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2021-22 Hunter Business **Function Guide**

See this year's function guide between pages 18 and 19 of this issue



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Are you aware of recent legislative changes in casual employment?

Employers take notice!

As an employer, it is your responsibility to ensure that the business and its employees adhere to current legislations and regulations. Following amendments to the Fair Work Act 2009, on 27 March 2021, there has been an introduction to the definition of casual employment and the related awards.

Employers are urged to review all casual employment arrangements in their business relating to the new awards, and to be mindful of the new definition which will require evidence of an employee being aware that there is no firm advance commitment to continuing work with an agreed pattern.

This is best evidenced by preparing an appropriate employment contract and relating employer documentation.

Chamberlains Law Firm are experts in employment matters, and we help prepare standardised documentation as well as tailored packages, all depending on your businesses needs.

From the Editor

Whilst it is always difficult to predict future conditions for business

with accuracy, most of us have probably never experienced a situation like we currently face, with COVID again rearing its head just as we were feeling more confident that we had been over the worst.

COVID is proving itself a difficult opponent, with new strains appearing that present fresh challenges, including a raft of more

recent restrictions that may continue for an

extended time.

Whether we see a complete end to the pandemic is debatable in the short to medium term. Life has certainly changed in the last 18 months and it is likely that we will have to live with COVID for quite some time yet.

This all sounds quite depressing for business but there are some reasons to be at least a little more optimistic.

Whilst we have performed poorly in terms of vaccinations and still rank near the bottom of OECD countries, vaccinations are ramping up and hopefully the majority of the population will be fully vaccinated in the next few months. There are various estimates regarding what level we need to reach for herd immunity, however, there is a range of unknowns that make these

estimates quite rubbery, including the lifetime of vaccinations and what new strains will arise.

There is a good chance that we will have to live with COVID for a number of years.

On the more positive side, medical research and development is continuing and with a very receptive multi-billion dollar market eagerly waiting, there are likely to be continued significant break throughs in medical technology in treating COVID.

So what does this mean for individual businesses? At times you can feel a bit lost and powerless against these global challenges.

The best we can do is to make sure the business fundamentals are as strong as possible and we strengthen the areas we do have control over. Businesses must also be as flexible as possible to allow them to meet new challenges.

Finally, we need to keep our spirits up as much as possible. COVID is indeed a major global challenge, but we need to make sure we don't make it even more destructive by being despondent or accepting defeat.

How we look at COVID, or other problems, has a major influence on how much impact it has on our lives.

The hope is that we not only survive the challenges of COVID but also become stronger and more likely to thrive once the threat diminishes.

Garry Hardie Editor and Publisher



Lake Macquarie Business Growth Centre future secured

The future of the Lake Macquarie Business Growth Centre (BGC) and small business incubator has been secured, with the Central Coast Community College

officially taking over the management of the centre. Located in Gateshead, the BGC was established in 1998 operating as a not for profit organisation to support and grow small and micro businesses in Lake Macquarie City.

Chair of the BGC Board Peter Hesse said he is proud of what the Business Growth Centre has achieved in the last 23 years, nurturing many local startups into successful enterprises and contributing to the local economy. An adult community education provider and registered training organisation, the College aims to continue the objectives of BGC and deliver specialised training and advisory support to local small businesses.

Central Coast Community College CEO and Lake Macquarie resident, Joanne Martin said there are many synergies between the two organisations with lots of potential to grow the current training and support services.

"The BGC has done some amazing work with many local small businesses in the community and we'd like to continue with its current operations. We're also really excited by the opportunity to grow and re-establish a training delivery footprint within the Lake Macquarie community to offer a range of pathways, training, advice and support for people," said Ms Martin.

Some of the training services the Central Coast Community College is planning to provide include:

- Delivering NSW Government accredited small business training and advisory services
- · Providing support for local indigenous small businesses



Central Coast Community College CEO Joanne Martin and Lake Macquarie Mayor Cr Kay Fraser

- Offering traineeships and apprenticeships in a variety of industries
- Creating pathways to further education or employability non-accredited and accredited training programs for local unemployed youth
- Increasing digital participation and connectivity for seniors
- Offering subsidised life skills and wellbeing programs for disadvantaged members of the community.

Lake Macquarie Mayor Cr Kay Fraser said it's important that services the Business Growth Centre provides continue for the benefit of businesses and the local economy.

"We have an amazing business community that achieves many incredible things each year. This is a great outcome for Lake Macquarie businesses and our community. It ensures that the great work of the Business Growth Centre in nurturing and mentoring new businesses will continue.

"I believe the Central Coast Community College provides a platform to grow and diversify the BGC, which is exciting for our City. I look forward to seeing the range of training and skills development they can offer locally for both individuals and businesses," Cr Fraser said.





LUNCH ON THE LAKE

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OUR SHINE SPEAKERS FOR SEPTEMBER.

REBECCA GIBSON

Rebecca Gibson was born in Sydney,
Australia to left brain baby boomers, who
did not like to acknowledge her gifts as a
psychic medium. A number of traumas led
Rebecca to become a mental health
professional working in some of Australia's
most violent prisons with serial killers,
murderers and sex offenders in an effort to
help heal people who society have locked
away to contain their dangerous behaviours.
Rebecca now focuses on the healing of those
wanting to step into their greatness through
living a life serving love and their Souls protes.

She used spiritual guidance and coaching to guide others to heighten and use their own intuition to lead fulfilling, prosper ous lives.

Rebecca uses skills as both a psychic medium with a career in mental health, she is an authoritive expert on drama addiction, spiritual and mental health and her passionate area of focus - Empaths and Narcissists.

Rebecca's lived experience working in maximum security prisons and mental health facilities married with her health struggles and past traumas have given her amazing insights and wisdoms that she shares through workshops, online courses, books, keynote speaking and her divine spiritual work with her clients.

RENATA DANIELS

Paranormal Investigator Winner 2021 and accomplished Physic Reader and Healer, Award winning Paranormal Investigator, founder of Magical Solutions, co-host in all things ghostly at Frightfully Good, author, painter and photographer. Renata has won local Business and tourism awards for endeavours forher business Newcastle Ghost Tours which is in its 11th year.

As the world changes she is finding herself collaborating with

Paranormal groups around the world through podcasting toutilise social media as a new platform to reach more people world wide. Renata and her business partner Anne can be heard every Sunday between 8pm and 10pm on Newcastle Live Radio. Renata's first foray into mysticism was Tarot and she has been reading for 30 years. Renata looks at her work through a therapeutic lens and not just pure divination. A successful session should leave

A successful session should leave you with strategies for improvement and a commitment to growth and improvement



For more information and bookings: https://businessgrowthcentre.org.au/lmwbn/

\$25 million for Clarence Town Road

Essential upgrades to Clarence Town Road are progressing well, with Port Stephens and Dungog Councils undertaking rehabilitation works between

Raymond Terrace and Dungog.

The works are thanks to \$20 million in funding from the Australian Government's Roads of Strategic Importance program and \$5 million from the NSW Government.

Federal Member for Lyne Dr David Gillespie says the works have been made possible by the Australian Government's \$4.9 billion Roads of Strategic Importance initiative.

"The project will deliver upgrades to 22 sections of road to rehabilitate a critical link between Dungog and Raymond Terrace. The project will improve safety and freight efficiency, extend the existing B-Double networks and boost the productivity of local industries.

"It's also an important link for families who are travelling to work, school and for our primary producers who are getting product to market. These works will ensure a safer journey for all."

Port Stephens Mayor Ryan Palmer says works are in full swing. "There are four sections of the project that have already been completed out of the 11 sections being delivered by the Port Stephens Council. This is already making a big difference for drivers on Clarence Town Road, which has been impacting safety, commercial farm, tourist and community use for some time, "he said.

Works currently underway include pavement rehabilitation and rejuvenation, shoulder widening, alignment corrects, drainage and ancillary works. The project is expected to be completed by mid-2023.

Mayor Palmer says the upgrades also include the main street of Seaham as part of the regional route.

Newcastle Permanent and Greater Bank set to merge

Greater Bank and Newcastle Permanent have announced the signing of a Memorandum of Understanding (MoU) to explore merging the two

 $organisations \ to \ create \ Australia's \ largest \ customer-owned \ bank.$

The MoU sets out the key terms between the two parties to determine the commercial and member benefits that may be derived from bringing together two locally grown organisations that collectively have \$19.8 billion in total assets and a combined customer base of approximately 600,000 customers and were globally recognised this year as the top two Australian-owned financial institutions in the Forbes annual ranking of World's Best Banks.

A merged entity would benefit from the shared capabilities of both brands, investment and technology enhancements, to continue to deliver a best-in-class customer experience.

Chair of Greater Bank, Wayne Russell said: "Both organisations independently have exceptional financial strength. Our collective capabilities and capacity will enable us to invest more in technology and innovation, and offer great value for our customers. We believe this is an incredible opportunity to grow our brands and help more Australians with their retail banking needs."

Chair of Newcastle Permanent, Jeff Eather said: "This proposed merger of two highly successful Hunter-based organisations will create a large, forward-thinking financial institution that sustains the core principles of customer-owned banking. It will also position the Hunter region as a financial powerhouse in Australia. Our vision is to be a vibrant employer of choice that delivers fulfilling and rewarding careers for more than 1,600 people."

CEO of Newcastle Permanent, Bernadette Inglis said: "A merger provides an opportunity for transformational change to future-proof both organisations – more so than can be achieved individually. It enables the combined organisation to carve out a presence as a beacon for the mutual sector, and be a significant

competitor in retail banking. Newcastle Permanent and Greater Bank have attractive and complementary characteristics which we believe make this merger highly compelling, and provide significant value to customers, through improved technology and organisational capability."

CEO of Greater Bank, Scott Morgan said: "Success in the banking sector is dependent on the ability to rapidly adapt, meet evolving customer expectations and new regulatory demands. Smaller organisations can be at a disadvantage in keeping pace with required investment in frequent and complex technology advancements; a decade ago there were circa 200 mutuals across Australia, today the number is fewer than 70. We are both committed to our communities and driving better value for our customers."

Significant outcomes of the proposed merger on completion include:

- Becoming Australia's number one customer-owned financial institution.
- Preserving both iconic brands, Newcastle Permanent and Greater Bank.
- Serving a combined customer base of almost 600,000 customers.
- Employing more than 1,600 people with no forced redundancies as a result of the merger for a period of at least two years.
- Retaining a combined network of 100 branches for a period of at least two years.
- Maintaining locally-based customer contact centres and headquarters.

The MoU is the first step in this process. Completion of the merger remains subject to due diligence and then approval by the members of both Newcastle Permanent and Greater Bank, and regulators, including the Australian Prudential Regulation Authority and the Federal Treasurer.

