

HBR

Hunter Business Review

JUNE 2018
VOLUME 14 NUMBER 5
Print Post Approved 10002454

14TH YEAR
OF PUBLICATION



**TRAINING &
EDUCATION**

**BUSINESS
PLANNING
& STRATEGY**

**MINING &
ENERGY UPDATE**

Australia \$6.60

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



9 772202 883002 >

Connecting & informing business people



Our people: Living and working locally.

With the majority of our people living locally, we care about the community because it's our community too.

We invest in the talent and potential of our team to help them develop new skills and foster a culture of engagement.

We recognise the contributions our people make to the success of our business and the local region.

Find out more in our latest Sustainable Development Report. View it online at pwcs.com.au.

Valuing our people and the contributions they make – *It's Who We Are.*



PORT WARATAH
COAL SERVICES

Pioneering Through Partnership

PUBLISHED BY:

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

PUBLISHER and EDITOR:

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

ART DIRECTOR:

Sandie Collie
 sandie@HBRmag.com.au

CONTENT MANAGER:

Jason Duncan
 jason@HBRmag.com.au

PRINTING:

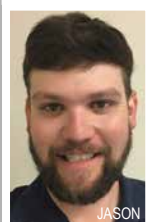
NCP Printing
 Phone: (02) 4926 1300
 sales@ncp.com.au
 www.ncp.com.au

Published monthly (except January)
 Hard copy circulation: 5,000
 Also available online

www.HBRmag.com.au

HUNTER BUSINESS PUBLICATIONS PTY LTD
 2018 ALL RIGHTS RESERVED

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



- 4** From the Editor
- 5** Business News
- 14** Let's Talk With
- 16** #HunterInnovate
- 21** New Appointments
- 22** Need a Break?
- 24** Business Advice
- 25** Property
- 28** Business Planning & Strategy
- 32** Training & Education
- 37** Mining & Energy Update
- 41** Business Services Directory
- 42** Funny Business

We know talent.

Chandler Macleod has an extensive database of active candidates in various industry sectors and over 13,000 employees out working on client sites every week. Through our experience with planning, sourcing, assessing, developing and managing talent along with industry intelligence, we know a lot about talent.

Contact our Newcastle team on
 02 4978 7744.

chandlermacleod.com

CHANDLER MACLEOD
 UNLEASHING POTENTIAL





The release of the IMD (International Institute for Management Development) World Competitiveness Yearbook 2018 in May made thought-provoking reading. Australia crept up to Rank 19, two spots higher than 2017.

What was most interesting was the areas that were considered to be our nation's weaknesses that need to be addressed to improve

the future international competitiveness of Australia and secure a more prosperous future.

These areas included corporate tax rate on profit and personal income tax rate. Indeed, the IMD again highlights a major weakness is its reliance on inefficient tax bases such as income and company taxes.

Within Australia, tax reform has been identified as an area of concern for several decades but unfortunately there has been a general lack of political will and cooperation to make major advances that would provide the nation with major long-lasting economic benefits. Neither side of politics seems willing to be brave enough to fully address this issue, partly due to lack of vision and partly for a fear of providing a political target that can be attacked from their opponents.

Unfortunately, it is hard to see this change in the foreseeable future, but we can always hope for politicians that are willing to reduce their focus on short-term self-centred actions and look more towards the long-term benefits of Australia.

Other weaknesses identified by the IMD report include a weakness in R&D, planning, labour regulations and energy costs.

Again, these factors are largely under the control of our governments and require more vision and long-term actions by our politicians.

One wonders how many politicians actually study these reports and contemplate their findings in view of strengthening our domestic economy.

I fear the only time we will hear about studies such as these from politicians will be as ammunition against their opponents rather than building a stronger nation.

Garry Hardie
Editor & Publisher

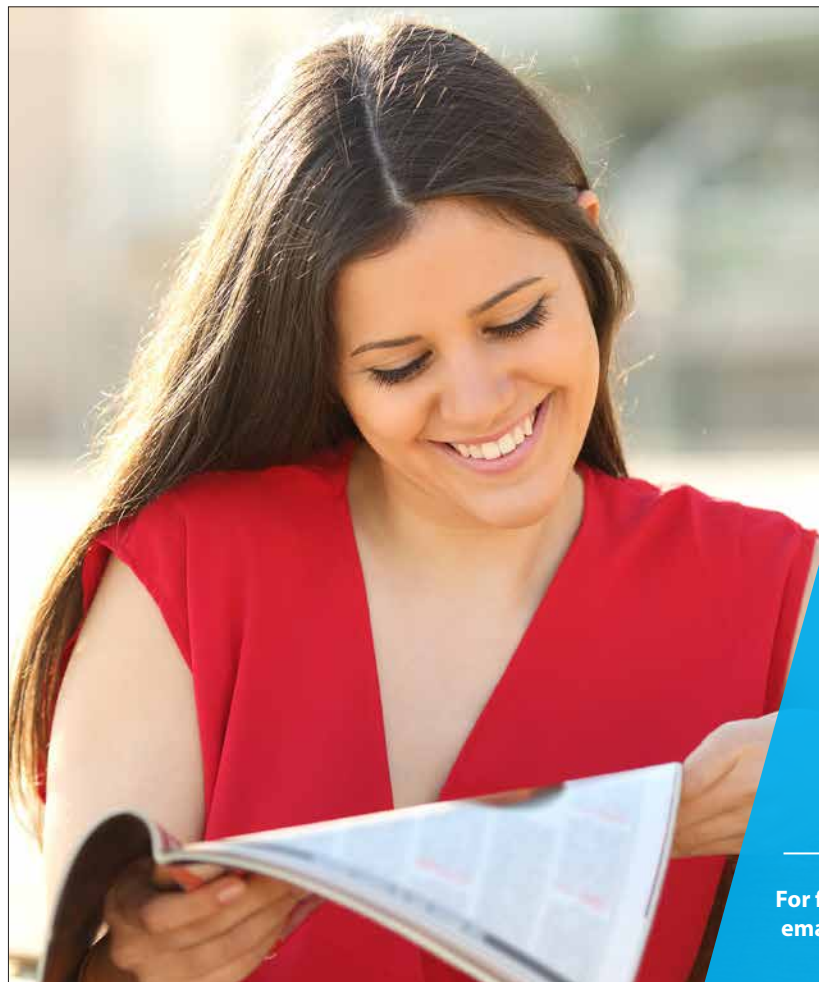
ON THE COVER

University of Newcastle students receiving Hunter Water Scholarships

Back: Jack Roberts, scholarship recipient; Keiran Smith, Head of Public Affairs, Hunter Water; Tahleigha Compton, scholarship recipient.

Front: Victor Prasad, Executive Manager, Customer Strategy and Retail, Hunter Water; Leah Armstrong, Director, The Wollotuka Institute, The University of Newcastle; Joseph Popov, scholarship recipient; Peter Kembrey, Executive Manager, Corporate and Legal, Hunter Water.

See story on page 33



**Be informed - receive
your own copy of**

HBR

**HBR is available as a hard
copy magazine and online.**

Make sure you receive **HBR** by completing one of these options at www.HBRmag.com.au

1. Receive your own hard copy **HBR** mailed directly to you for only around \$1 a week.
2. Receive notification when the latest issue of **HBR** is available for reading **FREE** online

For further information visit www.HBRmag.com.au, email subs@HBRmag.com.au or call (02) 4925 7760



Hunter Valley Wine Awards

The 12th annual Hunter Valley Legends & Wine Industry Awards were held on 24 May at the newly renovated Ben Ean, Lindeman's Estate. The gala evening paid homage to those who have contributed significantly to the Hunter Valley Wine & Tourism Industries.

The Wine Legend award was presented to Greg Walls, who has been a stalwart of the industry for almost 40 years; taking Hunter Valley wines to every region in Australia by providing a central location for local producers to sell their wines. He did this through his establishment of the Hunter Valley Wine Society in 1975, later evolving the business to Wine Selectors, which now delivers Hunter wines to a nationwide membership of more than 200,000.

This year, for the very first time, the Tourism Legend Award was presented to two icons of the Hunter Valley, Robert and Sally Molines. Robert and Sally have been serving diners in the Hunter Valley for over 45 years, proudly supporting the wine and tourism industries with their culinary expertise and most recently at their one-hatted restaurant Bistro Molines nestled in the vines at Tallavera Grove in Mount View.

Other award winners on the night were:

- Winemaker of the Year - Stuart Hordern, Brokenwood Wines
- Viticulturist of the Year - Neil Stevens, Glen Oak Wines
- Rising Star of the Year - Aaron Mercer, Tamburlaine Wines
- Cellar Door of the Year - Margan Wines
- Hunter Valley Wine Industry 2018 Heritage Award - Drayton's Bellevue Wine Label



Back row: Andrew Margan, John Drayton, Neil Stevens, Greg Walls; front row: Robert & Sally Molines, Lisa Margan, Stuart Hordern, Aaron Mercer.

Hunter Valley Wine and Tourism Association Vice President, Brian McGuigan congratulated all the winners, noting their contributions to an industry which had reaped international recognition as a premier wine and food destination because of the hard work of its many passionate custodians.

'The Hunter Valley is the oldest and most visited wine region in Australia by overseas tourists and its incredible wines have found their way into the homes of many others, thanks to the hard work and vision of all our winners,' Mr McGuigan said.



Hazmat is Celebrating 10 Years of Extraordinary Partnerships with our Clients, Team and our Community. Thank you for your support.



- ◆ Asbestos and Hazardous Materials Surveys
- ◆ Asbestos Monitoring and Analysis (NATA Accredited)
- ◆ Asbestos and Hazardous Materials Management Plans
- ◆ Licenced Asbestos Assessors
- ◆ Asbestos Awareness Training
- ◆ Occupational Hygiene Monitoring and Assessment
- ◆ Chemical and Hazardous Substances Consulting
- ◆ Indoor Air Quality Assessments
- ◆ Environmental Site Assessments
- ◆ Environmental Monitoring
- ◆ Contaminated Land Management
- ◆ Development and Execution of Remediation Strategies
- ◆ Soil and Waste Classifications



OHS | WASTE | ENVIRONMENT



Level 1, 45c Fitzroy Street, Carrington NSW | www.hazmat-services.com.au
E. admin@hazmat-services.com.au | T. 02 4961 1887 F. 02 4969 5887

Partnership to preserve maritime collection

Newcastle City Council and the Hunter Development Corporation have committed to work together to ensure the preservation of Newcastle's maritime and seafaring history for generations to come.

The decision comes after members of the Newcastle Maritime Museum Society (NMMS) voted to voluntarily wind up operations and closed the Maritime Museum on Wednesday 23 May 2018.

HDC Chief Executive Michael Cassel said HDC was working with Port stakeholders to ensure that proper storage facilities can be found.

"We will work to ensure the protection and security of what's a valuable maritime and seafaring collection," Mr Cassel said.

HDC is the landowner of the heritage-listed building in Honeysuckle, where the Newcastle Maritime Museum (NMM) has been situated over the past 10 years.

NMMS President Ian Jones said that although the decision to close the Museum was regrettable, it's the right course of action.

"Ultimately, the prohibitive cost of running the Museum, coupled with the fact that the Museum heavily relied on volunteers and donations, made it impossible to continue to operate in a sustainable manner," he said.

"We are working with creditors to ensure all debts are paid and appreciate their patience as we complete this process."

Mr Jones said that he was optimistic about the collection's future and had been encouraged by the support shown by HDC and Newcastle City Council.

Council CEO Jeremy Bath said Council, and specifically the Newcastle Museum, would likely inherit the Museum's collection.

"We have been working with the Board of the Maritime Museum for several months on a likely handover," Mr Bath said.

"Director of the Newcastle Museum Julie Baird has been involved to ensure any inherited pieces are responsibly cared for."

Singleton makes 17 applications to Stronger Country Communities Fund

Singleton Council has submitted applications for 17 projects with a combined value of approximately \$4.6 million from the NSW Government's \$200 million Stronger Country Communities Fund, overseen by Deputy Premier and Minister for Regional NSW John Barilaro.

Mayor of Singleton, Cr Sue Moore said Council worked in partnership with sporting clubs and community groups to prepare and lodge the applications.

The list of projects includes upgrades to sporting venues including expansions of the Rugby League Club and Singleton Rugby Club, a new basketball court at Victoria Park and upgrades for Singleton Gym & Swim, as well as a waste water upgrade for Lake St Clair, restoration of the Singleton Historical Museum and upgrades for Mt Olive Hall and the Scout Hall.

"The PCYC is also represented with an extension of the boxing room and entry upgrade, and Singleton Civic Centre could receive a facelift and new audio equipment," Cr Moore said.

"I'm excited by the possibility of seeing the realisation of all these projects that will make a real difference to people in Singleton on a range of fronts, whether it's more opportunities for improving our health and fitness through to better community facilities to bring people together.

"I'm particularly interested in the training kitchen, tentatively proposed for Riverside Park, which would bring amazing opportunities for school students to get hands-on experience in a career in hospitality.

