next stage of the redevelopment is now underway which includes:

- Refurbishment of the Bruderlin Building to accommodate ambulatory care (outpatient) clinics, and Medical 2 and Surgical 2 Orthopaedic wards;
- Refurbishment and expansion of existing buildings to create a new Oral Health service;
- Minor refurbishment of the historic 1883 Building in keeping with heritage requirements;

- Conversion of the former wards into office space; and
- Additional car parking.

The new Ambulatory Care Centre is an exciting innovation that will allow better coordination of outpatient care. Currently outpatient clinics are located at a number of sites across the hospital campus, which means that patients who attend multiple clinics may have to move from one location to another to receive their care. The new Ambulatory Care Centre will combine the majority of outpatient clinics in the one location, including the renal unit, fracture clinic, diabetes service, paediatric clinic and obstetrics and gynaecology clinics.

This stage of the redevelopment is expected to be complete in mid-2016.

Funding for the redevelopment was secured in May 2011, with the Commonwealth's Health and Hospitals Fund (HFF) and the NSW Government jointly funding, with respective contributions of \$120 million and \$91 million.



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A woman goes to the veterinarian with her pig that appears to be sleeping. The woman waits as the vet inspects the pig. Then the vet comes out and tells the woman, "I'm sorry... But your pig is dead."

The woman, shocked, yells at the vet, "Are you serious?! Did you run tests? He could just be in a coma or something."

The vet sighs and heads back to the office with the woman. The vet leaves the room and returns with a dog. The dog approaches the pig and slowly sniffs him from head to toe. He looks up at the woman with sad eyes and walks out.

The vet leaves and returns with a cat. The cat approaches the pig and stares at him for a solid 5 minutes. It then meows loudly and slowly exits the room.

The vet tells the woman, "See, your pig has definitely passed on."

The vet walks to the register and hands the woman a bill for \$300.

The woman is again outraged, "\$300 just so you could tell me my little piggy died?"

The vet replies, "It was only \$40 until you made me get a Lab Report and a Cat Scan."

A banker and a lawyer are sitting next to each other on a plane.

The lawyer asks the banker if she wants to play a game. "All you have to do is ask a question and if I get it wrong or don't know it I give you five dollars, then I ask you a question and if you get it wrong you pay me five dollars."

"No," she says, "I just want to sleep."

He keeps asking and she finally gives in when he says if he gets it wrong he will pay her five hundred dollars, but she still only has to pay five dollars.

"What is the distance from the earth to the moon?" he asks.

She gives him 5 dollars.

"What goes up the hill with four legs and comes down with five?" she asks.

He pulls out his laptop and searches it, but finds nothing. Then he emails his friends. After an hour, he still hasn't got an answer, he hands her 500 dollars.

Then he asks her, "So what is the answer?"

She hands him 5 dollars.

A couple in their nineties are both having problems remembering things. They decide to go to the doctor for a checkup. The doctor tells them that they're physically okay, but they might want to start writing things down to help them remember.

Later that night while watching TV, the old man gets up from his chair.

His wife asks, "Where are you going?"

"To the kitchen," he replies.

"Will you get me a bowl of ice cream?"

"Sure."

"Don't you think you should write it down so you can remember it?" she asks.

"No, I can remember it"

"Well, I'd like some strawberries on top, too. You'd better write it down, because you know you'll forget it."

He says, "I can remember that! You want a bowl of ice cream with strawberries."

"I'd also like whipped cream. I'm certain you'll forget that, so you'd better write it down!" she retorts.

Irritated, he says, "I don't need to write it down, I can remember it! Leave me alone! Ice cream with strawberries and whipped cream – I got it, for goodness sake!" Then he grumbles into the kitchen.

After about 20 minutes the old man returns from the kitchen and hands his wife a plate of bacon and eggs.

She stares at the plate for a moment and says... "Where's my toast?"

A priest, a doctor and an engineer are out golfing. They find themselves behind a terribly slow foursome, so they complain to the nearest course ranger.

The ranger says, "Ah, well you see those four men are firemen who saved our clubhouse last year when it was burning down. Unfortunately they all lost their sight in the process so we let them play here for free whenever they want and try not to bother them."

"Oh, that's terrible," says the Priest. "I'll say a prayer for them at my church next Sunday."

"You know," says the doctor "a friend of mine is an optometrist. I'll see if he can do anything to help them."

The engineer says, "Couldn't they just play at night??"

QUOTE OF THE MONTH

"I always tried to turn every disaster into an opportunity."

- John D. Rockefeller

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