Subject to these steps, the target date for the completion of the merger is early 2022.

Greater Bank Chair Wayne Russell , Newcastle Permanent CEO Bernadette Inglis, Greater Bank CEO Scott Morgan and Newcastle Permanent Chair Jeff Eather





AJM Photography celebrates 30th **Anniversary**

This month AJM Photography is celebrating 30 years of providing professional

photography services to the Hunter. The business was set up and remains led by Andrew Monger, one of the most experienced and respected professional photographers in Newcastle. His passion for photography is complemented by his versatility, enabling him to produce consistently high-quality photography for a wide range of personal and commercial needs. He established AJM Photography, in Newcastle, in 1992 after spending 10 years working as an action/corporate photographer in Austria, Switzerland, mainland United States and Hawaii.

AJM Photography is a preferred choice of many of the Hunter Valley's leading businesses and community organizations for corporate photography. He is consistently sought after as a reliable and intuitive wedding photographer with a friendly attitude. With Andrew at the helm, AJM is renowned for delivering outstanding public relations, mining (surface and underground), commercial, wedding photography, family portraits along with aerial work.

The past 30 years have seen a tremendous changes in photography from film to digital technology, which offers challenges to work through. Over the years, Andrew has remained at the forefront of technology, combined with his own expertise in capturing special moments.

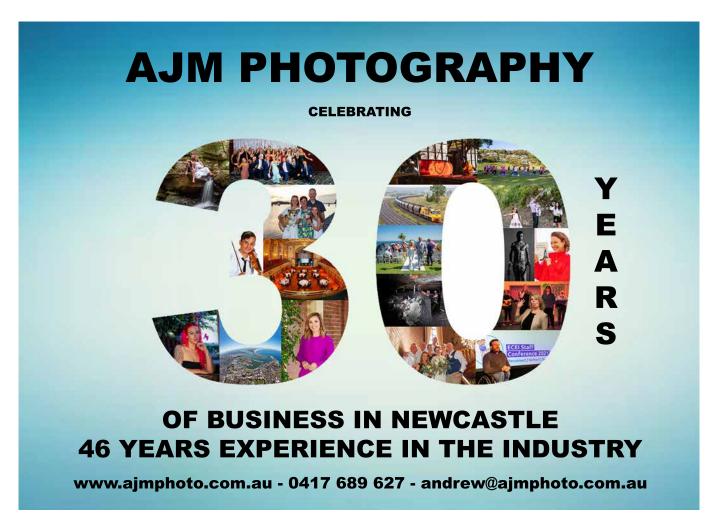
Andrew has also always focused on each customer, understanding their individual needs and personal preferences.

He attributes much of the three decades of success to his reliability, value and ability to communicate with people at all levels with professionalism with a smile.

Andrew has been a member of the Australian Institute of Professional Photography since 1980 and is now a life member.



Andrew has also just released a pictorial book with Paul Newey Printing Company "Newcastle and Beyond" showing a broad selections of images around Newcastle, Lake Macquarie, Port Stephens and the Hunter Valley sold online and at selected newsagents.



Avondale becomes Australia's newest university

A local higher education provider with a 124-year history is the first in Australia to become a

university under new national standards.

Avondale University College is the only addition to the "Australian University" category following a transition on 1 July to standards introduced by the federal government in February.

The Tertiary Education Quality and Standards Agency congratulated Avondale for achieving the requirements under the revised Higher Education Standards Framework.

"Our decision recognises Avondale's commitment to student outcomes, its significant research progress and Avondale's contributions to the communities it serves," said Chief Commissioner Professor Peter Coaldrake.

The announcement is welcomed with "a deep sense of gratitude for the opportunity to bring further diversity to the sector, which will benefit students," says Vice-Chancellor and President Professor Kevin Petrie.

"I'm determined to use our new position to transform more lives through Christ-centred higher education."

Recognising the Avondale story "spans the century," Petrie acknowledges, with appreciation, the contribution "of those who came before and of those who continue to mentor and collaborate with us."

Becoming a university also "strengthens our ability to provide high-quality, research-informed learning experiences," says Provost Professor Kerri-Lee Krause.

Avondale is a leader in delivering strong student outcomes, with national surveys showing levels of satisfaction and rates of employment that rank Avondale among the best higher education providers in Australia.



2021 NSW Women in Mining Awards

A mining engineer who has broken new ground with almost every role in her career has been

named the Exceptional Women in NSW Mining for 2021. The winners were announced after the scheduled awards ceremony was postponed due to the COVID-19 outbreak in Sydney.

Erin Lee, Regional Manager for Southern Mines Rescue at Coal Services, has been recognised for her career achievements and for shattering misconceptions about the roles women can undertake in the mining industry along the way.

Port Waratah won the Excellence in Diversity Program and Performance Award. This award recognises excellence and innovation in gender diversity programs and demonstrated outstanding performance in increasing the proportion of women in the workplace.

Over the last five years, through the implementation of a Diversity and Inclusion Strategy Port Waratah has achieved several milestones in gender diversity. Leading by example, female representation in the Senior Leadership Team has risen from 7.7 to 50% and 30% of non-manager leadership roles are now held by women.

NSW Minister for Mental Health, Regional Youth and Women The Hon. Bronnie Taylor MLC is a big supporter of these awards and congratulated the winners in six categories.

"These awards are a fantastic way of highlighting the efforts and achievements of women in mining. Shining a light on these incredible role models also shows young women and girls that there is so much potential for them in this industry," Mrs Taylor said.

Other winners included BHP's Phoebe Thomas who led the company's response to the COVID-19 pandemic in the Hunter Valley in 2020 and has been awarded NSW Exceptional Young Woman in Mining.

Innovation and technology in mining has been highlighted by the achievements of Aga Blana, Owner and Managing Director of Nautitech Mining Systems, who has been awarded for developing the first controllable Intrinsically Safe light for underground coal mining.

NSW Minerals Council CEO Stephen Galilee congratulated all of the winners and finalists.

"There are many incredible women in our NSW mining industry and today we celebrate the achievements of exceptional women in a range of fields," Mr Galilee said.

"From technology and innovation to engineering and trades, as well as women in operational roles and running businesses, our award winners highlight the opportunities for women in mining and showcase the career paths available to women in our sector."

The winners in six award categories will be entered into the Women in Resources National Awards and the NSW Minerals Council intends to hold a dinner later this year to celebrate the winners of the 2020 and 2021 NSW Women in Mining Awards.

The 2021 NSW Women in Mining Awards Winners were:

Excellence in Diversity Programs and Performance Port Waratah Coal Services

Exceptional Woman

Erin Lee - Regional Manager Southern Mines Rescue - Coal Services

Exceptional Young Woman

Phoebe Thomas - Principal Business Performance - BHP

Gender Diversity Champion

Barbara Crossley - Managing Director - Umwelt

Outstanding Trade, Operator or Technician

Hannah Berthold - The Bloomfield Group

Technical Innovation Award

Aga Blana - Managing Director - Nautitech Mining Systems

Port Waratah Coal Services



Hunter made hand truck used nationally

A Hunter manufacturer's self-supporting four wheel hand trucks are now being used by national retailers and

other food and beverage distributors.

Rotacaster Managing Director Peter McKinnon said the Rotatruck is easier, faster, and safer than conventional two-wheel trucks and trolleys.

Mr McKinnon said with a two-wheel truck, operators balance the load over the wheels. That means they often tend to reduce the load to prevent losing it if they hit uneven terrain or an obstacle.

He said with a Rotatruck operators lever rather than lift, ease back rather than pull back, and the truck carries the load, not them. There is 360 degree motion and sideways manoeuvrability, even in confined spaces.

"If you deliver or move stuff without a Rotatruck, you're working harder and slower than you need to," Mr McKinnon said.

"With our hand trucks you can step up a kerb, rather than having to turn around and pull it up backwards," he said.

"Pull back and loading is easier with no need to stop and park at waypoints."

"With conventional trolleys, compliance with Standard Operating Procedures (SOPs) is 80% operator compliance and 20% design. Our hand truck reverses that."

"Once people use our hand trucks, they don't want to go back to two-wheel trolleys."

"Rotatrucks improve efficiency and productivity by saving time, money, effort and people's backs."

Mr McKinnon said because the hand trucks are made in the Hunter, local businesses have easy access to its local show room and its service and parts centre.

"If we can't fix or service the Rotatruck within 30 minutes, we give customers a loan one."



Rotacaster's range of hand trucks at its Hunter showroom and service centre

Rotacaster manufactures a range of hand trucks to suit various industries and loads but can custom build them to meet clients' needs.

"We have hand trucks for milk and bread crates, for gas cylinders and retail boxes but they suit any ergonomic materials handling application.

Companies using the Rotatruck include Woolworths, Coles, Coles Express, Bunnings, BWS, Liquorland, BOC, Air Liquide and Norco. They are exported across the world including New Zealand and the United States.

Rotatrucks are made from light but tough, modular aluminium to reduce weight and for ease of maintenance. They can also be made using steel for really heavy jobs. Every Rotatruck comes with a 60-day money-back guarantee.

The Rotatruck has won a SafeWork NSW and other safety awards. Small businesses may be eligible for a \$500 SafeWork NSW rebate when purchasing a Rotatruck.

Rotacaster is a Hunter-based and owned manufacturer of omni wheels, conveyor transfer systems and hand trucks. It won a 2020 Hunter Manufacturing Award For more information visit rotacaster.com.au



Full range at rotacaster.com.au/rotatruck

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Local show room & service centre

Save effort, save time, save backs, save money

Easier, faster, safer than conventional 2 wheel hand trucks/trolleys.



Go over kerbs and obstacles without reversing

WINNER

NSW WorkCove

SafeWork



Lever rather than lift for maximum loads – the truck carries the weight, not you



Small businesses may be entitled to a \$500 SafeWork rebate when buying a Rotatruck.

If you're not using a Rotatruck, you're working too hard and too slow.

Manufactured in the Hunter. Locally owned company.



Thiess preferred for the Mount Pleasant operation

Thiess has been selected as the preferred mining services contractor for the Mount Pleasant

Operation in New South Wales, Australia.

MACH Energy notified Thiess of its intention to enter into exclusive negotiations to finalise the terms with the view to execute a mining services contract.

Under the contract, Thiess will continue to provide full scope mining services including drill and blast, load and haul, mining and run of mine rehandling services, equipment maintenance and progressive rehabilitation.

Subject to contract finalisation, from April 2022, revenue to Thiess is expected to be approximately \$925 million over four and a half years.

Thiess began operating at Mount Pleasant in 2017 as a greenfield mine, applying industry best practice mining development and operations with uncompromising environmental and safety standards. This includes delivering the operation's first rehabilitation two months before first coal was mined, demonstrating a true commitment to sustainable practices and to the community more broadly.