"All 17 projects are more than worthy of funding and meet the objectives of the program to improve the lives of people in regional communities and enhance the attractiveness of rural and regional NSW."

www.hunterdoc.com.au



PLEASE VISIT
OUR NEW
WEBSITE



HUNTER DOCUMENT MANAGEMENT - 4952 7777

Over \$27,000 for Lake Mac environmental projects

Lake Macquarie Council has approved \$27,431 in grant funding to support 11 environmental sustainability improvement projects across the City, and this represents a total benefit of \$75,904 to the Lake Macquarie community, when the applicants' contributions are included.

Council's Manager Planning and Sustainability, Alice Howe, said the Environmental Sustainability Grants program makes an important contribution to environmental improvements across the City.

"Council's Environmental Sustainability Grants program supports not-for-profit community groups and education providers to develop and deliver projects that will improve the natural environment, reduce resource consumption and promote environmental awareness and behavior change throughout Lake Macquarie City," Dr Howe said.

Environmental Sustainability Grants projects funded include:

- **Toronto Area Sustainable Neighbourhood Group and Warners Bay Sustainable Neighbourhood Group** – Lake Macquarie Repair Cafe
- **Trees in Newcastle (TIN)**– Kalaroo Gate Remediation Project – Community workshops and engagement
- **South Lake Macquarie Sailing Club** – Erosion and sediment control at Sunshine Reserve
- **Belmont Neighbourhood Centre** – Habitat Hut water tank
- **Booragul Public School Parents and Citizens Committee** – Bush tucker garden and yarnning circle
- **Transition Newcastle (Upcycle Newcastle)** – Mini Circles of Waste
- **Southlake Marketplace** – We Choose 2 Re-use
- **Whitebridge High School Parents and Citizens Committee** – Native bee hive
- **Charlestown South Public School Parents and Citizens Committee** – Indigenous bush tucker and garden – Site Plan Stage 3
- **Kooroora Bay Landcare Group** – Improving Sugar Glider habitat at Kooroora Bay Landcare site
- **Glendale East Public School Parents and Citizens Committee** – Glendale East Public School outdoor learning space

The next round of Environmental Sustainability Grants will open in July 2018.

Airport Ambassadors celebrate 10th anniversary Newcastle

Airport Ambassadors have celebrated 10 years of giving back to the local community.

Launched during National Volunteer Week in May 2008, in partnership with the Hunter Volunteer Centre (HVC), the Newcastle Airport Ambassador program started with three enthusiastic volunteers welcoming passengers and championing local tourism.

Since then, the Ambassadors have collectively donated over 50,000 hours to meet-and-greet and give advice to over 11.8 million visitors at Newcastle Airport.

"This week, during National Volunteer Week, we recognise and thank our Ambassadors, past and present, for their invaluable service and commitment to supporting their community and visitors over the past decade," said Newcastle Airport CEO, Dr Peter Cock.

Developed to enhance the customer service experience at the Airport, the award-winning program now has 13 Ambassadors who share two volunteer shifts a day.

"We could not ask for a more dedicated and experienced group of people to represent Newcastle Airport and the Greater Hunter Region. They are the first point of contact for our visitors and bring smiles and good humour to our terminal every day of the week. Their local knowledge and enthusiasm enhances our region's reputation as a friendly and welcoming destination and is vital in ensuring a positive first and last impression for visitors," Peter added.



At **Alliance Labour Solutions** we create and drive a partnership which is sustainable in achieving our customers desired outcomes. Currently in our industry with the duration between shutdowns extending, utilising the permanent workforce has become increasingly difficult. At Alliance we help tailor optimum solutions to eliminate utilisation issues.

At **Alliance** we provide best fit employees based on your individual requirements. We engage with you to understand what 'type' of employee will add value to your business.

Alliance have an unrivalled Candidate Care Program, centred around employee wellbeing and continuous communication which has allowed us to enjoy a high retention rate which in turn gives you consistent faces on site.

We are uncompromising in our commitment to the wellbeing and safety of our people; we drive a safety culture and to continuously achieve this outcome we attend morning pre-starts and toolbox talks and adopt a 'go look see' program on site which is interactive with you and our employees.

Our partnership model promotes 'one team' that is seamless in its integration.



Contact Us

Head Office
02 4946 6005
Level 3, 414 Hunter St
Newcastle, 2300

QLD Office
25-29 Interlink Court
Mackay 4740

WA Office
4 Bellows St
Welshpool 6106

www.alliancelabour.com.au

Nationwide Super joins Russell Investments' growing superannuation alliance

Superannuation provider and global asset manager Russell Investments has announced that Hunter-based Nationwide will join the firm's growing superannuation alliance. Under the arrangement, expected to be complete by late-2018, Nationwide will cement its brand and value proposition as the specialist superannuation service for small businesses, while Russell Investments manages all components of the fund.

"Our absolute priority remains helping small businesses and their employees," said Kim McHugh, Nationwide Super Chair.

"Super creates administration and compliance pressure for small business that simply isn't acknowledged or addressed by many larger funds. We were looking for a partner that would take the time to understand our members and employers, and help shape our offer to even better meet their needs."

In making this decision, Nationwide expects its members will benefit from significantly reduced fees, an expanded menu of



Nationwide Super CEO Ian Morante

• NOW SELLING A SELECTION OF 1 & 2 BEDROOM APARTMENTS •

EOFY Incentives Upgrade Package *

SÍ MARCO APARTMENTS

187-191 MICHAEL STREET, JESMOND

1 beds from \$370,000 to \$425,000 & 2 beds from \$445,000 to \$495,000

Sí Marco Apartments is a collaboration between multi-award winning Kingston Building Australia and renowned Newcastle Architects SDA, this purpose-built boutique complex of 25 apartments has all the hallmarks of a stylish contemporary lifestyle.

• DISPLAY CENTRE: 1/9A VICTORY PARADE WALLSEND •
VIEWING TIMES: WED 10AM-2PM & SAT 10AM-2PM OR VIEW BY APPOINTMENT

**TO SECURE YOUR INTEREST
VISIT WWW.SIMARCOAPARTMENTS.COM.AU
OR CALL JUSTIN REDPATH ON 0434 126 386**

*Conditions apply. Offer valid until the 30th June 2018

world-class investment choices, and enhanced member services. This will include additional advice services, expanded education and communications, and leveraging the latest technology – including an industry-leading mobile app.

"The alliance model allows Nationwide a unique opportunity to reset our cost base, gaining considerable cost advantages in areas such as investments, administration, product management, technology and compliance," said Ian Morante, Nationwide Super CEO.

"These savings will be passed onto our existing 35,000 members as lower fees, while upgrading our offer and services to be even more tailored to small business. As a result, we are expecting a strong growth trajectory for Nationwide."

Through the alliance model, Russell Investments offers flexible alternatives to basic mergers, and provides economies of scale that enables funds like Nationwide Super to differentiate, compete and grow, with the breathing room to tailor their brand and service delivery to the specific needs of their target market and members.

"We are very excited for Nationwide to join the superannuation alliance and look forward to supporting its growth plans," said Jodie Hampshire, Managing Director, Australian Institutional at Russell Investments.

"Nationwide already plays an important role in supporting Australian small business, and we are incredibly proud to enable them to continue to focus on this important mission."

Free Saturday parking to help city traders

Inner-city businesses are set for a weekend boost thanks to a move by Newcastle City Council and Newcastle Now to offer free parking on Saturdays at the King St car park.

Council has scrapped the \$7 parking fee at the Mall Parking Station since 12 May until the end of the year, following a suggestion that came via a conversation on Facebook between CBD traders and Councillor Carol Duncan.

"A number of traders expressed in a Facebook conversation that providing free parking will help reduce the difficulty for shoppers of locating a car park on a Saturday, so offering the Mall Parking Station was a logical step given it's owned by Newcastle City Council," Councillor Carol Duncan said.

The Mall Parking Station is located at 92 King Street, below Christ Church Cathedral.

Under the partnership, Newcastle Now will lease the carpark from Council for a nominal fee each Saturday until the end of 2018, with Council staff continuing to operate it.

NCIG recognised in International PIANC Award

Newcastle Coal Infrastructure Group has been named as one of a select number of recipients from around the world in the 2018 PIANC Working with Nature Awards for their work in restoring wetland habitat on Ash Island.

PIANC – The World Association for Waterborne Transport Infrastructure is an organisation of professionals from around the world who have joined forces to provide expert advice on cost-effective, reliable and sustainable infrastructures relating to waterborne transport. Established in 1885, PIANC continues to

be the leading partner for government and private sector in the design, development and maintenance of ports, waterways and coastal areas.

The PIANC Working with Nature Award is announced every four years and aims to acknowledge initiatives which promote a proactive, integrated approach to sustainable infrastructure projects.

NCIG was the recipient of a Certificate of Recognition, which is the first to be received by an Australian project since the establishment of the awards in 2014.

NCIG has been working with National Parks and Wildlife Services, the University of New South Wales, the Hunter Bird Observers Club and other environmental groups and government departments for over 18 months to re-establish the endangered coastal saltmarsh ecological community.

The tidal wetlands around the Port of Newcastle are home to a number of threatened species and communities. The coastal saltmarsh vegetation community and numerous species of migratory shorebirds, such as the critically endangered Eastern Curlew and Curlew Sandpiper, are increasingly losing habitat along the Australasian-East Asian Flyway.

Newcastle Coal Infrastructure Group created habitat for migratory shorebirds in an area close to the terminal site, specifically Ash Island in the Hunter Wetlands National Park. The construction of habitat on Ash Island included restoration of 24 hectares of migratory shorebird habitat, including removal of 17 hectares of juvenile mangroves, installation of an automated flood gate to manage tidal levels and manage re-establishment of mangroves in the habitat, installation of mangrove seed screens to prevent mangrove seeds from floating into the habitat system and installation of "bird diverter" devices on local electricity infrastructure to make power lines more visible to birds flying in and out of the habitat.

Business Growing? Need Capital?

Turn your invoices into instant working capital

If your business is growing and you're not sure how to manage cash flows, don't panic.

Fifo Capital can turn your current invoices into instant working capital allowing you to get on with business without the stress.

At Fifo, we specialise in single invoice finance, whereby, the moment you raise an invoice we'll pay you around 80% of the invoice value – immediately*. It's a bit like having C.O.D. terms with your customers when you need it.

Our difference

- Funding under your complete control
- 24-hour typical credit approval timeline
- Immediate online funds transfer once credit approved
- No lock-in contract period
- No real estate security needed
- Deal direct with your funder

It's one of the fastest forms of working capital finance around – so, don't let a lack of working capital stop you from taking your business to the next level.

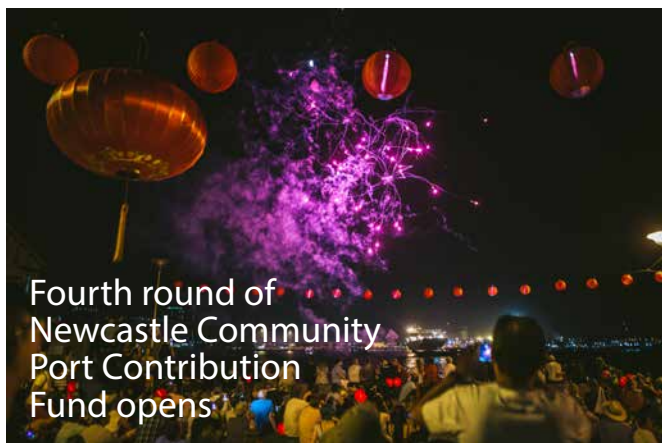
Call us today for a no-obligation consultation on **0432 866 132**



Backing your
business success

fifocapitalnewcastle.com.au

FIFOcapital
BUSINESS FINANCE



Fourth round of Newcastle Community Port Contribution Fund opens

Parliamentary Secretary for the Hunter Scot MacDonald MLC announced the fourth round of the Newcastle Community Port Contribution (NPCC) fund opened on Friday 18 May.

The NPCC was established by the NSW Government in 2014 to ensure ongoing community benefit in the Harbour precinct, and the latest round will provide \$1 million for community-minded projects in and around the Port of Newcastle.

Mr MacDonald said the latest round created fantastic opportunity to enhance community infrastructure and activity in the Port area, which includes the Harbour, Nobbys foreshore, Honeysuckle, Throsby Creek, Carrington, Walsh Point and Stockton.

“This is the fourth year we have released significant funds for the Newcastle community to apply for and I encourage people to make an application in this round,” Mr MacDonald said.

“Already, this initiative has seen \$3 million in funds allocated to local projects and events – such as the renovation of Nobbys Pavilion, new cricket nets for the community in Carrington, Winter Heat festival and the Lantern Walk to name a few.”

“Last year we announced an exciting project for the Stockton community, with Newcastle City Council successfully securing significant funds towards an urban skate plaza and children’s adventure playground, the ‘The South Stockton Reserve’s Active Hub’”

To qualify for the funding, an applicant must be a community group, not-for-profit, local council, state government agency, or other organisation or corporation that owns, manages or occupies land subject to a lease or license within the project area.

“NPCC seeks to fund projects that benefit the community within the environment of the Port of Newcastle, and could include things as port-side landscaping, heritage restoration, pollution mitigation and control, new boat ramps, place activation or smart city technology initiatives.