Thiess' Executive General Manager for Australia Shaun Newberry said: "We are pleased to continue building on our strong relationship with MACH Energy and on positively contributing to the local economy. We look forward to enabling the long-term success of the Mount Pleasant Operation and its surrounding communities."

Subject to execution, Thiess will continue to draw on local businesses for the provision of goods and services to support the mine and is committed to attracting and retaining a diverse, local workforce.

Atlas Advisors Australia takes major stake in Hunter Valley Zoo

Leading wealth manager Atlas Advisors Australia has taken a joint stake in the Hunter Valley Zoo at Nulkaba. **Atlas Advisors**

Australia is the sole co-investor in ASX-listed Elanor Investors Group's Elanor Wildlife Park Fund which purchased the property, bringing the total value of the fund to \$60 million.

Atlas Advisors Australia is also joint shareholder in Elanor Wildlife Park Fund's two other iconic wildlife park assets: Featherdale Wildlife Park, in Western Sydney; and Mogo Zoo in Batemans Bay on the NSW South Coast.

Executive Chairman of Atlas Advisors Australia, Guy Hedley said Atlas Advisors Australia Hunter Valley Zoo was a prime tourism and real estate asset that would thrive in the long-term.

Nature-based and eco-tourism is a rapidly growing sub-sector of the tourism industry in Australia and around the world.

Hunter Valley Zoo boasts an amazing diversity of native and exotic wildlife including koalas, kangaroos, lions, giraffes, meerkats, monkeys and reptiles.

"Wildlife parks and zoos have remained resilient and profitable despite COVID-19 posing the greatest challenges the Australian tourism sector has ever faced," Mr Hedley said.

"Individuals and families are keen for outdoor adventures that connect them with nature and our unique environment while also providing life-long educational experiences."

Atlas Advisors Australia would continue to leverage its valuable relationship with property experts Elanor Investors Group to expand its tourism and tourist-property assets.

"We are looking forward to taking on more opportunities in this thriving tourism subsector while also expanding our asset portfolio to include nature retreats, luxury resorts and high-quality hotels."

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Have you read the 2021 edition of the Hunter **Investment Prospectus?**

The 2021 edition can be read online at http://www.hunterinvest.com.au

TAFE NSW courses set to quadruple in Port Stephens

The new \$7 million TAFE NSW Tomaree Connected Learning Centre (CLC) at Salamander Bay will

more than quadruple course offerings for locals, Parliamentary Secretary for the Hunter Taylor Martin has announced.

Mr Martin said the new digitally-enabled Tomaree CLC is now taking enrolments for Semester 2 across more than 35 courses.

"This new state-of-the-art facility is offering locals a host of qualifications in growth industries for the first time, with many set to commence from July 12," Mr Martin said.

"The NSW Government is investing in TAFE NSW to equip regional students with job-ready skills – and I look forward to seeing local students take advantage of the new and enhanced range of learning and course options in Port Stephens.

"Supported by the latest learning technologies and Mobile Training Units, the new multi-million-dollar Tomaree Connected Learning Centre will equip students with practical skills aligned to local skills needs.

"I urge locals to investigate how the TAFE NSW Tomaree Connected Learning Centre can future-proof their careers with world-class training."

The courses offered through the TAFE NSW Connected Learning Centre reflect growing industries in the local community, with an emphasis on health and community services, tourism, creative design, hospitality, business, and technology.

Minister for Skills and Tertiary Education Geoff Lee said the new courses include a Certificate III in Individual Support (Ageing), Certificate IV in Property Services (Real Estate), Diploma of Business, and a Diploma of Human Resources.

"The Tomaree Connected Learning Centre shows how TAFE



NSW is evolving to meet the changing needs of students, local communities, businesses and industries in new and innovative ways," Mr Lee said.

"CLCs are a key initiative of the NSW Government and offer students access to the latest learning technologies such as simulation and virtual reality, expert teachers both on and off-site, and personalised support services."



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Awards recognise stars of Lake Mac business community

Lake Macquarie Cruises has taken out a coveted business award for its agility and achievement during the COVID pandemic.

The local tourism operator was among an outstanding line-up of 42 Lake Macquarie business finalists, in categories ranging from Excellence in Sustainability to Start Up Superstar.

Lake Macquarie Mayor Cr Kay Fraser said Lake Macquarie Cruises highlighted the importance of a strong culture and delivery of services to staff, tourists and the local community.

"COVID has been a tough time for many of our local businesses, and it was no different for Lake Macquarie Cruises," Cr Fraser said.

"But they took the downtime as an opportunity to invest in renovations and modify vessels, helping keep staff employed and paving the way for growth."

Cr Fraser said all 13 category winners and finalists demonstrated fantastic efforts in their field, despite the ongoing impacts of COVID-19.

"It's amazing to see what our local businesses can achieve when faced with adversity," Cr Fraser said.

"We have a fantastic corporate community in Lake Macquarie, and it's been great to be able to provide some positive recognition for their accomplishments over the past year. I extend my congratulations to all our finalists and award

Lake Macquarie Cruises General Manager Peter Hanrahan said despite the challenges of COVID, the past 18 months had been a learning curve to open new doors and seek opportunities for growth.



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"It was great to see a strong group of award entries this year - a fantastic representation of businesses contributing to our city, economy and future," Mr Hanrahan said.

"I encourage the Lake Mac community to get behind local businesses and show support where you can – we greatly appreciate it."

psyborg® took out the Micro Business category which recongnises a business with less than five employees that has achieved significant growth and is able to demonstrate the specific strategies and processes implemented to achieve business success and/or resilience.

psyborg® founder Daniel Borg said "As a proud small business we take the word 'micro' as a badge of honour as we have been able to grow consistently over the past 15 years whilst remaining small, lean and agile. We may be micro in size, but we are macro on ideas."

ATUNE Health centres was honoured to be announced winner of the Excellence in Business award.

"This valued recognition has been made possible by the unwavering efforts of an incredible team who have faced the simultaneous challenges of COVID and a new building development with focused vision, passion and teamwork," said ATUNE CEO Simon Ashley.

"Their drive has seen a service that is changing healthcare nationally and growing exponentially despite the climate of the day."

Ramsay Health Care Chief Transformation Officer Leah Gabolinscy took out the Outstanding Business Leader award for her role in helping Lake Macquarie Private Hospital navigate the COVID-19 crisis.

Judges also recognised her achievements in improving patient pathways across Ramsay Health's local facilities.

"Bringing together the hospital leadership team to plan and develop COVID-safe operating plans was a huge undertaking in a challenging environment," Ms Gabolinscy said.

"Ensuring the safety of our patients, staff and doctors was the absolute priority, and being able to lead our teams to design and deliver a COVID response plan which is continuing to be applied in the current environment is something I am really proud of, as a team effort."

All winners were notified by Cr Kay Fraser via telephone. The Business Excellence Awards ceremony had to be cancelled due to COVID restrictions.

A total of 11 Lake Mac Business Excellence Awards winners will progress as finalists to the Hunter Business Awards later this year. "We have a fantastic corporate community in Lake Macquarie, and it's been great to be able to provide some positive recognition for their accomplishments over the past year. I extend my congratulations to all our finalists and award winners."

Lake Macquarie Mayor Cr Kay Fraser

Lake Macquarie Cruises General Manager Peter Hanrahan with Mayor Kay Fraser at Speers Point

The 2021 Lake Macquarie Business Excellence Awards are supported by Dantia, Kent Conveyancing, The Newcastle Herald, ATUNE Health Centres, Jodie Harrison MP, Ramsay Health, University of Newcastle, Lake Mac Holiday Parks, Hunter Water and Allambi Care.

Lake Macquarie Business Excellence Awards 2021 Winners

Outstanding Young Employee

Emma McDonald, Matt Hall Racing

Outstanding Young Business Leader

Jonathon Power, Empowered Community Services

Outstanding Business Leader

Leah Gabolinscy, Ramsay Health Care

Outstanding Employer of Choice

The Rainbow Clinic

Start Up Superstar

Compeat Nutrition

Excellence in Business

ATUNE Health Centres

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Contribution to the City

Spotlight Group

Outstanding Community Organisation

Charlestown Youth and Community Centre (The Place)



Government backs manufacturers with \$800 million for collaborative projects

The Federal Government is backing Australian manufacturers with \$800 million in funding to encourage collaboration on

major job-creating projects as part of the \$1.5 billion Modern Manufacturing Strategy.

The guidelines for the Collaboration Stream of the Modern Manufacturing Initiative have been published, with funding between \$20 million and \$200 million available for large-scale projects. This funding will cover up to 33% of eligible project expenditure.

Applications can be lodged from 11 August until 9 September. The Collaboration Stream guidelines can be viewed at www.business.gov.au/mmic

Minister for Industry, Science and Technology Christian Porter said the Collaboration Stream will see the Government strategically invest in projects that help manufacturers to scale up and create jobs, with investment targeted at supporting projects within the National Manufacturing Priorities.

Liberal Patron Senator for the Hunter Region, Hollie Hughes said "Hunter Region manufacturers know that strong, successful manufacturing businesses make for a stronger country. We want to co-invest in transformative, industry-led proposals that will spur private sector investment, encouraging our manufacturers to draw on each other's strengths and harness our world class research.

"The Collaboration Stream is the largest component of our Modern Manufacturing Strategy, and focuses on long-term transformation in the National Manufacturing Priority areas to support job creation and investment in Australian manufacturing."

The \$1.5 billion Modern Manufacturing Strategy supports Australian manufacturers to scale-up, build resilience, become more competitive and create jobs. The Strategy will harness Australian manufacturing capability and help drive our economic recovery from COVID-19 and future resilience.

Project funding under the Collaboration Stream will support business-to-business and business-to-research collaboration across the Government's six National Manufacturing Priority areas – medical products, clean energy and recycling, food and beverage, defence, space and resource technology and critical minerals.

Maitland Regional **Athletics Centre** awarded NSW **Architectural Awards**

Maitland City Council, in collaboration with Studio Dot, has once again received architectural

acclaim after receiving two awards at the recent Australian Institute of Architects NSW Awards for the Maitland Regional Athletics Centre.

The Centre was awarded a Public Architecture Award and the Colorbond Award for Steel Architecture, which follows the Award for Public Architecture won as part of the Newcastle Architecture Awards earlier in the year.

The ambition of the Athletics Centre design was to deliver a complex to be used for multiple purposes by the community, including sports and community events, whilst providing value for money with a robust building and track that will stand the test of time.

The centralisation of public and cultural buildings within this area has now created a key hub for the City that incorporates the sporting complex as a significant area of public space.

Council's Acting Group Manager Infrastructure and Works Kevin Stein says, "It is a great honour for Council to be recognised by such prestigious awards and demonstrates the outstanding quality of facility the Athletics Centre provides the Maitland community.

"I would like to congratulate Council staff involved with the project as well as local architectural practice Studio Dot in creating a Centre that has received a multitude of positive feedback and is a real jewel of our City."

The Awards program offers an opportunity for public and peer recognition of the innovative work of NSW architects.

The project has now been added to consideration for a National award which will be decided in November 2021.



Local businesses merge to form Collective Financial Partners

Combing their expertise in financial and business advisory services, Bridges Lake Macquarie and WP Partners has merged their businesses to form

Collective Financial Partners.

Under the one brand, Collective Financial Partners aims to provide specialised financial advice and knowledge to help businesses and individuals take control of their financial future.

Former Branch Manager and Principal Financial Planner at Bridges Lake Macquarie and current Director of Collective Financial Partners, Daniel Irving said the decision came down to one crucial element – providing more value and growth opportunities to their clients.

"With this new business we aspire to provide a range of services and a quality experience that is in line with each individual's financial needs and reflects the communities that we operate within," Daniel said.

"Collective Financial Partners is our way of offering clients more options, additional expertise and further benefits, as well as the familiarity of the financial specialists that existing clients have become so familiar with.

"We understand that each financial situation is unique. With our newly formed team of financial planners and specialists, who have their own niche areas of interest and expertise, we can offer more tailored and specialised advice that is backed by stronger industry skills and insight."

Former WP Partners Co-Director and Collective Financial Partners Financial Planner and Accountant, David Woodcock said the formation of Collective Financial Partners had been in talks for a while and that COVID-19 solidified the need for their brands to combine and offer a wholistic approach to their advisory services.

"We understood that a re-brand and a merger such as this would be a huge project. But then we started to see how the financial needs of the community were shifting and decided we also needed to shift at the same pace," David said.

Collective Financial Planner, Blair Powell added that the synergy between both businesses partially inspired the decision to merge.

"The team at WP Partners, alongside the Bridges Lake Macquarie team, share similar values and have worked together for many years. This made the decision to form a new business a natural progression," Blair said.



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Training programs to help local businesses and residents

City of Newcastle is investing almost \$400,000 in training programs designed to

help locals make the most of Newcastle's emerging economic opportunities.

From assisting businesses to become more inclusive, to building resilience to market disruptions including COVID-19, the training programs seek to close skills gaps in the local workforce.

Funded under City of Newcastle's NewSkills program, the training will be delivered by specialist training providers through workshops, self-paced learning, intensive programs and mentoring over the next 12 months.

NewSkills follows on from the City's highly successful Product Development Mentoring Program which provided 15 local businesses with training and business to business mentoring on how to develop tourism products that leveraged Newcastle's unique offering to appeal to visitors to sustain and grow Newcastle's visitor economy.

Newcastle Lord Mayor Nuatali Nelmes said investing in people sits at the heart of City of Newcastle's Economic Development Strategy and is the key to economic growth.

"Newcastle's economic future will be built on the talent, skills and ingenuity of our people," Cr Nelmes said.

"Business owners, workers and entrepreneurs with diverse skill sets will be better placed to capitalise on pportunities, invest money in the local community and create jobs."

Deputy Lord Mayor Declan Clausen said that City of Newcastle is proud to be providing strong investment towards skills training that will encourage economic diversification to further support local small business growth.

"This investment in training through our NewSkills program will provide tangible benefits to the wider Newcastle community, whether it's encouraging residents to turn their side hustle ideas into fledgling start-ups, providing the digital skills needed to drive automation, innovation and growth through technology, or making Newcastle a more appealing destination for residents and visitors by encouraging businesses to improve the access, inclusion and culture of their service for people with disability," Cr Clausen said.

Among the training programs to receive funding is a 12-week course delivered by Flare Access on adapting a business to be more inclusive.

Flare Access founder and occupational therapist, Sarah O'Mara said she is looking forward to supporting Newcastle businesses with the confidence and know-how required to improve the access of their services and to create better awareness around disability, accessibility and inclusion, as part of City of Newcastle's NewSkills program.

"Our 12-week program provides businesses with the tools and solutions needed to incorporate low cost, high impact inclusive practices, which break down barriers and enable both economic growth for businesses and social inclusion for the disabled community, improving accessibility for all," Ms O'Mara said.

Strategic Group awarded Rising Star Partner of the Year

Local IT business, Strategic Group has been awarded the Rising Star of the Year ANZ as part of the 8x8 FY21 Partners Awards.

The awards recognise

the six top performing 8x8 Channel Partners for FY2021, with Strategic Group being amongst the highest performing when it comes to voice solutions.

Strategic Group's General Manager of Telecommunications Adam Fairless said the team was honoured by the national industry recognition.

"The awards have only been running for two years, so we are

honoured to have already established a brand and business that stands out for its unique delivery of telecommunication solutions that provide a more streamlined and efficient work environment for clients," Adam said.

"8x8 is a user-friendly software that provides an all-in-one communication platform for businesses, solving the IT and communication restraints with having staff members working from in the office as well as at home.

"After COVID-19, the realisation that working from home is an option meant there was a greater need for an IT system that could ensure ongoing productivity around the clock, no matter how big or small the business is. We're thrilled to offer this solution through our channel partnership with 8x8."

By deploying 8x8 software into a business, users can integrate voice, video, chat, contact centre and enterpriseclass API solutions into one global, secure, and reliable cloud communications platform. It allows connection and productivity, no matter where the user is working from.



Medical Research **Future Fund** success for local health initiatives

Three University of Newcastle-led research teams have secured more than \$3.5 million through the Australian Government's Medical

Research Future Fund, bolstering the University's commitment to better, healthier living within our regions and beyond.

\$1.6 million was awarded to a research team led by Conjoint Associate Professor Tracy Dudding-Byth to identify genetic modifiers in sufferers of Neurofibromatosis type 1 – a common neurogenetic condition causing potentially disfiguring skin tumours in adults. There is currently no way to predict tumour severity. There is currently no way of predicting whether a person with NF1 will have <100 or thousands of cutaneous neurofibromas. This international three-year research project will include a large genome-wide association study to identify genetic modifiers to help understand disease variability and characterise potential treatment pathways.

\$1.52 million was awarded to a research team led by Conjoint Professor Chris Levi to evaluate ischemic stroke interventions. Ischemic stroke (also referred to as brain ischemia or cerebral ischemia) is caused by a blockage in an artery that supplies blood to the brain. Endovascular thrombectomy (EVT) is routinely used for ischemic stroke patients and provides one of the largest treatment effects in medicine, however has only ever been only offered to a third of stroke patients via foundational trials. Through this four-year program, researchers will carry out trials to address large knowledge gaps and deliver practice-changing data.

\$485,000 was awarded to a research team led by Conjoint Professor Chris Levi to improve the long-term recovery and survivorship of Aboriginal and/or Torres Strait people living with stroke. The two-year Yarning Up After Stroke project aims to reduce the inequity in healthcare by identifying the needs and wants of Indigenous people, producing a co-designed, evidence and strengths-based conversation tool to support stroke recovery and determining the effect this tool has on disability and quality of life of Aboriginal and/or Torres Strait people living with stroke.



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* The National Listener Survey - Newcastle 2020 Survey Wave #1

Mobile harbour cranes for Port of Newcastle

Port of Newcastle's existing project cargo, general cargo and container handling capability will be

further enhanced following a \$28.4 million investment in two Liebherr L550 mobile harbour cranes and associated infrastructure at the Port's versatile Mayfield 4 berth.

Port of Newcastle's Executive Manager Trade & Business Development, Paul Brown, said the mobile harbour cranes will increase efficiency at the Port and provide an enhanced alternative for customers currently moving both oversized equipment and containerised cargoes through the East Coast's capital city ports.

"Our customers already benefit from Port of Newcastle's uncongested road, dedicated freight rail and berth access and this investment will enable both existing and new customers to utilise the Port's infrastructure to move their oversized equipment and containerised cargo even more efficiently through Newcastle than they currently can."

"Port of Newcastle is excited about this upgrade to our Mayfield 4 berth service offering. Our team look forward to working with customers and new trades alike to identify how the mobile harbour cranes service can benefit their supply chain, improve efficiency and further support their ability to successfully compete in international markets," Mr Brown said.

The contract to supply the cranes has been awarded to Liebherr. Built in Germany, the two brand new Liebherr L550 cranes will feature the latest lift assistance systems, provided to ensure improved material handling, precise control over load movement and safer lifts.

With access to rail sidings and upgraded internal roads, able to handle oversized trucks, the new cranes are capable of handling a diverse mix of project cargo, including wind turbines, mining equipment, timber, steel coils and transformers. The cranes will also have the capability to work in tandem for heavy lifts and lift two 20' or one 40' container in a single move.

Port of Newcastle CEO Craig Carmody said the investment in mobile harbour cranes was part of the Port's long-term diversification plans to better meet the demands of customers.

"As the Hunter's trade gateway to the world, the mobile harbour crane investment will enable the Port to leverage the full use of our abundant channel, rail, road and land capacity to accommodate existing and new trade and ensure the Port of Newcastle is best placed to meet the demands of customers into the future."

"Naturally, we would also like to be announcing the next stage in our game changing \$2.4 billion Multi-purpose Deepwater Terminal project. Although we are not presently in that position, Port of Newcastle's goals are unwavering," Mr Carmody said.

"We are firmly focused on seizing opportunities that will create a broad mix of trade opportunities which help to support our local industry, boost jobs in addition to the 9000 positions the Port directly and indirectly supports now, and build a prosperous local, state and national economy."

Port of Newcastle's mobile harbour cranes are expected to arrive in mid-2022.



Greater Bank opens Newcastle **CBD** branch

Greater Bank is part of the urban renewal of the Newcastle CBD after opening the doors to a new branch on Hunter

Street in the East End Development.

The Hunter-based financial institution moved from Hunter Street to the redeveloped Marketown in 2012 but has returned to the CBD, which has been driven by the revitalisation of the area.

The new branch, which opened on 1 July, is located on the ground floor of the new East End Development's Washington House that fronts Hunter Street.

Greater Bank's Chief Operation Officer, Emma Brokate, said that Newcastle's urban renewal is having a positive impact on the CBD and is excited to return to the be part of the City's next chapter.

"Our community and business leaders have shown great vision that has been underpinned by significant public and private investment that is bringing life back into the city," Ms Brokate said.

"The mix of new residential, commercial, education and retail developments are generating great interest, which in turn is seeing more people move into 'town' to live, work, study, and also and for leisure. You can certainly sense a real buzz about the city.

"Relocating our Marketown branch into Hunter Street and the East End Development, which is fast becoming the new heart of the CBD, is a fantastic opportunity to be part of Newcastle's revitalisation."