“The Port has underpinned prosperity in this region for centuries and the NPCC is an important way of sharing some of the benefits of this growth with the people who live and work around it.”

The NSW Government invites eligible groups with projects valued between \$10,000 and \$500,000 to apply before 5 pm Friday 13 July 2018.

For more information and how to apply, visit www.hdc.nsw.gov.au/funds-we-administer/port-community-fund

Energy from waste study by Hunter Water

Hunter Water has partnered with global consultancy AECOM and the Institute for Sustainable Futures (a research arm of the University of Technology, Sydney) to undertake a comprehensive study that will help determine the feasibility of generating renewable energy from Hunter Water’s biosolids.

Hunter Water’s 19 wastewater treatment works produce almost 8,000 dry tonnes of biosolids each year as a by-product of the sewage treatment process. These biosolids are currently used for pasture improvement, land rehabilitation, and other purposes in the farming and mining sectors.

With the waste-to-energy field rapidly growing in Australia, biosolids represent a potentially valuable source of renewable energy. By generating energy from biosolids, Hunter Water would be on the right path to reduce its carbon footprint considerably.

Currently, Hunter Water’s total carbon emissions are 90,000 tonnes of CO₂-e per year, equivalent to the emissions from about 20,000 cars on the road. Initial estimates suggest that an effective use of biosolids for energy generation could reduce Hunter Water’s emissions from energy consumption off the grid – known as Scope 2 emissions – by approximately 10 per cent.

The study will also explore new commercial opportunities around renewable energy from other organic waste streams, such as food waste.

Hunter Water’s Sustainable Wastewater Program Director David Derkenne was enthusiastic about the study’s development.

“This comprehensive study will provide guidance to our Biosolids and Renewable Energy Strategy, but also give insights on options to reduce our carbon footprint by generating our own energy.

“This would bring benefits not only to Hunter Water, but also to our environment, as we’ll be better positioned to reduce our emissions from energy that we take from the grid for our operations,” he said.

Hunter Water will use the findings of this study to inform the Biosolids and Renewable Energy Strategy, its next price path submission, and the development of its Long Term Plan.

The results of the study are expected to be available later this year.





shaw | gidley
insolvency reconstruction

**CORPORATE
INSOLVENCY &
PERSONAL
BANKRUPTCY
SPECIALISTS**

Newcastle 02 4908 4444
Tuggerah 02 4365 3344
Contact James Shaw,
Paul Gidley or Jeff Shute
Port Macquarie 02 6580 0400
www.shawgidley.com.au



**Contact Shaw Gidley
when experience matters.**

Newcastle Port Community Contribution Fund

OPEN FOR SUBMISSIONS | \$1 MILLION

Do you have a community minded project or event that you would like to bring to life?

The Newcastle Port Community Contribution Fund is available for landside infrastructure and community projects in and around the port of Newcastle.

■ **Find out more at our information session:**

10am, Tuesday 5 June 2018

Dobell Room, Rydges Newcastle

Corner Wharf Road & Merewether Street, Newcastle.

■ **Submissions close:** 5pm, Friday 13 July 2018



For further information visit our website www.hdc.nsw.gov.au
call us on 02 4904 2750 or email hdc@hdc.nsw.gov.au

Half million hours clocked on light rail

Workers building Newcastle's light rail have surpassed half a million work hours as construction continues to progress along the route with 1,500 metres of track laid so far, Parliamentary Secretary for the Hunter Scot MacDonald MLC said.

The construction milestone comes as the sewer main replacements on Hunter Street are finished and the first fully completed section of track near Brown Street is now open.

"It is pleasing to see this milestone reached on this project, which remains on schedule and on budget," Mr MacDonald said.

"With light rail construction starting in September 2017, workers have already clocked up the equivalent of 300 employees' annual workload, which is no surprise when you see the progress made to date."

"More than 1,700 individuals have worked on the light rail construction site, the civil and rail contractors are based in Newcastle, and so is the manufacturer that handles the rail prior to installation. This is truly a project built by locals."

Revitalising Newcastle Program Director Michael Cassel said there had been significant progress far this year, with the track starting to take shape through the city.

"So much of the construction effort is below ground, and with most of that part of the job done, you can now see track coming together along the route by the day.

"More than a quarter of the track is now built, and we're on schedule to have construction completed on time later this year and trams operational in early 2019."

Mr Cassel said Revitalising Newcastle was also working with Council to widen and upgrade footpaths through the city centre.

"We're starting to see our new footpaths completed along Hunter Street, and anyone who has been to Civic lately would have noticed widened, blue-stone paved sidewalks that will be the hallmark of our pedestrian friendly city centre."

"When construction is complete later this year it will be like the city centre has had a full makeover, with new footpaths, roads and landscaping."

"Newcastle is still open for business during light rail construction, and I encourage locals to visit the city centre, see progress on the track, and visit some of the unique businesses on offer."

Laureate Professor Graeme Jameson joins global list of most outstanding scientists

University of Newcastle chemical engineer Laureate Professor Graeme Jameson AO has been honoured by one of the most prestigious organisations in the world – the Royal Society, which boasts a fellowship of 1,650 of the world's most eminent scientists.

Laureate Professor Jameson AO was named a Fellow of the Royal Society, a rare and distinguished honour decided by a peer-review process based on excellence in science.

The oldest scientific academy in continuous existence has recognised Laureate Professor Jameson for his work on fluid and particle mechanics, and especially the flotation process for recovering valuable minerals.

The Director of the University's Centre for Multiphase Processes is renowned for his invention of the Jameson Cell, a revolutionary mineral processing technology installed around the world. Well over 300 Jameson Cells are now in operation across 25 countries, with the invention estimated to have earned nearly \$40 billion for the Australian export industry.

The technology has been widely used to remove fine coal from waste streams, and is also used to recover metals such as copper, gold and lithium; to remove suspended solids from dairy in ice cream factories, at breweries, chicken factories and wineries; as well as to treat industrial effluents and remove hydraulic oil from cooling water streams.

Laureate Professor Jameson, who joined the University of Newcastle 40 years ago as the Professor of Chemical Engineering, said election as a Fellow to the Royal Society was a very prestigious accolade for working scientists.

"This is a great honour for me, the Faculty of Engineering and Built Environment, and the University of Newcastle. I never imagined that I would become a Fellow, and I'm still rather dazed about it," he said.

"I am very grateful to be included among a list of distinguished scientists and engineers who have been recognised by the Royal Society," he said.

Jirsch Sutherland

Our expert team can help you find the best way forward

TURNAROUND MANAGEMENT
INSOLVENCY
FORENSIC ACCOUNTING

4965 6500





HMA

Hunter Manufacturing Awards Inc.

Manufacturing- "The key to our future"

Downer

Relationships creating success

2018 MAJOR SPONSOR

HUNTER MANUFACTURING AWARDS INC.
'Showcasing Excellence in Manufacturing'

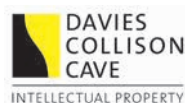
REGISTRATION & NOMINATIONS ARE NOW OPEN FOR THE 2018 HMA.

If you are a Manufacturer in the Region of the Hunter,
Upper Hunter, Central Coast or Mid North Coast

**DON'T MISS OUT ON YOUR OPPORTUNITY TO BE PART
OF THE 2018 HUNTER MANUFACTURING AWARDS**

REGISTRATION PERIOD: April 12-July 13
NOMINATION PERIOD: April 12-August 17

For Registration Form and to access Application Forms please go to:
www.hma.org.au/Nominate or phone 0438 242 899



WITH THANKS TO OUR SPONSORS AND PARTNERS

Let's talk with.....

Josh Jeffress

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

I'm the managing director and owner of Newcastle-based product design agency Design Anthology. We're a small agency in terms of staff and so my role is pretty broad. Apart from running the business, the most exciting part of my job is the design work. As principal designer, I'm responsible for all of the design work that we produce. So, on any given day I'll be meeting potential clients to hear about their ideas, sketching concepts, researching materials and manufacturing processes, doing a bit of 3D printing, building 3D models, checking technical drawings, building and testing prototypes and presenting our concepts to clients.

2. How have you reached this point in your professional life?

Through a lot of hard work. And long days. I started out as a fitter and machinist. I left school at the end of year 10 and did my apprenticeship while working at an abattoir in Dubbo. I love making things and fixing things but it took me a while to work out that design was the field I wanted to work in.

So, I moved to Newcastle and studied industrial design at the University of Newcastle. While I was studying I started working at Banlaw where I continued after graduating. I established Design Anthology in 2006, while still continuing to work with Banlaw and RPC Technologies until things really got up and running.

My wife Aimee and I had wanted to start a business that not only delivered industrial design but was able to use both our experiences and skills to assist people to bring their products and ideas to life. At the time a friend Mat, that I met through Newcastle Uni and Banlaw, was in a similar position and had the same passion so he joined the team and we grew from there. We added service design experience with Douglas joining the team. It was a great combination of skills and something that had been brewing among all of us for years, we had all dreamt of building a really special design firm in Newcastle.

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

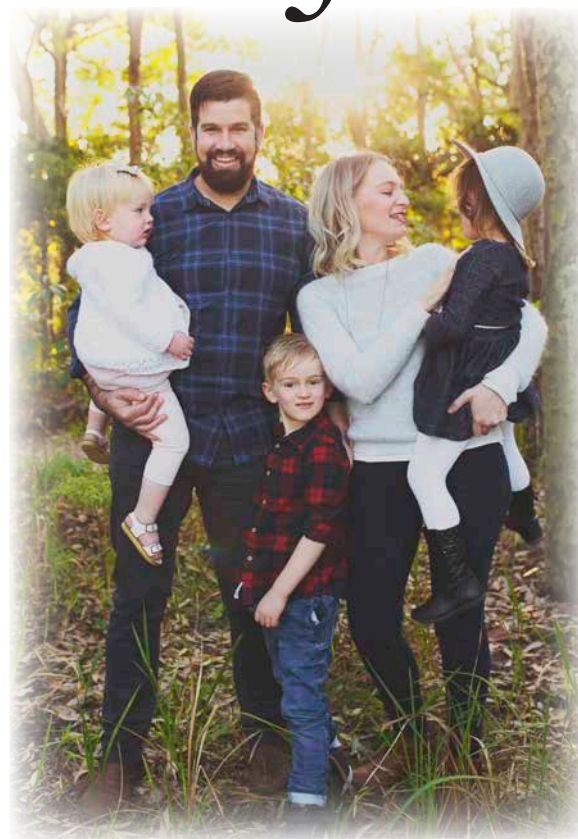
You'll most likely find me spending time with my wife and kids. We've got three kids (with another one on the way) and they are loads of fun. We cycle the Fernleigh track together or go exploring at Redhead and Dudley beach. Otherwise I'll be in my yard, working on some projects, planting out and harvesting the veggie patch or upgrading the chicken house. Winding down normally involves a coffee at Pegs and a game of cards. Camping. Or trying to squeeze the 5.5 of us into an oversized hammock and enjoying the sun!

4. Where do you find inspiration?

So many places! But the two biggest inspirations for me are people and nature.

I find a lot of inspiration in sharing and collaborating with like-minded people. It's really awesome to be able to find solutions to problems in innovative ways to help bring ideas to life. I get a real kick out of it. There are so many new ideas being developed all the time. Taking innovative risks in terms of our own business and also learning from people that have taken the leap into a new idea or space is also very inspiring. Stepping out a little into the unknown is exciting and somewhat daunting, but it's in that space that really great things happen.

I'm also fascinated with how our world was created and designed in such a complex but beautiful way, so I find a lot of satisfaction and inspiration in nature. How there is the balance between amazing visual aesthetics working with the complexity and intricacies of it all.



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

Three things come to mind.

The first would be to constantly critique your work. Designers learn to question every decision they make and that's a really important skill because, as designers, the impacts of our decisions can be significant. For example, regarding natural resource usage or whether a product can be repaired instead of thrown into landfill or recycled. Be aware of the consequences, intended or not, of the decisions you make. And ask yourself if you're ok with that.

Second, would be to have a really good mechanical understanding. Learn how stuff works. I see so many portfolios that are full of stunning digital rendering, but the underlying concepts are mechanically flawed. Today, a good mechanical understanding also includes electronics, mechatronics, materials and production processes. It's a broad range of knowledge and experience that you don't necessarily need to have, but at least know where to get the info.

And third, be real. That's our philosophy at Design Anthology and I

really believe that just being a decent human being and being honest is so important. The world would be such a great place if we were all just honest with each other don't you think?

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

I start work at 5 am most days. It's the only quiet time in my day.

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

Newcastle was founded on innovation and that, I think, is significant. There is already rich foundation here. And you can start to see that there is more creativity and ingenuity being developed in the Hunter region. I think with that environment of innovation and creativity, there is a real opportunity for Newcastle and the Hunter to become a hub for creatives in all fields.

I think a dense network of highly specialised providers will develop here over the next decade. We already have organisations like 1804, The Business Centre, Newcastle Innovation, Slingshot, CSIRO, Newcastle Uni, creative hubs like DaSH and INNIX and so many more individuals and groups that are all working to support a variety of clients and idea development activities. Once all these people get together, the creative capacity of the region will explode. I think what we have here in Newcastle is quite unique in that we see a saturation of innovation in every sphere throughout the community.