Ms Brokate said that while digital technology is driving and changing the service demands of customers, face-to-face, over the counter banking remains important for many, particularly those in traditional markets.

With the relocation to the CBD, Greater Bank closed the doors to the Marketown branch on 30 June.

Greater Bank currently has 50 branches across NSW and South-East Queensland, including 23 in Newcastle and the Hunter, that service more than 270,000 customers.

> Greater Bank's Newcastle Branch Manager, Nick Van Baal, and Chief Operations Officer, Emma Brokate, at the new Hunter Street branch.







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Entrée

Main course

Dessert

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Entrée

Main course

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1 glass of sparking

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Dessert

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Choice of 2 mains*
Choice of 2 desserts*

Room hire not included. Decoration included - table cloths, bon bons & Christmas decorations. Sparkling on arrival \$4 per guest.

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Welcome to the 2021–2022 issue of the Hunter Business Function Guide, an annual special coverage by HBR to help businesspeople with planning and running a successful event in the Hunter region.

The function and events sector has been severely affected by COVID-19 restrictions over the past 18 months and it is always wise to consult with the current COVID situation when planning events. If you need advice you can discuss with local venues and event planners.

The good news is that at the time of going to print you can still run an event in the Hunter, provided COVID restrictions and regulations are followed. The local functions and event sector would be appreciative of your support.

With the final quarter of 2021 approaching, now is also the time to start thinking about Christmas functions.

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

We hope you find the 2021-2022 Hunter Business Function Guide a valuable resource for your function planning for the coming 12 months.

ON THE COVER

Spectacular lighting at Newcastle City Hall function. Photograph courtesy of Scion Audio and Events



FUNCTION GUIDE TABLE 2021

			Room Capacity								
	l	Conference rooms	Max Area/M²	Cocktail	Theatre	Banquet			Accom.	See	
Venues Central Leagues Club	Charlestown	3	336	_	ਰ 200	160	Facilities Roaming microphones, overhead projector, portable projectors, whiteboards, wireless internet, power cords, AV cords, Flip chart, fully stocked bar in function room, moveable stage and dancefloor.	Onsite activities Eat at Central BB's Restaurant and drink at the bar with happy hour from 4pm – 6pm Sun – Fri, 2pm – 4pm Sat. Sidelines Cafe, weekly trivia, bingo Tues 11am. Ample car parking.	rooms N/A	page 11	
Foghorn Brewery	Newcastle	1	400	100 (250)	80 (180)	80 (180)	Wireless microphone, wi-fi, data projector, drop-down screen, accessible.	Brewery tours & guided tasting.	N/A	11	
Fort Scratchley Historic Site	Newcastle	2	246	200 (60)	150	150	Data Projector and Screen, Lectern and Wired Microphone, Flipchart, Whiteboard and WIFI * fees apply for additional Audio Visual. Onsite caterers: Fort Scratchley has three contracted options for on-site caterers. Please contact our Newcastle Venues team on 02 4974 2166 to discuss your catering requirements.	Located at the Fort Scratchley Historic Site, overlooking the entrance to Newcastle harbour, function and event guests can explore the Fort's grounds, or even take a guided tour of the underground network of tunnels.	N/A	8	
Harrigan's Hunter Valley	Pokolbin	3	285	250	60	150	Data projector & screen, whiteboard, flipcharts, PA systems, lectern, WiFi.	Wine tasting, Sports bar, restaurant, swimming pool, alfresco dining.	48	2	
Margan Family Wines	Broke	2	232	200	170	150	Microphone, PA system, Whiteboards, Easels, Wireless internet connection.	Degustation Dining, Wine Tasting Experiences, Winery & Vineyard Tours, Garden Tour, Cooking Class, Vermouth Cocktail Class.	N/A	5	
Meet Restaurant	Newcastle	2	480	200	N/A	200	Internet, microphone, speakers, projector.	Live music, wine tasting.	N/A	7	
Mercure Newcastle Airport	Williamtown	4	104	100	160	80	Data projector and screen, NBN.	Gymnasium, Mach One Restaurant and Bar, accommodation, car parking.	95	12	
Mercure Resort Hunter Valley Gardens	Pokolbin	9	255	350	300	170	Whiteboard, flipcharts and WIFI.	Team Building,Swimming pool, sauna, spa, tennis court, Hunter Valley Gym, Heavenly Hunter Massage.	72	2	
Nelson Bay Golf Club	Nelson Bay	2	230	200	200	180	2x data projectors and screens installed, PA system with handheld mics, FREE WIFI, stage, dancefloor, dedicated bar in function room, balcony overlooking golf course, inhouse caterers, professional events team, wedding ceremony site on the course.	Golf, golf clinics/training, kangaroo tours, team building activities, 27 hole golf course, Bluewater Grill Restaurant, Sports Bar, full gaming facilities, café/lounge, golf carts, halfway house on course, fully stocked Proshop, function room + boardroom, kids room.	N/A	10	
Newcastle City Hall (Numbers are for Concerts Hall only)	Newcastle	8	382	500	805	300	Data Projector and Screen, Lectern and Wired Microphone, Flipchart, Whiteboard and WIFI * fees apply for additional Audio Visual. For the first time in decades, City of Newcastle boasts an in-house catering team at Newcastle City Hall. Newly appointed Executive Chef Mark Rusev is working alongside our dedicated Food and Beverage Coordinator and passionate hospitality team to bring you exceptional quality dining and 5-star service in one of our City's iconic and historic venues. We strive to support local providers and showcase the best in our local produce, with a philosophy of simple food, done well and prepared with love. Our in-house team is here to ensure a high-quality experience for you and your guests, with the optimum level of service and flexibility available	N/A	N/A	8	

FUNCTION GUIDE TABLE 2021

		Conference rooms	Max Ar	Cocktail	Theatre	Banquet				
Venues	Location	ince oms	Area/M²	ktail	atre	quet	Facilities	Onsite activities	Accom. rooms	See page
Newcastle Museum	Newcastle	1	132	120	100	80	Data Projector and Screen, Lectern and Wired Microphone, Flipchart, Whiteboard and WIFI * fees apply for additional Audio Visual. Onsite caterers – Newcastle Museum has four contracted options for on-site caterers. Please contact our Newcastle Venues team on 02 4974 2166 to discuss your catering requirements.	Museum.	N/A	8
Newcastle Racecourse (Numbers for Track side Marquee)	Broadmeadow	5	600	800	400	400	2x Handheld Microphones, TV access – Av company required to use TV's.	Chevals Restaurant.	N/A	9
NOAH'S On The Beach	Newcastle	8	380	300	300	280	Lectern, lectern microphone, roving microphone, Data projector, projector screen, wireless internet, whiteboard, flipchart stand.	Restaurant & Cocktail bar.	91	3

Room Capacity

SUPPORTING SERVICES

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

COMPANY	SERVICES	PAGE		
Scion Audio & Events	Audio, visual, staging & event equipment	6		



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^{*}During Covid -19 restrictions these numbers could change. Please contact the venues directly to find out adjusted numbers.

PRODUCTION TIPS FOR YOUR NEXT EVENT

Louise Tilman Scion Audio and Events

When working on any type of event it is imperative to start the process early. Finding the right production suppliers will help streamline that process and help you manage your budget right from the beginning. A confidence will develop during the planning stage which will mean reduced stress on the actual day.

In many instances we find that people leave the technical aspects of their events to the last minute when this is really where the starting point should be. We ask our clients to come and sit with us face to face (when possible) so that we can show them images to match their visions and actually demonstrate the equipment for them. This establishes a trust between you and your supplier - seeing how they work, meeting their team and being able to discuss any other areas where they can assist you.

Having one supplier for everything can really make an event co-ordinators life very easy. A one stop shop that can not only look after your vision, audio and lighting but also your theming and styling can in fact save you money and valuable time. Share as much information with your suppliers as you can. This way they can be more creative and more budget conscious.

Once you have found your preferred supplier we then move on to the quoting process. It is very easy to just look at the bottom line on a quote but we advise you to read everything on the page and if you don't understand, then ask. Always double check that everything that you need is on the quote and there is nothing on the quote that you don't need. Don't let the technical terms bamboozle you!!!

When you are preparing your audio visual presentations don't be afraid to ask questions. We provide a lot of support to our clients when they are making their presentations. We give them advice



Louise Tillman owns Scion Audio and Events and has more than 25 years' experience working in the event industry. Her expertise covers both the technical and the creative side of events. She enjoys nothing more than to work on an event from its conception to fruition.

that allows them to get it right first time. It is always recommended to have any presentations or audio files ready prior to the event so that they can be checked and tested.

As you get close to the event you should prepare a comprehensive running sheet that contains info and timings for everyone involved in the event. For us we need to be able to see the audio visual, sound and lighting cues and we are always happy to help our clients with this. Once we have the running sheet we can check your timings and make sure that the event can run smoothly.

On the day of the event most of the hard work has been done and after a quick technical run through and sound check you are ready to go.

Creating events is not as easy as it sounds and having a professional and caring team working with you can relieve the stress of the entire process. Don't leave things to the last moment and use the experience of your supplier to help guide your through your plans.

For further information contact Scion Audio and Events at (02) 4961 3733, email scion@scionaudio.com.au or visit www.scionaudio.com.au





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IN-HOUSE CATERING TEAM AT NEWCASTLE

For the first time in decades, City of Newcastle boasts an in-house catering team at Newcastle City Hall. Newly appointed Executive Chef Mark Rusev is working alongside the dedicated Food and Beverage Coordinator and passionate hospitality team to bring exceptional quality dining and 5-star service in one of our City's iconic and historic venues.

It is likely you would be familiar with Mark's food without even knowing it. For the last quarter of a century, he's fired up the kitchens in a host of local hotels, pubs, clubs, restaurants and function centres – including City Hall. After a foray into the beautiful resorts of far North Queensland and his time spent travelling abroad, the passionate Novocastrian finds the lure of his hometown too great to stay away and has found himself in familiar territory once again.

"It's great to be back at City Hall. I think it's a prestigious place with so much history and so many great things have come out of this building over the years," Mark said.

The talented Chef's connection to Newcastle dates back to the late 1800s, where his Scottish ancestors first settled in the area now known as Mayfield. He resides in one of his family's original homes from this time, which has been passed down through the generations. He grew up in a culturally diverse family, with a Greek maternal grandfather and Macedonian father. Add into the mix inspiration from his Japanese wife, and it's easy to see how his passion for ethnically diverse food and flavours has been cultivated.

Mark's passion for global cuisines has seen him specialise in traditional Mediterranean, classic French, Japanese and modern Australian, so you can anticipate some of these influences making their way into the new function menus at City Hall. Another thing you can expect is a dedication to exploring food and flavours that will appeal to a wide range of people and, importantly, catering to dietary needs.

"If I can make things like yoghurt from scratch, and make them gluten free or vegan or preservative free,



then more people can enjoy it. And of course, then it's healthier, natural food – and it's delicious," Mark said.

Mark is a firm believer of sourcing local produce and ingredients, supporting local companies and using sustainable seafood. Couple that with a philosophy of simple food, done well and prepared with love, then you have all the ingredients for producing a quality product.

Mark's appointment as in-house Executive Chef ensures a high-quality experience for all City Hall's hirers and their guests, with the optimum level of service and flexibility available.

With a range of business day events, meetings, Christmas parties, corporate functions, school formals, weddings, end-of-life celebrations, live performances and cocktail parties already in the calendar, don't delay in contacting the Events Team on (02) 4974 2166 or newcastlevenues@ncc.nsw.gov.au to see how they can help make your next event a success.



When the time is right to bring your team together, treat them to 5-star service and the ambience of the city's iconic and historic venues, including Newcastle City Hall. For events of any size and occasion, we are your trusted venue and event partner, with the space, experience and flexibility to serve you.

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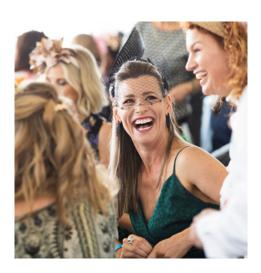


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MAKING YOUR EVENT A SUCCESS

It can be an arduous task to organise a successful event, particularly if it is large. The disappointing aspect for the organiser is that most attendees probably have no comprehension of how much work has been involved. Those without function organising experience often think it is just a matter of booking a venue and sending out the invitations. The organisers are often not really thought about unless there is a really big wow factor or if something major goes wrong.

Every event is different and will have its own requirements; however, the following general tips will help you to achieve a successful event:

Getting Help

There are a range of local businesses that can help with your event, from assisting with one aspect (like catering) to organising almost the entire event.

Even if you gain the services of an event planner, this does not mean that you will have no responsibilities in the planning stages. First and foremost you must have good communications with the planner and ensure both sides have a clear understanding of the type of event, its goals and its budget. The event planner will also require input from you along the way with necessary information and options requiring a decision. These should be attended to promptly but with due consideration. In the end the event planner wants the event to meet the client's expectations, so your input is important and required.

Initial Planning

The first task is to clearly define what your event is trying to achieve. Finalise the type of event or function it will be – launch, networking session, end of year party, exhibition, seminar, team building etc. Next set the budget available, including both revenue streams (if applicable) and expenses. If it is re-run of a similar earlier event, these stages will be much easier. Make sure to also have realistic and measurable targets.

Event budget

Set a budget at the start and monitor it as each stage progresses. It is usually best if you can allocate some of the budget for unforeseen expenses as these often occur.

Date and venue

Much care must be taken when setting the date and venue as it is not usually easy to change these. When considering the date take into account public and school holidays, other major or competing events, staff and equipment availability and any other issue that may restrict the timing.

Risk management

Create a risk management plan and ensure any appropriate insurance is in place and current. Create a contingency plan for factors outside of your direct control on the day.





MAKING YOUR EVENT A SUCCESS

Timeline

Prepare a project timeline with tasks that must be accomplished by specific dates. These may include:

- When to announce the event
- Preparation of promotional material
- Selection of caterer and menu
- · Selection of entertainment
- Organisation of audio-visual needs
- Selection and confirmation of speakers
- · Selection of accommodation
- Organisation of insurance or permits
- Preparation of a contingency plan for the event
- Organisation of transportation
- Organisation of marketing, signage and social media
- Finalisation of program
- Confirmation of attendees
- Preparation of event material
- · Organising set up



The better the planning and preparation, the better the chance that all will go smoothly on the day. Often it won't go exactly to plan, but most attendees will be unaware. Try to stay calm, even if there are a few hiccups, and finally try to enjoy yourself.



After the event

When the event is finished you will need to remove equipment and possibly rubbish from the venue. Depending upon the nature of the event, sponsors and participants may be thanked and possibly given a questionnaire for feedback. In the days following the event have a debrief session on the event, covering the successful aspects as well as those that could have been improved. If appropriate, a report on the event can be sent to participants and sponsors. Plans for future events can also be included.





SELECTING YOUR VENUE

One of the most important decisions when planning a business event is the venue. Assuming you do not have suitable in-house facilities, you will likely be faced with a range of venue options and these must be evaluated early in the process.

The following are factors to consider when you are deciding upon the venue for your next event:

- (1) Location The venue should be easy to get to for participants and attendees. It is usually good to be located close to most of attendees to minimise travel time and increase attendance. If you think many will use public transport then these links should be evaluated. If most will be driving then close-by parking facilities will be an important consideration.
- (2) Venue suitability Obviously the venue must be the right size for your event. If it is too small you will not have enough room for everything you need as well as attendees. But if it is too large, it may feel quite dead and empty.

If the venue is not air-conditioned or is set outdoors you should consider ventilation or heating options, particularly if the event is being held in summer or winter. If extensive setting up is required, such as in an expo, then ease of access to the venue can be important. The venue also may need to be available for ample time before and after the event. Wheelchair and invalid access may also be a consideration.

- (3) Facilities & services The available facilities and services provided by a venue can be of major benefit in the quality of an event, the total cost of an event and the ease of organisation. Check there is sufficient chairs and tables (if required). These days' microphones, audio visual facilities and internet access are essential for many functions. If food and drink facilities are not available, or not available to the desired quality, then there are a number of excellent caterers available in the Hunter that can help.
- **(4) Availability** The venue does of course need to be available. The earlier the venue is locked away, the better the chance of having it for your desired time. You will also have more flexibility in settling on a date if you start early.





- (5) Cost Cost is always a factor to consider, particularly if operating on a tight budget but make sure you are taking all costs into account. For example a more expensive venue that provides additional facilities at no charge may well work out cheaper in the long run than a cheaper venue that provides little and you need to arrange additional facilities.
- **(6) Venue staff** The quality of the venue staff is sometimes overlooked. Good venue staff are a major help both in the organisational phase and on the actual event day. Alarm bells should start ringing if you find them disinterested or they fail to respond to enquiries.
- (7) Other help Don't be shy to ask other organisations that have had similar types of events about their experiences. Event organisers can take away most of the venue selection work. They also have more detailed intelligence on possible venues and the range of options available.



CARTER HEAVY HAULAGE

With a spike in supply and demand for heavy haulage transport, Carter Heavy Haulage has recruited experienced Business Development Manager (BDM), Sam Kite, to their team to help promote growth and provide further support for their clients. Sam brings to the team not only a breadth of industry knowledge and expertise, but also the perfect amount of charisma and determination to make him an ideal fit for the family-oriented business.



PROSPERITY ADVISERS GROUP

Prosperity has appointed **Paula Tallon** as Director of Taxation Services. Paula has over 25 years' experience in the tax profession across large and mid-tier accounting firms as well as founding Gabelle LLP an award winning UK tax consultancy business. Prior to joining Prosperity, Paula was a Partner at Markel Tax following its acquisition of Gabelle LLP where Paula advised clients across a range of sectors.



SPARK HELMORE

Spark Helmore has promoted **Emma Gruschka** to partner. Emma is an experienced workplace lawyer who advises on employment and work health and safety (WHS) issues for clients in diverse sectors, including mining, transport, financial services, insurance, health care and government.



DIAMOND IT

Diamond IT has appointed Stuart Sandie as Business Technology Consultant. With a wealth of expertise in project management and business transformation initiatives, Stuart's experience brings unique insight into the end-to-end project delivery to Diamond IT's growing Business Technology Consulting team.



CHAMBERLAINS LAW FIRM

CHAMBERLAINS LAW FIRM
Chamberlains Law Firm has brought
Special Counsel Jeremy Kennedy
onboard to further strengthen their
employment practice. Jeremy has
over 30 years of legal experience as
a specialist workplace, employment,
and industrial relations lawyer focusing
on workplace health and safety,
serious incident management and
prosecutions by safety regulators.
Jeremy is an acknowledged author with
multiple textbooks and publications,
mainly focusing on workplace health
and safety.



SPARK HELMORE

Spark Helmore has promoted Naomi Simmons to partner. Naomi is an Accredited Specialist in Local Government and Planning Law and also practises environment law. Naomi's focus includes Land and Environment Court litigation, drafting and negotiating planning agreements and advising on planning and environment legislation in NSW.



SPARK HELMORE

SPARK HELMORE

Spark Helmore has promoted Ariel

Curtis from their Newcastle office to
senior associate. Ariel is an employment
lawyer with experience advising small
and large organisations on a vast range
of industrial matters including award
coverage, underpayment disputes and
contractual issues. Ariel's work has
exposed her to a range of industries
including the banking, insurance, notfor-profit and health services industries.



CATHERINE HENRY LAWYERS

CATHERINE HENRY LAWYERS

Catherine Henry Lawyers has appointed Rob Dilley to head up its Relationship Law services including family law, elder law, and wills and estate planning, as well as leasing and conveyancing law and criminal law. He has gained extensive experience as a senior lawyer after graduating from the University of Newcastle. Before becoming a lawyer, Rob spent 20 years working for community organisations so he has passion and experience in advocacy.



We would be pleased to receive information about your new appointments.

Just email around 80 words on the employment plus a high resolution head shot to editorial@HBRmag.com.au.

Submissions are FREE but subject to editorial control.



SPARK HELMORE

SPARK HELMORE

Spark Helmore has promoted Jessica

Phillips from their Newcastle office to senior associate. Jess is an employment and industrial relations lawyer with a particular focus on providing plain language advice to clients and working with them to find practical and commercial solutions to workplace issues. Jess has a Diploma in Law from the Legal Profession Admission Board and a Graduate Diploma in Legal Practice from the College of Law.

Addressing change in a pandemic

Steve Dick Movable

Our world is changing to a new normal. For example, hands up, who has got to the front door of a shop only to realise you don't have a mask?

Or you arrive at a shop armed with your mask, only to realise you've left your phone in the car to check-in?

As a society, change has been thrust itself upon us to the extent that we are all in this together, and at the time of writing, in the Hunter, we are not experiencing the effects lockdowns have, so masks and check-ins are a small change compared to others.

Whether you follow Sky TVs commentators and think COVID-19 is just another flu that we must live with or trust our governments' concerns that this disease will swamp our health system and, in the process, kill a good chunk of our vulnerable.

No matter your opinion on what's occurring, we have CHANGED the way we interrelate, the way we travel, where we spend our holidays, the way we work, how we communicate and if you have an Apple Watch, the length of time you wash your hands.

What hasn't changed?

Amid all this CHANGE, some things don't CHANGE.

We still get up, breathe, eat, drink, exercise, and from a property sense, we are still in a residential market that shows no signs of slowing.