8. What's your favourite Hunter restaurant/café/bar?

For food I can't go past Tullah's at The Junction, it always has great food! But we also spend time with friends at Peg's and The Royal Hotel, Dudley.

Photo by: Lauren Elizabeth Photography

REACHING MORE PEOPLE THAN EVER BEFORE

265,000 PEOPLE TUNE IN TO SCA RADIO
IN NEWCASTLE EACH WEEK*

446,935 PEOPLE TUNE IN TO 9NBN
NEWCASTLE EACH WEEK**

**SCA RADIO IS STILL #1 & #2
IN NEWCASTLE***



REACHING ENGAGED AUDIENCES ACROSS RADIO, TELEVISION, DIGITAL AND ONLINE
PLATFORMS, SOUTHERN CROSS AUSTEREO IS COMMITTED TO PROVIDING MEDIA
SOLUTIONS THAT DELIVER RESULTS FOR YOUR BUSINESS.

TO LEARN MORE ABOUT GROWING YOUR BUSINESS CONTACT JUSTIN.TROY@SCA.COM.AU

WWW.SOUTHERNCROSSAUSTereo.COM.AU

KO-FM
102.9

hit
106.9

9 | NBN



SOUTHERN CROSS AUSTEREO
absolutely engaging



SOURCE: *GFK NEWCASTLE SURVEY 1, 2018. P10+ CUME REACH / SHARE, MON-SUN ROS.

**REGIONAL TAM DATA, TOTAL PEOPLE, 1 MIN CUME, MAY 17 TO APR 18, 0200-2600, CONSOLIDATED 7, SUN - SAT.

JUNE 2018 EDITION

We thank the following organisations for sponsoring **#HunterInnovate** and supporting innovation in our region.



The University of Newcastle
www.newcastle.edu.au



Hunter Water
www.hunterwater.com.au



Ampcontrol
www.ampcontrol.com.au

SINGULARITY UNIVERSITY ESTABLISHES LOCAL CHAPTER IN NEWCASTLE

Singularity University (SU), a global community with a mission to educate, inspire, and empower leaders to apply exponential technologies to address humanity's grand challenges, has established a new Chapter in Newcastle. SingularityU Chapters are created in partnership with local program participants and SU alumni, and are located in some of the most innovative and upcoming global technology centres in the world. To date, there are 107 SingularityU Chapters in 57 countries.

"As our regional leadership teams build local communities in support of the development of exponential technologies, the ability for meaningful global and local impact grows," said Dharmishta Rood, Senior Director of Community Leadership.

"Our new chapter in Newcastle marks another milestone in the scale and scope of our Singularity University community."

SingularityU Chapters are central to enabling local regions to jump-start innovation through the curation of events featuring local experts, sponsorship of SU Global Impact Challenges (GICs), and other initiatives at the local level. Since launching the first program in 2015, SingularityU Chapters have hosted a number of unique events focused on applying exponential technologies to create impact. In 2017 SingularityU Chapters launched 320 events, involving more than 25,000 attendees.

SU focuses on positively impacting the world's greatest challenges through the use of exponential technologies - those which are rapidly accelerating and shaping major industries and all aspects of our lives, including artificial intelligence (AI), augmented and virtual reality (AR/VR), data science, digital biology, medicine, nanotech and digital fabrication, networks and computing systems, robotics, and fintech.

"Newcastle is an emerging centre of innovation and the focus of our new chapter will be fostering tech for good within our community," said, Christina Gerakiteys, Chapter leadership team member. "We are launching SingularityU Newcastle

Chapter to help expand the reach and impact of technology in our region and will be working with the program participants in Newcastle to build the Chapter's leadership team to partner with local business and academia to host local events.

Newcastle is the first SU chapter in Australia. Christina Gerakiteys, founder of Ideation At Work and Lisa Kernes, CFO Ignite Alliance, both participated in events at SU headquarters in Cupertino, California.

"It's a life changing experience," Christina said, "Now we have put Australia on the SU map we will share the vision with our local community to embrace Moonshot Goals and to find Massive Transformative Purposes. We will help develop technologies that will have a positive impact on humanity."

"Our country has an abundance of resources and a scarcity of humans," Lisa said, "and we intend on ensuring bigger thinking about the global challenges and how we can 'punch above our weight'!"

"STARTUP EXPRESS" MEETS CEBIT AUSTRALIA

On May 15 the Minister for Trade and Industry Niall Blair and Parliamentary Secretary for the Hunter and Central Coast Scot MacDonald met with 23 startups from the Hunter and Central Coast on board the 'Startup Xpress' bus.

The Startup Xpress travelled to Sydney for CeBIT Australia, the Asia Pacific's biggest technology expo. Startups on the bus included Aightsight Australia, who featured at the Hunter Innovation Festival in 2017, Anditi, Camplify, who have recently ventured into the UK, Chezleon, Newie Ventures and Crave New Media.

The Startup Xpress gave leading regional startups a fantastic opportunity to showcase their services to national and international buyers and investors from around the world. CeBIT attracts about 15,000 people.

Eighteen04 and the Business Centre in Newcastle organised the bus trip to give the startups access to expert mentoring, commercialisation support, and exhibiting opportunities at CeBIT.

The startups were also given exclusive entry to an elite pitch night at the Sydney headquarters of Ernst and Young.

TV and radio presenter James O'Loughlin joined the startups on the bus journey to help them develop the perfect pitch before meeting national and international buyers at CeBIT. James O'Loughlin is no stranger to Newcastle, he is currently Eighteen04's "Expert-in-Residence" and was here several years ago to launch the Rippler Innovation program, a collaboration between The Business Centre and UtopiaX.

The Startup Xpress was made possible by the regional incubator program called Start House, which is being run by the Business Centre in Newcastle with support from Business Connect and the IF Project.

The Start House 100 incubator program, with the help of specialised Business Connect advisors, aims to accelerate development of 100 regional startups over five years and nurture a new generation of women startup founders.

The 23 organisations on the Startup Xpress were been chosen from among hundreds of participants in the regional Incubator program.



THAT'S A WRAP FOR HUNTER INNOVATION FESTIVAL 2018

Christina Gerakiteys
UtopiaX and IdeationWorX

Another HIF over and still going strong. With most events at close to 100% capacity, we can declare that innovation is alive and well in the region.

The motivation to put on the festival is twofold. We want to showcase that innovation is alive/well/kicking goals/flourishing (and all other terms used) in our region. We, a collective of hard working, amazing and awesome individuals and organisations, meet from October each year to plan and formulate what we anticipate will be a HIF surpassing the year before in useful information that leads to transformational innovation. We're all volunteers. We are all passionate about innovation and our region.

With that in mind, bear with my indulgence in acknowledging the team; Martin McKenzie (Ignite Alliance), Steph Moscovis and Emily O'Sullivan (Idea Bombing), Heath Rafferty (Newie Ventures), Pierre Malou (Business Centre), Kim Britton and Maree Campbell (Hunter Research Foundation Centre, UoN), Siobhan Curran (Three76), Sally Whitakker (Research and Innovation, University of Newcastle), Josh Jeffress (Design Anthology), Eighteen04, Adrienne Donnelly and Sarah Ladyman.

Thanks again to our sponsors, Port of Newcastle and Research and Innovation, University of Newcastle. It's a common phrase but it's true, we couldn't do it without their help. Our constant supporters are The Newcastle Herald and Hunter Business Review.

At this point I could launch into a summary of the highlights and festival take-aways. I am instead going to ask festival, conference and workshop delegates this question. What next?

We invest time and money in producing and attending events. What do we do with the 'new' information we walk away with? With whom do we share it? What actions do we take as a result?

There is an order to innovating that goes something like this:

- Learn something new (that's why you are at said conference/workshop/festival)
- Unlearn something old
- Adopt what you're learning so it's relevant to you and your business or organisation (as long as it's relevant to your end user!)
- Tell someone who can support you with your vision/mission
- Convince nominated supporter that it's worth the investment of time and/or money
- Ideate
- Create
- Test
- Evaluate
- Implement

The changes we commit to making don't need to be transformational or 'disruptive' but they do have to be valuable and considered. And change is mandatory or we have failed to take advantage of the invested time and money in development and knowledge.

What was the last change (even the tiniest one) you made to the way "things are done"? I am a huge supporter of never changing anything "just for change's sake" but to come away from a conference or workshop without any ideas for improvement usually indicates a 'blinkers on' attitude.

Encourage and support 'unsafe thinking' to encourage and support innovation. Protect your people from the derision that potentially follows failure. Make them feel safe in the unsafe!

Gold is struck when conversation and actions occur post conference, workshop or festival. What are the actions you have implemented as a result of the new knowledge gained from events you invested in?



For further information contact Christina on 0425 236 156, email christina@utopiax.global or visit www.utopiax.global



Christina Gerakiteys is a Creativity and Innovation educator. As the founder of Ideation At Work, she inspires hearts and minds to possibility. Christina writes and facilitates Innovation Programs.

HUNTER WATER

It belongs to all of us.
 Water. It's our most valuable resource.
 And like all the things we love in life, we want to protect and treasure it.
 We can all do our bit to love water.
 Learn more at hunterwater.com.au/lovewater

love water

HIGH SCHOOL STEM STUDENTS PITCH PERFECT

On 8 May the Business Centre, together with Regional Development Australia (RDA) Hunter's ME Program and the Department of Defence celebrated 11 outstanding high school students who pitched their inventions to a room full of industry leaders and business experts for the STEM Defence Pitch Night at the Business Centre's Dick Street office.

Opened by Parliamentary Secretary for the Hunter Scot MacDonald MLC, the pitch night was the graduation of the STEM Innovation and Defence program, developed by RDA Hunter and the Business Centre.

The sophistication of these high school inventions was clear and demonstrated the bright future these students have in Science, Technology, Engineering and Mathematics (STEM), commented Scot MacDonald MLC.

"I congratulate each of the students who have put in the time and energy to pitch this evening," said Mr MacDonald.

"We are seeing an exciting emergence of opportunity for the young people in our region and a flourishing industry for STEM graduates in the Hunter."

The 11 bright students dreamt up a range of projects from mind-controlled prosthetic hands through to rockets, drones and autonomous trolleys. For months their teacher David Bonzo at St Philip's Christian College has guided them through experimentation and technology development.

Thanks to a federal scholarship from the Department of Defence delivered by RDA Hunter's ME Program, these students have been supported to pursue their innovative ideas to the commercialisation stage through the Business Centre's incubator program.

"Through a distributed model, the Business Centre's incubator program is a proven program which can be applied to cohorts diverse in age, background or industry", said the Business Centre CEO, Pierre Malou.

"We're very excited to be able to work with key partners to deliver an exciting opportunity for these students to sample the commercialisation process", said Mr Malou.

"We are seeing the makings of the next generation of big thinkers in our local innovation ecosystem and wish them all the success in their future."

This Pitch night marks the region's commitment to its young innovators and a greater effort to work collaboratively across the region to see broader opportunities for our young people in the STEM and innovation space.



Pierre Malou, Scot MacDonald MLC, Brandon Love, Thomas Vidler, Mitchell Green, Joel Mackenzie, Bryce Tupperainen after pitching their inventions.

BREAKTHROUGH HUNTER RESEARCH ON ASTHMA IN PREGNANCY

Researchers from the Hunter Medical Research Institute have demonstrated that a personalised management approach to pregnant women's asthma can almost halve the rates of the development of childhood asthma.

Professor Joerg Mattes, Director of the University of Newcastle's Priority Research Centre Grow Up Well, says that one of the holy grails of asthma research is to demonstrate that childhood asthma can be prevented. "If we can demonstrate that you can intervene and it can lead to the prevention of asthma, it's exciting because prevention is better than a treatment."

In this recent study, researchers followed up on the asthma status of pre-school aged children born to asthmatic mothers who had participated in the Managing Asthma in Pregnancy (MAP) trial undertaken in collaboration with the John Hunter Children's Hospital. In that trial, one group was randomly allocated a traditional asthma-management approach while the other used a personalised approach by measuring a lung-inflammation marker and tailored treatment to the mother's lung inflammation and symptoms.

"With this new approach, pregnant women were on preventers earlier, and it was adjusted according to the levels of inflammation in the lungs," Professor Mattes explained. "When we followed up on these children four to six years later we found that the rates of childhood asthma were very much reduced."

One of the most common childhood illnesses, asthma impacts children's quality of life, leaving them more susceptible to growth delays and at higher risk of developing learning disabilities. In Australia, over 37,000 hospitalisations per annum are due to asthma, with children aged 0-14 hospitalised at a significantly higher rate. Asthma can also be deadly if it is uncontrolled, with up to 400 deaths per year in Australia attributed to asthma.

Breathing For Life respiratory researcher Dr Vanessa Murphy's research goal is to eliminate asthma. "Asthma is very unpredictable in pregnancy and we know that women who have poorly controlled asthma are more likely to have children who will develop asthma," Dr Murphy said.

"What we've found is that when women's asthma is controlled optimally by adjusting medication according to lung inflammation, is that we're potentially preventing bronchiolitis in babies, and reducing the rate of asthma in pre-schoolers who are susceptible," Dr Murphy explained.