In the commercial and industrial markets, the activity at the smaller ends of those markets is very buoyant. What has CHANGED in both sectors is the way property is delivered to the market.

Property presentation in a changing world

Times have CHANGED. No longer is it good enough to throw your property into the market when it's damaged, cluttered or, dirty, and expect buyers or tenants to see through your mess.

In the residential market, the art of presentation, commonly known as 'staging', involves engaging with professionals who makeover and style your house before the photographer and videographers arrives. Where vendors and landlords once balked at this extravagance, this CHANGE has become the new normal.

Rules for presenting commercial offices

In commercial offices and retail space, the pace of change is a little different. Yet, CHANGE is happening in these sectors as well, and below, I've outlined some general tips to ensure your commercial properties present in their best possible light.

- 1. Ensure the previous tenant completes the "Make Good" requirements of the lease to the letter of the law. At the same time, be sure you have strong "Make Good" terms in your next lease.
- 2. Repaint in a light neutral colour
- **3.** Replace even slightly worn carpet (go for carpet squares)
- 4. Take the opportunity to upgrade to LED lighting.
- **5.** Remove all previous tenant's fixtures, and fittings. Tenants love to do landlords a favour by leaving desks and partitions behind for the next tenant. Do not fall for this, and make sure your tenants remove all their possessions.
- 6. Take the opportunity to upgrade your kitchen and amenities. The number one search item on realcommercial.com.au for offices is "kitchen". The focus on this area of your commercial property has CHANGED. It is now a place for a relaxed coffee meeting as well as lunch.



Rules for presenting industrial warehouses

Like commercial premises, make sure the previous industrial tenant completes the "Make Good" requirements of the lease to the letter of the law and that you include strong "Make Good" terms in the next lease.

- 1. Repaint the offices, lunchroom, and amenities in a light neutral colour
- 2. Replace even slightly worn carpet/lino in the offices, lunchroom, and amenities, with carpet squares a smart move. Avoid carpet in the factory lunchroom.
- **3.** Take the opportunity to upgrade to LED lighting there are subsidies available that can help with the cost.
- **4.** While you should also have the departing tenants' fixtures removed, don't touch power, air and gas outlets in the factory (these are valuable for most tenants).
- 5. Also, ensure the departing tenants remove any mezzanine or racking at their cost.
- **6.** The departing tenant must remove all signs and floor markings.
- 7. Repair all floor penetrations.
- 8. Wash down the factory walls leave no cobwebs or dust.
- 9. Consider painting the factory floor if it looks untidy.
- 10. Make sure all the gardens and lawns are clean, cut and weeded.

Doing these things will guarantee that if a tenant compares your property with another, they always favour negotiating with the neater property first.

So as the world CHANGES around us, we adapt. Some will get vaccinated, and others will choose the alternative. However, the broader community's expectations must be adhered to when presenting your property to the market if you want it leased or sold.

For further information contact Movable on (02) 4915 3000



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

NSW delivers a fully digital land titles process

The NSW Government's plan to transition conveyancing into the digital age will culminate on 11 October 2021 with the commencement of new legislation that will allow for 100% electronic lodgment of land transactions, moving away from paper-based processes.

The Real Property Amendment (Certificates of Title) Act 2021 makes several amendments to legislation, importantly allowing for the abolition of certificates of title (CTs) and progressing NSW to 100% eConveyancing.

The Registrar General has announced the abolition date for paper CTs as 11 October 2021. Implementation of the Act on the same date will allow the NSW Government to close the last of the remaining paper lodgement channels so that all transactions requiring registration must be done via eConveyancing.

Today, eConveyancing accounts for nearly 95% of all conveyancing transactions being settled and lodged.

Registrar General Jeremy Cox said reaching this final milestone after five years of work was achieved through partnership with industry.

"We are very grateful to the many industry representatives for their time and expertise" he said.

"This is a big moment for all NSW landowners as a more efficient and secure land title system will generate greater efficiencies in the property and financial sector and support NSW's economy."

eConveyancing is a secure system, with checks and balances to protect against fraud. Abolishing CTs removes the administrative burden for people to manage and locate it in an environment where all transactions are done electronically.

"NSW is retiring redundant paper processes that have existed for over 150 years and embracing a digital future which is faster, more efficient and more accurate."

On average, there are four and a half thousand applications for a replacement of a CT each year, costing around \$150 each.

While CTs will no longer be issued, the Torrens Title Register will continue to be the single source of truth as to the ownership of a person's home.

The reform has been informed by a stakeholder consultation group comprising the Law Society of NSW, the Australian Institute of Conveyancers NSW, the Australian Banking Association and representatives from Australian banks, NSW Land Registry Services, PEXA and Sympli.

Hunter builder wins national housing award

Metricon Homes has been recognised with a national awards for a luxurious display home at the 2021 HIA-CSR Australian Housing Awards. The Housing Industry Association (HIA) Awards were announced on 30 July in front of an international audience of industry leaders and home-building consumers.

MetriconHomes were named the winner of the HIA Australian Display Home partnered by ActronAirfor an entertainer's delight which wowed the judges. The five-bedroom home is sleek and modern, with functionality considered in every detail

"The opulent 5.5-metre-high cedar-lined ceiling sets the tone; creating an open, airy feel in the interior," a judge commented.

A cascading Sydney home by builder Mallinger Constructions won the highest award being named the 2021 HIA-CSR Australian Home of the Year.

The winning home is grand in stature and undulates across multiple levels; embracing the steep slope of its location. The living wing hovers nine metres out over a sandstone cave, while the open-plan kitchen flows onto a courtyard that contours around protruding boulders.

"Rather than removing obstructive site features, the home's clever design instead binds its internal spaces to them," the judges commented.

HIA Managing Director Graham Wolfe said the HIA-CSR Australian Housing Awards recognise the best in Australia's residential building industry.

"HIA is committed to recognising the outstanding achievements of our members. HIA Awards allow us to acknowledge the skill of our members who excel in building exceptional homes, kitchens and bathrooms and run highly successful businesses.

"The workmanship of Award winners is exceptional; demonstrated in projects that push the boundaries in design and innovation. It is my absolute pleasure to congratulate each winner for their hard work and commitment to excellence.

"My congratulations also goes to our future tradespeople – our apprentices – who strive to be the best in all their pursuits. And to the professional builders and business partners who are ahead of the game in customer service, innovation, building quality and business practices," Mr Wolfe added.

The HIA-CSR Australian Housing Awards are the ultimate platform to showcase the talents of the nation's top builders and designers. Winners are selected from state-based finalists, with awards in 22 separate categories including Professional Builders, display home, apprentice, bathrooms and kitchens.



Cessnock Council solar panels reduce costs and carbon footprint

Cessnock Council officially switched on its solar panel systems in July, with 252 panels installed across Council's highest energy consuming sites.

In February installation took place with panels installed at the Hunter Valley Visitor Information, Cessnock Library and Council's Administration Building.

Council's General Manager Lotta Jackson said it's fantastic progress and use of Council's savings under the Revolving Energy Fund.

"In 2015 Council established the Revolving Energy Fund. The purpose of this fund was to establish an internal loan system for investing in energy efficiency. All savings made from investments are returned to the fund and can be re-invested into the next energy saving projects."

"It's a great cost saving for Council with it estimated to save \$12,000 per year on Council's electricity bill for the Administration Building and all systems will be paid off from savings in 5.5 years."

The fund has seen Council undertake some fantastic projects including replacing fluorescent lights with LEDs across many Council sites. This included the Works Depot, the Hunter Valley Visitor Information Centre, Cessnock Aerodrome, Cessnock Performing Arts Centre and Cessnock City Library

Since the installation of the LED lights in the administration building the monthly electricity bill has reduced by about \$1,000. These savings are being put straight back into the fund. Council will have covered the cost of the installation in three years if this rate of saving continues.

Both community and staff can view the output of the solar panels

and get an idea of how much energy the panels generate with screens installed in public locations displaying this information.

Council plans to install more solar panels on the Cessnock Performing Arts Centre and Kurri Kurri Library using the next savings of the Revolving Energy Fund.

NSW Government provides incentives for switching to electric vehicles

Stamp duty on electric cars will be removed as part of a half a billion dollar investment to make electric vehicles accessible and affordable for all NSW residents.

The tax cuts and incentives will reduce barriers to buying electric vehicles over the next four years. From this September

- stamp duty will no longer apply for eligible EVs under \$78,000
- \$3000 rebates will be available for the first 25,000 purchasers of battery and hydrogen fuel cell electric vehicles under \$68,750.

The average NSW driver will save around \$1000 a year in running costs by switching to an EV, and those savings can be up to \$7500 a year for businesses, taxis and freight.

Transport Minister Andrew Constance says the EV Strategy will help the NSW take action on climate change.

"Our transport sector currently makes up 20% of the state's emissions, with almost 50% of those coming from passenger vehicles." Mr Constance said.

"Electric vehicles are not only cheaper to run and quieter on our roads, but they also reduce both carbon emissions and air pollution which results in dramatically improved health outcomes for our communities."

Energy innovation leaders announce strategic relationship

A new strategic partnership and collaboration agreement between three innovative Australian companies is expected to deliver a range of solutions to regional and remote power users, along with data centres and other energy intensive industries.

The agreement between emerging hydrogen company LAVO, Hunter-headquartered electrical, electronic and control system specialists Ampcontrol and standalone power system company Boundary Power (a joint venture between Ampcontrol and Horizon Power) will see the parties work together over the next two years to identify the use of LAVO's hydrogen storage solutions and other zero-carbon products in different demonstration sites. Potential applications include:

- · Standalone hybrid power supplies
- · Containerised solutions for small and utility scale wind and solar projects

· Packaged power and battery solutions for data centres, industrial and mining applications

Alan Yu, LAVO's Chief Executive Officer, commented "LAVO's hydrogen storage technology is ideally suited for integration with remote standalone power systems and for other containerised and mobile power solutions. We're thrilled to be working with Ampcontrol and Boundary Power to explore the options for wider use of our products."

Ampcontrol CEO and Boundary Power Director Rod Henderson said: "Ampcontrol has a long history in the development of innovative products and Boundary Power possesses industry leading experience in utility-grade standalone power solutions. Our partnership with LAVO is the continuation of our commitment to finding the best solutions to the energy challenges facing remote areas and energy intensive industries."



Engineering for sustainability

The term 'environmental sustainability' tends to invoke images of habitat destruction, land degradation, pollution, waste and overpopulation. These are certainly dire consequences of ignoring issues of sustainability.

For an engineering and environmental services business, sustainability is about these issues of course but it is approached in a much broader sense. One of the aspects of sustainability that is often overlooked is that of the functional life of built assets.