It supports the benefits of regular inhaled steroid asthma preventer therapy during pregnancy for those women who need it for their asthma control instead of not taking the medication because of pregnancy. "It's better for the mother, and for the baby, to take the medications that are needed to have optimal asthma control," Professor Mattes concluded.



\$3.5M INVESTMENT IN MANUFACTURING RESEARCH PARTNERSHIP TO TARGET BACTERIAL KILLER

Pioneering solutions for biofilm infections are the focus of a collaborative research agreement between Hunter-based Whiteley Corporation, the University of Sydney and the Innovative Manufacturing Cooperative Research Centre. \$3.5 million will be co-invested in the project over 4 years. The research will be led by Dr Jim Manos and Dr Theerthankar Das from the Central Clinical School's Discipline of Infectious Diseases and Immunology in the University's multidisciplinary Charles Perkins Centre, and Dr Trevor Glasbey and Dr Greg Whiteley from the Whiteley Corporation.

Announcing the grant and the research agreement, Dr Whiteley said the work would be of major medical significance worldwide.

"Bacterial biofilms cause both human disease and death, and these microbes are also responsible for contamination in industrial and institutional settings," he said.

"This manufacturing research project aims to commercialise a series of combination therapies being developed in collaboration with the University of Sydney, arising from early findings by Dr Manos and his team."

"Once launched these new products will create new market opportunities for Whiteley Corporation in Australia and in export markets, particularly in the USA," said Dr Whiteley.

IMCRC CEO and Managing Director, David Chuter, said that incorporating advanced manufacturing technologies and processes into the project will be crucial to successfully commercialise the new formulated products.

Whiteley Corporation is the Hunter's leading manufacturer of disinfectants for healthcare and industrial cleaning products, with their main manufacturing facility located in Tomago. This research will result in a novel manufacturing healthcare product and advanced chemistry technology markets for the Hunter region. The project will also increase industry diversification, create the need for new skills, and employment opportunities.

"The Whiteley Corporation has collaborated with universities around the world and as a local Hunter region manufacturer, we are leading the way in world class research," Dr Whiteley added.



FLUTRACKING SURVEILLANCE SPREADS ACROSS THE TASMAN

FluTracking, the highly successful online health surveillance system that helps detect epidemics of influenza throughout Australia, has expanded its reach across the Tasman to New Zealand for the first time this year.

Starting in 2006 with just 400 participants, FluTracking has grown to become the largest crowdsourcing influenza surveillance system in the world with currently more than 37,000 Australians reporting their flu symptoms every Monday morning.

A joint initiative of the University of Newcastle, Hunter New England Population Health and the Hunter Medical Research Institute, FluTracking aims to develop a system that can rapidly determine the onset of influenza in Australia; the severity of circulating influenza strains; and if influenza strains have changed.

FluTracking founder and co-ordinator, Dr Craig Dalton, said the project's success as an integral part of Australian influenza surveillance had led to its expansion in New Zealand.

"We are pleased our New Zealand neighbours have joined us this Winter to contribute to the collection of scientific data about the spread of influenza. Increasing the available pool of data about influenza symptoms will help us to paint an even more accurate picture of its movement and severity," Dr Dalton* said.

FluTracking works via community members signing up to receive a weekly email survey that takes just 10 seconds to complete. The survey simply asks whether a respondent has had a cough or fever in the past week and whether they have had the annual flu vaccine.

Dr Dalton said the aim this year was for FluTracking to reach 40,000 total participants.



Become part of one of the most innovative electrical engineering teams in the world

PROUDLY INNOVATING SINCE 1968



View our latest job opportunities via ampcontrolgroup.com/careers



INNOVATION IS TRANSPORTING US ELECTRONICALLY

Prof Tim Roberts
Tom Farrell Institute for the Environment,
University of Newcastle

What will the future hold is the question off asked of a futurist. In London in the early 1900s, it was that the expansion of horse transport would fill the streets with manure. The rise of the internal combustion engine (ICE) cleaned up the streets by eliminating the horse and buggy. Now we have the intelligent/thinking car rapidly taking the risk out of road travel, to be followed very soon by the autonomous car doing it all alone.

Innovation is key, innovation is king, innovation makes the market leader.

The key question is how to make this country an innovative country so that we might have intellectual property and manufacturing developed here in Australia and exported to the world. The problems that we face are immense: remembering Macron who reminded us that there is no Planet B. Our population will soar to 10 billion by 2050 and by 2030 we will have an increase of 3 billion in the global middle class with a surge in demand for construction material and consumer products (think cars/refrigerators/air conditioners/air travel/boats/ housing/schools).



We must move rapidly to renewable energy if we are to slow the rate of global warming and associated climate change.

Renewable energy is available free (just a small capital setup cost) and with the advent of energy storage we can have cheap electricity for all. Innovation is the key to move our mobility from the ICE age to the electric age. The key, not yet seen by our blinkered governments, is to do this innovation and manufacture in Australia. Across the world governments and manufacturers are rapidly moving the automotive industry towards an electric and automated future: Norway, Holland, Germany, France, UK & China soon to ban ICE machines. ACT is our clear legislative leader with its plan for the Territory to be on 100% renewable energy by 2020 and all new car fleet leases to be zero emissions by 2021.

Our plan at the Institute was to spark sustainability innovation at the school level so in 2011 we initiated the annual Hunter Valley Electric Vehicle Festival to promote thinking of sustainable transport in fun and innovative ways that would support the development of electric vehicle industries in the region and foster student interest in science, technology, engineering and mathematics (STEM). Research indicates that 75 per cent of the fastest growing occupations in our global economy, driven by data, digital technologies and disruptive innovation, now require these STEM skills. Seven years of successful competition signals that the idea has legs.

Feedback from parents amplifies that signal: "I'm writing to let you know just how important your EV Festival has been to our 14 year old son. He was determined to build an electric bike for the 2015 competition. Researching for 'the bike' started virtually immediately after last year's competition day and the project proceeded to consume almost all his waking hours right up until the day of the 2015 Competition. He would be up working in the shed at six in the morning before school and for hours on end after school. He bought himself a welder and learnt to weld. I can honestly say your EV Festival has been something of a cornerstone in our son's life. Through this project he has learnt much about electronics, batteries and engines but more importantly he has had the experience of setting himself a sizeable goal and through his own self-driven persistence and passion he has achieved it."

NEW SPACES IGNITE IDEAS

THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

Ready to take your startup to the next level? Integrated Innovation Network offers two modern University co-working spaces at Hunter St and Williamtown for entrepreneurs, inventors and researchers.

Connect, network, collaborate and innovate.

NEWCASTLE.EDU.AU/I2N

NEED A BREAK

Tips to make business travel more enjoyable

Jason Duncan
Hunter Business Review

As technology improves, so does the ability to conduct business all over the world. This means a lot of time can be spent traveling to meetings in another town, city or country. Sometimes all this travel can become tiring.

Here are a few tips to make traveling for business less of a chore and more of a break.

Learn to only pack the essentials

If you are able to learn to pack light you can save on time, money and packing pain by only taking carry-on luggage. Depending on what airline you fly with (if you are flying) there could be extra costs involved with added check in luggage.

When you only take carry-on luggage there is no waiting around for your check-in luggage to come off the plane which means you can get to your meeting or hotel faster.

Pack dark & versatile clothing

When it comes to packing for business or holiday travel it's good to pack darker coloured clothes as they hide accidental stains that can occur and save washing. Also packing clothes that go with everything and can be layered also helps to cut down on baggage and make your time more enjoyable as you are not worried about if an item of clothing goes with something else.

Carry a digital set of luggage scales

Even while traveling on business you are bound to now and then pick up a souvenir. It is good to carry a digital luggage scale as they are light and can make the difference when it comes to weighing your bag at the airport. You don't want to get over weight baggage fees.

Podcasts are a commuter's best friend

Podcasts are the perfect way to ease the pain of long travel. They are a great source of information, laughs and insights at a click of a button.

They can make travel seem to take a lot less time and I get excited about traveling as I know it gives me a chance to catch up on my podcasts. Noise cancelling headphones are also a great investment.

Know the difference between non-stop & direct flights

So what is the difference between a nonstop and a direct flight? A nonstop flight flies from one airport to another without stopping. A direct flight, on the other hand, makes stops along the way. Often, passengers traveling on direct flights make a stop at a midpoint airport and remain seated on the plane while some passengers exit and others board.

If you can it's always best to catch a non-stop flight as you don't really want to take a day to and from a meeting because of layovers.

Try to eat healthy

If traveling a lot for work it's easy to get in the habit of buying easy unhealthy food. When possible, skip the unhealthy fast food and find fresh, healthy meals. You will feel better for it and enjoy the day more as you aren't bogged down by fats. Grocery stores are a great place to pick up fresh, healthy food on the go.

Another tip to staying healthy while traveling is to order a special vegetarian inflight meal. This way you know it will be healthy and when you order a special meal you are usually served before everyone else.

For further information contact Jason on (02) 4925 7760 or email jason@hbrmag.com.au



Jason Duncan is the Content Manager at the Hunter Business Review and an avid traveller.



TAKE A BREAK, RELAX & UNWIND AT MOBYS BEACHSIDE RETREAT

all this just 90 minutes from newcastle

Mobys BEACHSIDE RETREAT

PHONE - (02) 6591 0000 WWW.MOBYS.COM.AU

SOUTH OF FRANCE

RIVER CRUISE 2019

- NEWCASTLE CHARTER -



Departing 21 September 2019

- Exclusive sailing for Escape Travel guests only*
- Includes 1 night pre-cruise in Paris or Lyon with transfers
- Enjoy 12 nights on board a luxury, 5 star Scenic Space-Ship
- Exclusive Enrich experience
- Your choice of Scenic Freechoice activities
- Special Sundowners event
- Exclusive Scenic Tailormade
- All meals, beverages, entertainment, shore excursions, and gratuities are included on board Visit
- www.etnewcastle.com.au for more details

From \$9790.00 per person twin share

SCENIC[®]

Escorted by Adam and Fiona Pearson
Escape Travel Franchise Owners

**Escape
Travel**

Charlestown
4943-6022

Glendale
4953-6600

Kotara
4957-7278

Mt Hutton
4959-9235

Toronto
4959-8666

Set the vibe to build the tribe

Ross Smith
Ross Smith Design

We all love that feeling when we walk into a space and just feel welcome. Often, businesses put this down to the warm greeting from staff members but to create an overall customer and employee experience, the space must feel right.

When I work with commercial clients, I help them understand their interiors and we delve into how they want the space to make them feel. Once they know how they want to be treated within the space, I then go away and incorporate the best design practices across both commercial and residential projects.

Newcastle and the Hunter is booming, with new businesses opening their doors every day. For those who are expanding or are new to having their own space, understanding the most important elements of working with an interior designer is essential. Below are some fundamentals to consider when engaging a designer.

Have a clear brief and budget

The sky is the limit with designers' ideas so producing a clear scope of work is crucial to the success of the project. I know this is unfamiliar territory for many people and that's not something to be concerned about. A good designer will sit down with you, go over questions with you, get to understand your goals for the project and work within your budget.

Is there a board involved?

Working with numerous commercial clients for more than twenty years, we have presented to numerous boards a committees. If this is the case, I usually recommend having a small team of board members to liaise with to ensure the project isn't delayed and decisions can be finalized promptly.

Employees and clients are both part of the equation

While in commercial projects I work with clients to impress clients, employees are the people who will be spending the most time in the space and they require a workplace where they feel comfortable and are able to put their best work forward. While aesthetics are important, logistics and functionality can make or break the feeling or 'vibe' within the environment.



Take a branding mindset

A new space can not only transform the way you do business, it can also be used to reposition your business within the marketplace. A new office design is an effective branding exercise, demonstrating a cohesive company culture where people are empowered to do their best work.

For further information contact Ross on 0418 996 898 or email ross@rosssmithdesign.com.au



Ross Smith is the Interior Designer, owner and visionary behind Ross Smith Design. Based in Newcastle, he brings more than 25 years of experience to his craft, presenting both commercial and residential projects state wide. Ross's life work is produced to improve lives and the space in which we live and work through comfort, practicality and clever design.

Attention Business Owners:

Are **you** missing out on more profit and time?

The First Friday Club is a short, sharp monthly burst of information, inspiration and motivation all about how to run your business more effectively.

"Clear, precise & easy! Feel motivated to now put this into practice."

Jonathon Wilson, Slattery Auctions

"Short, sharp & to the point with plenty to take away"

Anthony Furniss, EJE Architecture



Book Now at: firstfridayclub.com.au



Supported by:



MARKEY

REACHLOCAL



ANDOR



Somethings afoot in Newcastle

Steve Dick
Raine & Horne Commercial Newcastle

There's something unusual happening in Newcastle.

The city is dealing with light rail disruption and the mess it's causing to local businesses. This disturbance is easy to see – you only need to take a stroll along Hunter Street to feel the pain of the people it is breaking. No number of positive messages and advertising will help these businesses and building owners.

However, it's not only your 9-5 retailers feeling the pinch either. A couple of Saturday nights ago I was enjoying a pleasant dinner at an Italian restaurant on the fringe CBD, when the staff started vacuuming at 9 pm.

The restaurant is something of a culinary institution in Newcastle, yet I failed to recognise it was deserted apart from my group of eight. As I looked around, I also noticed the kitchen was clean, the pizza ovens shut off, and the staff apparently wanted to leave. Hence the vacuuming drowning our conversation and virtually forcing us out the door.

Besides being the height of hospitality rudeness, I couldn't believe the hoovering had started so early, and that restaurants in Newcastle were locking up at just 9 pm on a Saturday night. In any other city, a restaurant of this calibre would be accepting its second sitting at this time of night.

The quiet was deafening.

Walking onto the street, the three restaurants across the road were already in darkness, with chairs stacked. The nearby pub with its windows opening onto the street was hosting only three patrons. A band played live music inside the pub to the virtually non-existent crowd. 'Heavens,' I thought to myself, is this Newcastle, our town we like to think of as a city?

Disturbed at what I was seeing (or not seeing to be more accurate), I decided to take a drive to Beaumont Street, Hamilton hoping for a more welcoming result. Hamilton has tended to benefit from the Hunter Street Light Rail upheaval with patrons choosing to socialise closer to home rather than venture into town. Well, this was my observation when I'd previously wandered along Beaumont Street in the early evening. Full restaurants and bars with patrons spilling onto the footpath was the norm. But at 9.30 pm on this balmy autumn evening, the restaurants of Beaumont Street were closed.

As a commercial property specialist and a business owner, I must ask myself whether the early clock-off times for the hospitality industry in Newcastle reflect our city's demographics – maybe our aging population prefers not to venture out after 9 pm? Could it be we don't have the density of people to support a second sitting nightlife? I'm not sure what the answer is, however the Italian restaurant and its vacuum cleaner caused something of a revelation. Maybe, Newcastle still has some way to go in its transition from big country town to regional city status.

That said, those who invest in the transition of Newcastle and its commercial property market will be sure to see some decent wealth creation long term, as our infrastructure improves, population grows and restaurants and bars pump on longer into the night.

For further information contact Steve Dick on 0425 302 771, email steve@rhplus.com.au or visit www.rhplus.com.au.



Steven Dick has had a varied background with experiences in geotechnical engineering to hospitality and catering. He also represented at NBL Level Basketball. His expertise, experience and analytical skills have seen him involved with a number of companies at board level. He has also attained the highest level of recognition in the LJ Hooker and Raine & Horne Commercial Organisations.



Cessnock Central



MAD MEX FRANCHISEE OPPORTUNITY

APPROVED CANTINA MODEL

2 North Avenue, Cessnock 2325

02 4323 7606
www.vcmanagement.com.au



Your Health
Shop



get real.



THE
COFFEE
CLUB®



gloss girl
makeup &
vanity bar



Apple Nails
BEAUTIFUL. COLOURFUL. YOU



SNAP
FITNESS-24-7

RECENT SALES



53 Glebe Road, The Junction
\$2,010,000

This iconic property has served as a Newcastle institution operating as the family run licensed restaurant 'Arrivederci'. Occupying pride of place in one of the cities most sought after and tightly held locations this offering represents a rare opportunity.

SOLD BY: Lee Follington - Ray White Commercial Newcastle



9 King Street, Warners Bay
N/A

Former Macs Home Hardware site. Large showroom with offices, warehouse and drive-around access. High exposure site with dual access. Benefits from holding income until September 2018.

SOLD BY: Knight Frank



175 Old Maitland Road, Hexham
\$400,000 plus GST

Fair market price showing \$1,439/sqm for a freestanding 35 year old office & workshop.

SOLD BY: Matthew McNamara - McNamara Adams



196 Union Street, The Junction
\$2,510,000

Two storey building with long term tenants including Commonwealth Bank of Australia and Hart Accountants. Located in the heart of The Junction shopping precinct.

SOLD BY: Knight Frank



125 Ridge Street, Merewether
\$995,000

This property represents an opportunity to acquire a boutique future development site on the fringe of Newcastle. Offering an interim holding income the site is ideally situated near the beach & close to transport making it suitable for future residential development (STCA).

SOLD BY: Lee Follington - Ray White Commercial Newcastle



136 Hunter Street & 151 Scott Street, Newcastle
\$7,060,000

Commercial & retail building opposite Hunter Street Mall with passing rent of \$470,221 pa + GST and total building area 3,095sqm.

SOLD BY: Knight Frank



EAST MAITLAND

1/2A Chelmsford Drive

EXPOSURE TO NEW ENGLAND HIGHWAY - OPPOSITE MAJOR RETAIL CENTRE

- Front unit in vibrant bulky goods complex
- Showroom/warehouse total area 820m²
- Easy access and parking for tenants and customers
- Join the Good Guys, Petbarn, Hogs Breath and others
- B5 Business Dev, zoning permits wide range of uses

Centred in a huge regional growth area approx 2 hours North of Sydney and 30 minutes west of Newcastle (Australia's 7th largest city.)

Opposite newly re-developed Green Hills Shopping Centre Don't miss this rare opportunity to position your business in this fantastic location.

For Lease Contact Agents
GLA 820 m2 approx
Contact Sal Musico 0412 846 273
LJ Hooker Commercial Central Coast
ljhookercommercial.com.au/FGBGP1
Kyle Cable 0431 516 421
Ray White Commercial Newcastle
raywhitecommercialnewcastle.com



Seniors Living – knowing your market is the key to success

Hugh Howarth
APP Corporation

Australia's ability to cope with the rising tide in our ageing population remains a hot topic of discussion, with Government and the community each providing considered commentary on the supply and demand sides of the seniors housing issue.

The recent aged care reforms have certainly contributed to significant restructuring of property, and movements in property ownership across seniors housing options. It is hard to argue that aged care reforms have not contributed to improved commerciality of aged care supply.

With increased demand and attention on the sector, a solid understanding of the customer can be a competitive strength. This is particularly so for the Baby Boomers market, who have clear expectations and are economically savvy when it comes to their retirement living requirements. This scenario presents a number of risks for seniors housing and care providers. With consumer markets ranging in age between 55 - 95, consumer demands can be broad and complex, and can change significantly in the short term. I recently spoke with a Retirement Village (RV) provider that initially attracted a younger resident cohort with a capped Deferred Management Fee (DMF). As a result the DMF cash flow is unlikely to realize for up to 30 or 40 years, placing strain on cash flow for reinvestment when they looked to expand.

The planning process is a bit like driving a car – you need to moderate the view of the horizon with the immediate situation. Scanning forward but maintaining awareness of the current needs, threats and direction. Taking forward projections based on current attitudes assumes current attitudes are consistent. When I was 20 years old, what I thought I wanted at 40 was different to what I find myself valuing at 40.

To mitigate this risk I encourage providers to use strategies such as defining their customer and analyzing the Voice of the Customer (as employed in Lean Sigma Six Methodology). Getting the Voice wrong, or misaligning the Voice with other stakeholders, can be devastating on project success.

I believe this a well-accepted viewpoint - that a well-defined strategy and project will enjoy a higher probability for success. This has become especially pertinent for the Aged Care sector over the last 10 years, as the Voice of the Customer has become louder and bolder, rather than the voice of government – who are progressively moving to a user-pays model.

For Retirement Living providers, this has some obvious impacts. A shift in user-pays within Aged Care and promotion of Home Care; reinforced by the 2018 Federal Budget, has seen more demand for substitutes such as Retirement Villages and Home Care. More demand has changed the ownership structures. Retirement Villages are now popular with for-profits as the market forecasts signal long-term demand.

However, with demand comes competition and the seniors spotlight. The older cohort can be a vocal group with a strong voice. Ensuring your Retirement Village addresses current and future Voices and engages your resident early, will be critical in long-term demand.

The above simply reinforces that in many cases no one rule fits all, and that when planning for and defining your services and property objectives, the Voice of the Customer is instrumental in lowering risk and increasing the likelihood of achieving your goals.

For further information contact Hugh on (02) 4928 7600, email hugh.howarth@app.com.au or visit www.app.com.au



Hugh Howarth is a Project Director with property and infrastructure consultancy APP Corporation, and services the Seniors Living market across NSW. Hugh has broad experience at executive and senior management level in senior living and care, and hospitality sectors. He has a thorough understanding of Seniors Living across aged care and retirement living and licensed clubs and gaming services, and offers a strategic approach to clients in this sector. Hugh is based in APP's Newcastle office to work closely with APP's Seniors Living clients in the Hunter.

starrpartners

MAITLAND
FOR SALE
\$990,000

ESTABLISHED INVESTMENT OPPORTUNITY
 2 level architectural designed terrace style building located in a boutique commercial centre. Situated in a high traffic area with major government centres only meters away.

- Good natural light into the premises
- Ducted air conditioning
- Glass fronted offices on both levels
- Internal amenities & kitchen space
- 3 exclusive car parks
- Zoning B4 mixed use

Tenancies
Suite 7a (Richmond RPA limited) **Suite 7b** (Powe & White Family Lawyers)
Rent: \$28,500 pa plus GST **Rent:** \$37,593 pa plus GST
Ground floor –141 m² **First Floor** – 141m²
 This is an excellent fully leased investment opportunity, with potentially rental growth.
 For further information please call **Brendan Sarroff on 0400 986 779**

starrpartners

EAST MAITLAND
FOR LEASE
\$65,000 Net

QUALITY OFFICE & WAREHOUSE
 Modern industrial complex -giving you the perfect opportunity to grow your business. Situated on Melbourne Street, within close proximity to all major business hubs and transportation routes.

- High quality designed warehouse
- Spacious mezzanine and office with air conditioning
- High clearance front and rear dual roller doors
- Open warehouse environment to suit a variety of uses
- Secure rear parking, great vehicle manoeuvrability and off street customer parking
- Ideal for a multitude of uses such as Trades, Logistics, Bulky Goods and many more

For further information call **Brendan Sarroff on 0400 986 779**

starrpartners

RUTHERFORD
FOR SALE
\$720,000

DUAL INCOME INDUSTRIAL UNIT
 Located in the growing Rutherford Industrial area this property is bolstered by its exposure and positioning on one of the Hunter Valley's busiest roads.

- Prominent highway exposure
- Air-conditioned
- Zoning B5 Business Development
- Building area 380m²*
- 161m² mezzanine*
- Total site area 1,075m²*
- 12 car parks

Estimated fully leased net income \$50,000 pa *
 Ideal for a number of uses**
 **Subject to council approval

For further information please call **Brendan Sarroff on 0400 986 779**

P: 4933 6299 W: starrpartners.com.au

Design thinking - Solutions aligned with strategy

Caitlin McMahon
performHR

Businesses face unique challenges on a variety of issues every day – people, products, systems, competitors – the list is endless. But do you ever find that when discussing these issues, your colleagues want to jump straight to how to fix the problem, rather than taking the time to understand why it occurred in the first place?

We are all time-poor and sometimes it seems easier to just try something, rather than really understanding the root cause of the problem and testing different theories on how the problem could be solved most effectively.

Unfortunately, when we approach problem solving in an unstructured way, we often end up with a lot of well-intentioned systems, processes and solutions that are merely masking symptoms or are not sustainable. People don't use them the way they should, work arounds form, and avoidance occurs. Sound familiar? So, what's the alternative?

Design thinking is usually described as human centric design, which means understanding the problems people are experiencing, and considering what people want and need out of a solution, before designing it. As business leaders, we often think we hold all the answers and are the right people to solve the organisation's problems. The design thinking process encourages the engagement of people from all levels of the business to effectively resolve issues. It is important to hear from the users of the systems and really understand what their frustrations are about the current state, and what it would ideally look like for them in the future.



At performHR we are helping organisations to apply design thinking principles to HR strategy and planning, as well as broader business decision making and problem solving. Using a structured process ensures the solution we implement is well considered, is fit for purpose, and will take us forward to a place that aligns with our business strategy.

The Current Reality. What happens if we do nothing about this issue? What works well that we don't want to lose, what needs to change, and why? Involve people who know the issue best. This will really help to define the problem.

Our Future Vision. If we could start over, what would we want it to look like? What do we need to achieve? What are the boundaries we are working within? How will it align to our business strategy? This will give us clear direction for what the solution needs to look like. Involve people that will be using the solution – engaging them in the process will help to gain their buy-in for implementation.

Generating Ideas. Research and think outside the square. Who else might have solved this problem?

Action & Review. Make it happen, and ensure everyone knows who needs to do what and by when. Your future vision will help you define what success looks like, and you can measure against it.

For more information contact performHR on 1300 406 005, email info@performhr.com.au or visit www.performhr.com.au

changing
the way
HR is done.

Our vision is “to change the way HR is done” by challenging the status quo of HR service delivery around the globe. Our team provides specialist HR expertise to a broad range of industries on an adhoc or ongoing basis.

Working across the 8 functional areas of HR, our team provides HR tools and advice to assist with the achievement of your organisation's goals and objectives.

We are committed to providing you with peace of mind, clarity of direction and HR capability that works for you.

START THE CONVERSATION

 1300 406 005

 info@performhr.com.au

 www.performhr.com.au





As a HR Business Partner at performHR, with a special interest in Organisational Development, **Caitlin McMahon** is passionate about people, employee engagement, and continuous improvement. Connecting people to their purpose to find meaning in their work, and exploring leadership capability to promote high performing teams is Caitlin's expertise.