Consider a building, perhaps a factory, that is constructed of steel and concrete. Those building materials required energy for their production, so the duration of utility of those structures is crucial in determining our use of energy and resources. How frequently they are replaced has an enormous impact on environmental sustainability.

The energy used in construction is effectively stored in the resulting structure. It's known as embodied energy. If we were to knock down that structure and build a new one, we would have to consume more energy and resources.

A structure which is thoughtfully designed, well-built and well-maintained will last longer than a poorly designed one. The embodied energy in that structure remains in place.

The Emergent Group of companies, formerly the Advitech Group, strives to help its clients create more sustainable infrastructure and operate them in more sustainable ways. Even before something is built, or a manufacturing or distribution process is commenced, attention to sustainability issues informs design and saves on wasted effort, resources and money.

What materials should be used and where? How can the amount of energy-hungry materials be minimised? How can the risk of corrosion and therefore premature failure of metal structures be reduced? Can a process be streamlined to require less space, time and energy? These and other questions are discussed with



the client, as a focus on such details in the planning stages will ultimately yield the best outcome for the client.

Emergent Group is a dynamic partnership of highly specialised technical sciences companies. The name 'Emergent Group' reflects a belief that creative ideas emerge in a complex ecosystem of interactions between staff, clients, government and broader society.

The team of engineers, scientists, mathematicians, data analysts and technicians are constantly adapting the way we do things to evolve in response to a changing environment. Our diverse portfolio of companies allows us to provide integrated solutions to complex challenges.

The Emergent Group of specialised engineering, environmental and technical sciences companies are:

Advitech - Engineering and Environmental Consulting

Novecom - Monitoring, Sensors and IoT

Acubis - Remote Communications

Simulation Modelling Services – Modelling scenarios for informed decisions



Specialised engineering, environmental and technical services

Emergent Group brings together a strategic blend of technical and science expertise and commercial acumen to give businesses and government the advantage they need.

We have the skills, experience, connections and agility to deliver innovative solutions to complex challenges across a range of sectors including resources, energy, manufacturing, infrastructure, agriculture and defence.



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Crystalbrook Kingsley waste partnership with the University of Newcastle

The newly opened Crystalbrook Kingsley, Newcastle city's first five-star hotel, has partnered with University of Newcastle and its researchers to drive sustainability and reduce waste. The hotel's trash will become the university's treasure, as together, they address the environmental impact of the hospitality industry and drive innovation in sustainability.

Crystalbrook Kingsley will donate restaurant and bar waste to the University of Newcastle's Food Science Research Group. The University will examine the hotel's used products, such as citrus peel, ground coffee, fruit pulp and skin and other food waste and investigate how these items can be upcycled into the likes of coasters, beverage stirrers and complimentary guest items.

"The collaboration with University of Newcastle is an exciting one for Crystalbrook Collection. As we continue our commitment to sustainability, this partnership will see the development of practical solutions that reduce our environmental impact, while also introducing strategies that can be adopted worldwide," said Geoff York, CEO of Crystalbrook Collection.

Also, for the next four years, an annual Crystalbrook Kingsley Environmental Scholarship will be granted to University of Newcastle students with a strong passion for waste utilisation. Each year, the student awarded the scholarship will also have the opportunity to work directly with Crystalbrook Kingsley to implement world-leading hospitality environmental practices.

"We are very excited about Crystalbrook Kingsley's generosity and commitment to our students through scholarships. We look forward to seeing our students develop and the innovative environmental solutions that come from this relationship between our two organisations," University of Newcastle Director of Advancement Ms Rebecca Hazell said.

The University of Newcastle, Australia has been named #1 in the world for partnering for a more sustainable future in the 2021 Times Higher Education (THE) Impact Rankings.

Co-lead of the project Dr Taiwo Akanbi said the collaboration was consistent with a circular economy idea whereby waste products were kept in use while reducing environmental footprint.

"It will also create timely innovation that puts Australian waste utilisation research at the forefront internationally," Dr Taiwo Akanbi said.

Crystalbrook Kingsley's collaboration with the University of Newcastle on sustainability helps to reiterate the portfolio's commitment to minimising environmental impact, while also assisting to elevate the capabilities and profile of the local region.

The hotel's partnership is the most recent sustainability focused initiative at the five-star hospitality group, which in March became the nation's first to introduce 100% waste free bathroom amenities across its portfolio through a partnership with Vanity Group.

Crystalbrook Collection continues to build on an extensive recycling program including glass, cardboard and co-mingled products. The hospitality group sources 80% of its produce from within a three-hour drive of its properties to minimise transport pollution and uses recycled products where possible such as wooden guest room key cards and upcycled coat hangers.

Street lighting partnership delivers sustainable savings for Singleton

The streets of Singleton are significantly more energy-efficient with Singleton Council and Ausgrid's partnership to replace local streetlights with new, more reliable LEDs now 99% complete.

The replacement of 989 Ausgrid-owned lights has occurred over three years, beginning in 2019. And while the project is expected to pay for itself within the next three years, energy consumption has already been slashed by almost a quarter.

Justin Fitzpatrick-Barr, Council's Director Infrastructure and Planning said the project was a win-win because it supported Council's ongoing improvements to financial management, as well as reducing our environmental footprint and commitment to sustainability.

"Never before has local action had such potential for global outcomes, and with an ever-growing emphasis on climate change and conversations happening around the world about the future of energy and consumption, there has never been a more critical time for tangible local action," he said.

"With the street light replacement roll out almost complete, we've already seen a 24% reduction in energy usage, which is projected to continue to decrease by over 76% - that's a reduction of 244.9 tonnes of CO2-e each vear.

"The new LEDs last up to 20 years, and use just 17 watts to power -- that's up to 82% less than the old streetlights.

"In terms of financial savings, Council recorded a reduction of \$40,375.19 in electricity for the 2020/2021 financial year compared to the previous year, and over \$33,000 the year before that, which is a significant saving for ratepayers.

"The new LEDs will also cut Council's long-term costs of street lighting and reduce exposure to higher energy prices in the future, so we will feel the benefits of this program long after it has paid for itself."

Fitzpatrick Barr said perhaps most importantly, the energy efficiencies of LEDs would deliver a 76% reduction in greenhouse gas emissions compared to the lights being replaced over the next 10 years.

"There are also significant social advantages to the LED lamps because they deliver higher quality white light, which improves transport connectivity, security and wellbeing outcomes for our community," he said.

"Our community told us they want meaningful action that minimises our environmental footprint and does not compromise the economic viability and social vibrancy of our community into the future, and this is another way Council is acting to reduce our impact."



Hazmat provides occupational hygiene services for former mine site

Hazmat Services (Hazmat) was recently engaged by Soil Conservation Services (SCS) to provide Occupational Hygiene Services for a significant remediation project in regional NSW.

SCS has been engaged to undertake the full remediation of a derelict mine site and required an experienced and qualified Occupational Hygienist to supply services, equipment and materials to protect worker health and safety provide a complete occupational hygiene service such that SCS can focus on construction responsibilities only. The project duration is expected to be around 6 months.

All works will be conducted in accordance with a fleet of Management Plans, environmental controls and strict occupational hygiene and workplace health and safety controls. Hazmat has been engaged to provide a complete occupational hygiene service including the Red Zone Induction package and presentation to workers, monitoring of air quality, supply and management of decontamination units, medical assessments, provision of and assistance with personal protective equipment, respirator fit testing and other occupational hygiene services to ensure the health and safety of all personnel and prevent contamination of the environment.

"Hazmat has teamed with SCS on several similar projects throughout NSW including the Urunga Antimony Processing Plant, Woodsreef Earthworks and Coffs Harbour Slipway Remediation projects and is proud to be associated with SCS and another State significant project" said Hazmat's Managing Director, Andrew Russell.

Hazmat's Occupational Hygienists, Environmental Scientists and Engineers have extensive experience in the assessment. identification, management, remediation, monitoring and



validation of a client's actual or potential environmental liabilities. This may be associated with a site's soil and/or groundwater, a waste stream, or a product stored and used on site.

Site assessments determine the nature, extent and magnitude of soil and groundwater contamination (if any), and evaluate their implications. Site assessments are not only performed in response to pollution events, but they are also commonly performed prior to purchasing a property (pre-acquisition site assessment) or releasing a property (relinquishment site assessment). During remediation, Hazmat can provide comprehensive Occupational Hygiene and Environmental services to assess and monitor worker exposure and safety and environmental impact. After remediation, Hazmat provides Site Validation, Site Validation reports and Management Plans.



OHS | WASTE | ENVIRONMENT

Hazmat Services is a locally owned, Newcastle based Consulting Company specialising in OHS, Waste and Environmental Consulting Services. Our qualified Team deal specifically with Asbestos and other Hazardous Materials, Occupational Hygiene, Waste and Environmental Services.

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HBR funny business



Three co-workers are at lunch when they decide to confess to their shortcomings.

"I drink too much," says the first. "In fact, I keep a bottle in my desk drawer at all times."

"I have been taking products from the factory every week for over two years, putting them down as faulty in the computer," admits the second guy.

The first two turn to the third. "What about you?"

"Me? I can't stop gossiping."

Two Mafia hit-men are walking deep into a forest in the middle of the night.

One of them says "I gotta admit I'm scared out here."

The other replies "You're scared... I gotta walk back alone!"

There was an old man who lived by a forest. As he grew older and older, he started losing his hair, until one day, on his deathbed, he was completely bald. That day, he called his children to a meeting.

He said, "Look at my hair. It used to be so magnificent, but it's completely gone now. My hair can't be saved. But look outside at the forest. It's such a lovely forest with so many trees, but sooner or later they'll all be cut down and this forest will look as bald as my hair."

"What I want you to do..." the man continued. "Is, every time a tree is cut down or dies, plant a new one in my memory. Tell your descendants to do the same. It shall be our family's duty to keep this forest strong."

And so they did.

Each time the forest lost a tree, the children replanted one, and

so did their children, and their children after them.

And for centuries, the forest remained as lush and pretty as it once was, all because of one man and his re-seeding heirline.

The engineer comes in to talk to his chief engineer. "I'm having trouble with that power supply circuit you put me to work on."

"OK, let's talk about it," said his boss. "Is it oscillating?"

"No," said the engineer, "it is stable."

"How is the efficiency?"

"About 87%."

"Is there ringing on the gate?"

"Nothing above normal."

"What about noise and ripple?"

"They are well within spec."

"Then what on earth is the problem?"

"The darn thing's on fire!"

The Sergeant-Major growled at the young soldier: "I didn't see you at camouflage training this morning."

"Thank you very much, sir."

QUOTE OF THE MONTH

"There are two types of people who will tell you that you cannot make a difference in this world: those who are afraid to try and those who are afraid you will succeed."

- Ray Goforth