Feeling frazzled about your next tax bill?

Jason Bartlett
DFK Crosbie

Feeling frazzled is a common complaint for business owners as the end-of-financial-year approaches. Wouldn't it feel great to break that vicious cycle of stress and worry?

Doesn't every business owner dread the end-of-financial-year and having to pay their next tax bill?

Actually, no! That's only the case if you're caught in the cycle of playing catch-up. At this time of year, I get calls from new business clients who say they're only just getting over last year's tax bill and next year's is coming fast. Often they're quite stressed about how they're going to pay it. They want to break the cycle but they're not sure how.

How do I break the cycle?

Have a look at your current year figures now. In June, we want to be looking at your March result so we can start planning what your next tax bill looks like. It's no good doing this once a year. My rule of thumb is at least twice. My bigger business clients will do theirs four times a year and that's what makes them successful. Regular reporting, or benchmarking, means you understand your business and jump on any problems early.

Cash flow is a real issue. Are there ways to get around this?

Very few businesses have a lot of cash flow at this time of year simply because if they had it throughout the year, they most likely had something to spend it on. Cash flow is so important that most successful businesses are no longer geared up to do their tax planning in June. The culture has changed. From a business perspective, tax planning in June is a bit old-school. You've got to be doing it throughout the year.

Regular reporting or benchmarking

If you want to grow and enhance your business, you've got to be looking at these things regularly. It's a lot easier to make smaller changes more regularly than asking 'how do I overhaul my business?' in one hit. That's a big ask. If I'm talking to clients four times a year, making two or three small changes each time, that's significant.

General tips for business owners to minimise their tax

To be honest, paying too much tax isn't the only thing you should be worried about. How is the business actually going? How do we help manage cash flow? Looking at your accounts in April, May and June gives you an idea of what's in the pipeline. You can even benchmark against your own previous year's results, especially if your business is a unique industry. That's how you can break the vicious cycle and start enjoying some peace of mind.

For more information contact Jason on 4923 4000 or email theteam@dfkcrosbie.com.au



Jason Bartlett is a chartered accountant, strategic business adviser and Partner at DFK Crosbie, based in Newcastle. For more than 25 years Jason has been helping business owners succeed in reaching their goals. He specialises in large building and construction businesses, and unique businesses in non-typical industries.







Providing accounting and business advice for over 50 years.

- Accounting
- Business Services
- Audit
- Superannuation
- Wealth Management
- Finance










P 02 4923 4000
E theteam@dfkcrosbie.com.au
www.dfkcrosbie.com.au

Which business structure should you choose?

Kym Butler

Butlers Business and Law

Are you considering what business structure would best suit your new professional practice? Or are you already running an established practice and want to ensure that the structure suits your needs? It's important that the structure of your professional practice suits the individual requirements of the professional and the business. Therefore, we have drafted a quick guide to the different business structures and the factors you must consider when deciding on a structure.

The most common types of business structures

Sole trader

A sole trader involves a person trading as an individual. This means that the proprietor is legally responsible for all aspects of the business including all assets, liabilities, income and losses.

Partnership

A partnership arises when at least two people, or incorporated entities, operate a business together.

Company

A company is an entity that has a separate legal existence from its owners. Its legal status gives a company the same rights as a natural person. This means that a company can incur debt, sue and be sued. Small business owners often use a type of company structure called a proprietary limited company, which has the words "Pty Ltd" after the name. This type of company does not sell its shares to the public and has limited liability.

Trusts

There are several types of structures that involve trusts: discretionary (or family) trust, fixed unit trust and partnership of discretionary trusts. Service entity structures also usually utilise trusts. Trustees are subject to general law fiduciary duties and statutory obligations.

What should I consider when choosing a business structure?

There are five key factors that you must consider when choosing a business structure, or deciding to restructure:

- 1. Asset protection:** Asset protection refers to the capacity of a particular structure to safeguard the assets of a practitioner from activities and claims against their business. Your asset protection needs will depend on the risk profile of the business and the owners.
- 2. Taxation:** Income tax, capital gains tax and duties are high priority considerations when choosing an appropriate structure for a professional practice. While it is important to choose a structure that optimises taxation implications, you need to ensure that the choice of structure is not purely motivated by tax avoidance. To ensure that your chosen structure is upheld by the courts, it must be able to be justified by other reasons, such as asset protection.
- 3. Income splitting:** Some structures allow you to split income. This is particularly useful if an owner's partner earns less income, attracting less tax liability. However, if you are providing a personal or professional service, you will need to be mindful of the anti-avoidance personal services income rules.
- 4. Control:** Each structure allows for different levels of control, i.e. a sole trader has total control over the practice. Conversely, in a partnership, partners share control of the business. The manner of decision making about the business of the firm may be dictated by a partnership agreement or, in the absence of any statement in the partnership agreement, by consent of all partners.
- 5. Exit and entry, and transfer of assets:** Consideration should be given to how easy it is for professionals to enter and exit the practice and how interests can be transferred. You might start out on your own, but you may decide to add other investors or partners to the business later. It's important that you choose a structure that suits the number of owners of the business and can flex and adapt to later changes.

Considerations for your business

In order to make an informed decision about the most appropriate structure for your business, you need expert legal and accounting advice. When consulting with your advisors, make sure that you highlight what is most important to your choice and plans for the future.

For further information on employment law call (02) 4929 7002, email contacts@butlers.net.au or visit www.butlers.net.au



Kym Butler is the founder of Butlers Business and Law. He has decades of experience both as a legal practitioner and chartered accountant. He is an expert in business structuring, asset protection and taxation.



TARGET YOUR MARKETING



LET **HBR**
HELP YOU!

(02) 4925 7760
www.hbrmag.com.au

Music to WEA Hunter's ears

Two well-known music industry faces have joined WEA Hunter as advisers and trainers. Grant Walmsley is now the head trainer in WEA Hunter's Diploma of Music Industry, and Amy Vee has come in as an expert adviser and mentor for the same program.

They both have a long history within the music industry and bring a wealth of knowledge to the course. Grant is the co-founder of the well-known band Screaming Jets, and Amy is a renowned Novocastrian musician. They both continue to support the local music industry as much as they can.

Grant is a strong advocate for the music sector and is an accomplished songwriter and producer. He continues to write and produce music whilst also working across the community to encourage and support local artists. Amy is a professional mental health worker and specialises in working with teens. She believes providing local kids with professional education and training in the sector will keep the Hunter's music alive and thriving.

At WEA Hunter, Grant is working with students seeking music career paths in performance, recording and sound engineering, promotions, management and marketing.

"It will help students understand the business of music and provide hands-on experience from trainers and educators who have worked in the industry for decades," he says.

Grant is passionate about investing in local talent and providing ways for local people to work in their vocation here in the Hunter and believes this course provides the right mix of skills, training and education.

Amy is looking forward to her role and the newly introduced Diploma of Music Industry.

"It's hard to predict what is around the corner for the sector as so much has changed in the industry, but I know that introducing a multifaceted training program into this region, led by professionals and experts such as Grant Walmsley, will ensure students have the best possible opportunities to ride the next wave and forge their own careers," she says.





WEA HUNTER
QUALITY LEARNING



**QUALITY LEARNING
TO SUPPORT YOUR
BUSINESS**

WEA Hunter worked in partnership with Calvary at Cessnock to provide workplace training in aged care. Ben Francis was employed before completing his training and on his way to becoming a registered nurse.

PH 02 4925 4200 | www.weahunter.edu.au



**BUSINESS AND SKILLS TRAINING | COMMUNITY SERVICES | CREATIVE ARTS AND MUSIC
FOOD, LANGUAGES AND CULTURE | HOME AND HOBBIES | COMPLEMENTARY HEALTH**



University of Newcastle students receive Hunter Water Scholarships

Two University of Newcastle students have been awarded newly established Hunter Water scholarships, which offer financial assistance to help Indigenous students achieve their educational aspirations.

Studying a Bachelor of Commerce, and in his first year, Jack Roberts received the Hunter Water Indigenous Scholarship which offers a total benefit of \$22,500 over three years.

Jack said the scholarship would enable him to focus on his studies and his end goal of excelling in the field of business.

"I hope to one day give back to others by speaking at rural schools and explaining that being at a disadvantage doesn't have to be a hindrance, it can be a driver of determination."

University of Newcastle Business student, Tahleigha Compton, was awarded the Hunter Water Indigenous Community Leadership Scholarship. The scholarship offers a benefit of \$7,500 each year for up to three years to a student who is committed to making a difference in their community.

Tahleigha said the scholarship has helped her immensely.

"As a fourth year Business student I have spent the last three years with a book, pen and the facilities of the library. This scholarship has given me the privilege to buy my own laptop, which gives me the opportunity to study and work on assignments from anywhere."

Hunter Water also offers an annual Undergraduate Disability Scholarship, which was awarded to University of Newcastle combined Social Science and Law student, Joseph Popov.

"The Hunter Water Undergraduate Disability Scholarship will allow me to focus my time and efforts on my studies without the stress of covering costs associated with my degree," Joseph said.

Head of Philanthropic Programs at the University, Mr Brad

Holmes said "the generous philanthropic support received from Hunter Water has created scholarships that will change lives, bringing new talent and ideas to our community."

Parliamentary Secretary for the Hunter, Scot MacDonald, said the scholarships mark the start of an ongoing working relationship between Hunter Water and the students.

"I'm really pleased Hunter Water is able to offer this support, not only financially, but also through paid on-the-job training which could potentially open the door to future employment for these scholars."

Hunter Water Managing Director, Jim Bentley, said Hunter Water was proud to play a role in helping these students achieve their educational goals.

"We are continually striving to be a more diverse and inclusive workplace, and we want to do everything we possibly can to assist in providing equal opportunities for all members of our community," said Mr Bentley.



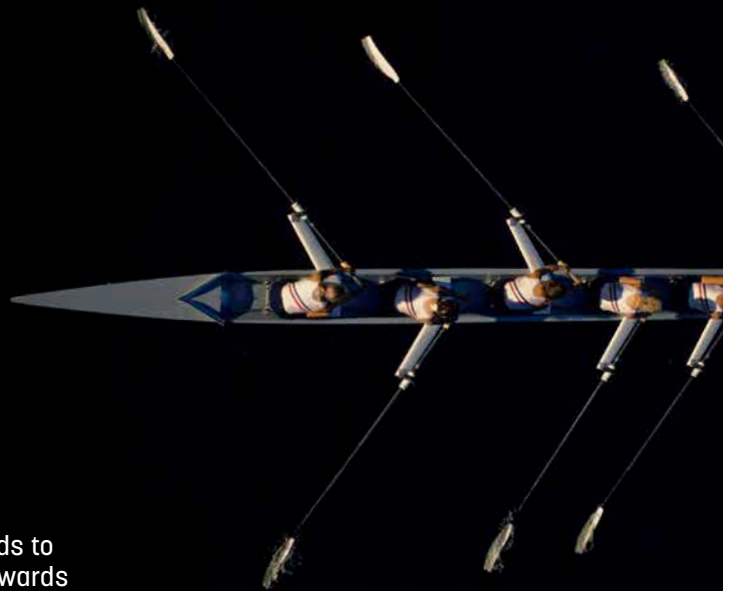
Back: Jack Roberts, scholarship recipient; Keiran Smith, Head of Public Affairs, Hunter Water; Tahleigha Compton, scholarship recipient.

Front: Victor Prasad, Executive Manager, Customer Strategy and Retail, Hunter Water; Leah Armstrong, Director, The Wallotuka Institute, The University of Newcastle; Joseph Popov, scholarship recipient; Peter Kembrey, Executive Manager, Corporate and Legal, Hunter Water.

BE
TRAINED
BY
THE BEST

To succeed in business, your team needs to be highly skilled and working as one towards the future. With a 98% satisfaction rating, TAFE Enterprise is Australia's largest provider of corporate and industry training, delivering customised solutions to upskill your employees and innovate your business.

tafensw.edu.au/enterprise



NSW GOVERNMENT | TAFE NSW
ENTERPRISE

RTO 91430 | CRICOS 00519E | IHEP PRV12049

Staff training and development focus contributes to success of North Construction and Building

Operating since 1987 North Construction and Building is a medium size construction company that concentrates on work primarily in the health, aged care, education and commercial sectors. With offices at Tuggerah and Broadmeadow, they work mainly in the Central Coast and Hunter Regions with projects ranging from \$500K- \$30M.

The quality of their work has been acknowledged by the many MBA Construction awards they have received each year since 2004 including Commercial Builder of the Year for 2011, 2016 and 2017 by the Newcastle Master Builders Association.

One of the major contributors to this continued success has been a strong focus on staff training and development.

To enable North to provide the opportunity for long term careers to their employees, they recognised the need to provide a training environment in synch with the company's strategic direction. The company has long invested into trade apprenticeships for employees destined to be future site managers and has also had a scholar programme with the University of Newcastle since 2011.

Under the guidance of a dedicated Apprentice Manager, North has directly engaged 47 carpentry apprentices to date. With completion rates at 95%, the business provides a powerful learning environment for each apprentice with regular reviews to monitor progress and provide support.

Our scholar program is also very structured and targets students who have just completed their first year of Construction Management studies. Through this program we have been able to provide industry experience to 31 students with a further 13 gaining permanent employment at North.

Of the current workforce North Construction has 12 apprentice carpenters and 13 building cadets who are surrounded by excellent role models who were once apprentices and cadets and are now site managers, estimators and project managers.

Individually North employees have excelled with the following industry awards:

- MBA Australia- National Commercial Apprentice of the Year - achieved twice 2017, 2015 and finalist 2013.
- MBA Newcastle -Commercial Apprentice of the Year – achieved 2017, 2015, 2013, 2008
- Numerous other TAFE, NSW Training and local MBA awards

This year North has entered several of apprentices into the MBA Newcastle and the NSW Training Awards – Central Coast, Apprentice of the Year Award and look forward to following their progress. North has also been entered in the NSW Training Awards - Medium Employer of the Year Award for the first time and has been named as one of the final four Employers for NSW with the winner announced in September.



Current apprentices and scholars participating in North's comprehensive development programmes to become future site supervisors, project managers and business leaders.

University students learn teamwork in the workplace

Twenty University of Newcastle students had a unique experience in their Industry Placement Program in the first semester of 2018.

Business Coach, Richie Williams facilitated the students through a Career Foundation Program while working in four separate businesses. The 20 students consisted of 12 Australian students and eight international students that worked across a range of topics, including Accounting, Finance, Economics, Leadership, Human Resources, Marketing, Events, International Trade, Logistics and Entrepreneurship.

The students were allocated across a number of different businesses, including:

- Business Growth Centre** – Graeme Cotton
- V & V International** – Nico Voogt

Supaskills – Craig Johnston

Stadimax/Stadiarena - Rene Licata

A range of exercises were conducted to assist the students with their planning, communication and networking skills, while embarking on a variety of projects within each of the businesses. The program received positive feedback from students who welcomed the opportunity.

Thomas Smith (Economics/Finance) said "Through working with Stadimax/Stadiarena and subsequently with Richie Williams I have had the opportunity to be involved in a vast plethora of differing developments within the local community. Having had the opportunity to work both in project focused groups and individually, I've gained a significant range of skills readying me for my future career in the workforce.

The University is now calling for registrations of interest for their mid-semester and second semester placements.



north
BUILDING WITH TRUST®

COMMERCIAL BUILDER OF THE YEAR 2011, 2016 & 2017

Mariners Centre of Excellence, Level 5, Suite 501, 1 Bryant Drive, Tuggerah NSW 2259 **02 4323 2633** mail@north.com.au www.north.com.au

Hunter-V-Tec students acknowledged for excellence

Two young apprentices from the Hunter Region were recognised at the 2018 HVTC Excellence Awards held in Newcastle on 4 May.

The high calibre of their work at registered training organisation (RTO) Hunter-V-Tec in Rutherford saw Shelley Higgins from North Lambton presented with the RTO Achievement Award, and Brandon Bendeich from North Rothbury named RTO Student of the Year.

Employed by group training organisation HVTC Hunter and hosted by Origin Energy, Shelley is currently completing a Certificate III in Electrotechnology – Electrician apprenticeship.

While enrolled in an engineering degree at university and working part time in retail, Shelley decided to apply for a multi-trade, pre-apprenticeship course at Hunter-V-Tec. The experience sparked a passion for the electrical trade and cemented the 23 year old's desire to pursue an apprenticeship.

The skills Shelley gained in the pre-apprenticeship program, together with her determination and passion for the trade, saw her successfully gain a sought after electrical apprenticeship with HVTC and host employer Origin Energy.

"I love learning something new every day, and the fact that the work I am doing is relevant and will always be needed. I enjoy knowing how things operate so the hands-on work keeps me motivated," she said.

Brandon is completing a Certificate III in Mobile Plant Technology apprenticeship with Glencore – Ravensworth mine and was acknowledged for his work during the 2017 Work Readiness Program.

The accelerated program provides new apprentices with customised training prior to attending a work site through



advanced theoretical and practical skills. 19 year old Brandon was a high achieving student for the duration of this program, producing workmanship above the standard of all other students in his year.

Growing up with a father who worked in the mines, Brandon was keen to follow in his dad's footsteps and begin his own career in mining.

"Throughout school I always had a passion for engines and anything to do with cars. This led me to apply for the mobile plant apprenticeship at Glencore – Ravensworth mine where I've been fortunate enough to learn from a range of highly skilled tradesmen," he said.

Winners in the 13 Excellence Award categories were selected from finalists across HVTC's ten regional branches located throughout New South Wales.



MASTERS BUILDERS APPRENTICESHIP SCHEMES

We employ the Apprentices & Trainees and hire them out to Host Employers, such as you!

Our hourly charge rate means you are only invoiced for the Trainee/Apprentice per hour they are in the workplace with you, therefore you are not charged when your Trainee has a sick day, roster day off or annual leave days, and if it just doesn't work out you can return the Trainee to us and we will move them to another position and supply you with a replacement!

Taking on a Trainee in your Office or workplace has now never been easier!

For further information please contact our friendly office staff on 02 4979 0170.

Our rate is fully inclusive of:

- Trainee Wages
- Annual Leave
- RTO Fees
- Workers Compensation
- Sick Leave
- Roster Days Off
- Superannuation

You are only charged for the hours the Trainee is with you, we cover the rest!

Our Recruitment Officer is waiting to match our fantastic candidates with your Business today!



Direct mining spending boosts Hunter economy

The NSW Minerals Council's latest annual member company Expenditure Survey has found that the 23 participating mining companies directly injected \$4.5 billion into the Hunter economy in 2016/17, supporting thousands of jobs and generating millions in additional spending across the region, particularly in local mining communities.

"These survey results cover the end of the previous mining downturn and the start of the current recovery, and with \$4.5 billion spent by the industry in the Hunter during this period it's clear that mining is a resilient and consistent contributor to the region's economy," NSW Minerals Council CEO, Stephen Galilee said.

This direct spending is estimated to have contributed 19.1% of the Gross Regional Product of the Hunter economy in 2016-17.

This \$4.5 billion in direct spending in 2016-17 included \$1.7 billion in wages for 12,604 full-time employees, and \$2.8 billion in purchases from 3,070 local businesses, along with community contributions and payments to local government.

In encouraging signs for the Hunter mining sector, the number of direct Hunter mining jobs was up by 1,386 on last year at 12,604 compared to 11,218 over the previous year.

The survey found that direct mining spending in the Newcastle Local Government Area (LGA) totalled nearly \$1.1 billion in 2016-17, including \$189.4 million in wages to 1,673 full-time employees and \$959.5 million in purchases with 745 local businesses.

"This survey, now completed for a sixth year, confirms that the Hunter continues to depend on mining activity for local jobs, investment and economic growth. Ensuring the right policy settings for mining will deliver more jobs, more opportunities, and better times for our Hunter mining communities over the long term," he said.

AGL commits to new gas-fired power station

AGL Energy Limited has announced its commitment to build a 252 MW gas-fired electricity generation plant near Newcastle. The commitment represents an estimated investment of up to \$400 million and would comprise flexible, fast-start generation capable of delivering rapidly dispatchable peaking and firming capacity into the National Electricity Market.

AGL is assessing sites for the project near AGL's Newcastle Gas Storage Facility. This power station will consist of 14 reciprocating engine units capable of generating 18 MW of capacity each. Construction on this project would be targeted to complete during the 2022 calendar year.

AGL Managing Director & CEO, Andy Vesey said "AGL is committed to supporting the orderly transition of Australia's electricity generation capability to modern, clean and reliable energy supply. That's why we gave seven years' notice of when we intend to close the Liddell Power Station at the end of 2022 and we are pleased to commit today to build the power station near Newcastle.

"AGL has now committed ahead of schedule to Stage 1 of our NSW Generation Plan submitted to the Federal Government and the Australian Energy Market Operator (AEMO) in December 2017. In addition, we continue to assess the potential to develop a further 500 MW of gas-fired generation capacity as part of Stage 2 of that Plan and are inviting commercial and industrial customers to provide their long-term demand commitments to enable AGL to progress this project.

"AEMO has confirmed that our Plan addresses the capacity shortfall that may occur as a result of Liddell closing, and we remain committed to working with AEMO to deliver on that. This is in addition to our generation projects already under construction: 210 MW of gas-fired generation in SA and, through the Powering Australian Renewables Fund, 653 MW of wind farms in Qld and NSW.

"Electricity generation is undergoing an increasingly rapid transition to lower-cost, clean energy renewable and storage technologies.

This requires the complementary development of flexible, dispatchable gas-fired technology, as well as policies to support these developments. We are optimistic that the proposed National Energy Guarantee (NEG) will provide sufficient policy certainty to enable market participants such as AGL to invest with even greater confidence in cleaner, more reliable and more affordable energy generation."

Stage 1 of the Plan comprises projects required to meet AGL's committed customer needs: the 252 MW power station near Newcastle, a 100 MW efficiency upgrade to AGL's Bayswater Power Station, an agreement for AGL to offtake 300 MW of solar capacity from Maoneng Australia's Sunraysia solar project, the conversion of a Liddell turbine into a synchronous condenser, and up to 20 MW of demand response capacity.

Stage 2 comprises projects required to meet AGL's potential uncontracted commercial and industrial customer demand, and Stage 3 involves further development that may be required if no other market participants invest in new generation prior to Liddell closing. Both Stages 2 and 3 are subject to Board approval.

Glencore completes investment in Hunter Valley Operations Joint Venture

Glencore has completed the acquisition of a 49% interest in the Hunter Valley Operations (HVO) coal mine in NSW, following the receipt of regulatory approvals.

The HVO Joint Venture (JV) with Yancoal, which owns a 51% stake, is now established.

"We look forward to a successful partnership with Yancoal at the HVO JV and expect it will bring significant benefits for both companies and their shareholders", said Ian Cribb, Chief Operating Officer of Glencore's coal business in Australia.



At Pacific National, we're Australia's largest private rail freight business.

A transport leader, delivering investment, innovation and growth for our customers. Our experience allows us to adapt our business to your needs. Trans-national and connected well beyond rail, our freight services are a critical asset to your business.

When it comes to your business, we believe in looking at the whole

picture and building a solution with just the parts you need. We have the right people, experience, assets and access to get your product to market.

We're proud of that, and we look forward to continuing to provide haulage services to our customer 24 hours a day, every day.

For more information contact us on 02 8484 8000 or BusinessDevelopmentNSWVIC@pacificnational.com.au



Coal remains Australia’s energy foundation

Coal-fired power generation kept lights and air conditioners on and kept businesses running in Australia during the past summer, according to the latest figures from the Australian Energy Market Operator (AEMO).

AEMO has noted in its Summer 2017-18 Operations Review that "the NEM coal generation fleet recorded its fourth-highest summer availability for the past 10 years (some 250 MW more capacity was available than the long-term average for this period)."

Between 1 December and 30 April, coal-fired power generation produced more than 76 % of large scale power generation in the National Electricity Market (NEM), with the next highest being gas at just under 10%.

Coal’s dominance as a reliable source of energy over summer was even clearer in NSW, where 89% of power came from coal. In Queensland it was 85% and Victoria 82%.

AEMO’s figures show that claims by The Australia Institute, the Greens and others that coal-fired generation is unreliable are wrong.

Coal is also able to compete as a future energy source in Australia. Claims made to Senate Estimates by the Chief Executive

of Snowy Hydro Paul Broad regarding the economic viability of new coal-fired high efficiency low emission (HELE) plants are not accurate.

Assertions that Snowy 2.0 will out-compete any coal plant on price and reliability are contradicted by an independent study from 2017 by Solstice Development Services and GHD engineers on generation costs which concluded a large HELE plant had the capability to deliver the lowest cost 24 hours per day electricity from \$40/MWh, or a mid-point price of \$59/MWh.

Mr Broad stated it would cost Snowy 2.0 \$40/MWh to pump water to the upper storage, and it would sell at \$80/MWh into the grid, which is much higher than coal.

The Minerals Council of Australia estimates that based on a \$40/MWh wholesale electricity price to pump the water uphill, the indicative capital costs of the new pumping and generation plant and infrastructure and several other untested assumptions by Snowy Hydro, the wholesale electricity price required to cover costs would be closer to \$100/MWh – and closer to \$120/MWh if the substantial upgrading of transmission assets that will be required is included.

Snowy 2.0 is not a 24/7 generation option across a long period of time. At least half the time, electricity from other sources is used for pumping water to the upper reservoir. This level of availability can’t be compared to 24/7 dispatchable generation such as that provided by coal or gas. It’s also unclear what ‘cheap’ form of energy will be used for pumping if the objective is to shut down existing coal generation over time.

Claims that HELE coal is not flexible and can’t operate in a grid with renewable energy are also wrong. For example, the Neurath plant in Germany can ramp up and down by 500 MW in 15 minutes and modern coal-fired power plants can turn down to 20% of full output.

Pumped hydro may have a role to play in firming renewable energy. But the heavy lifting of providing affordable and reliable energy can only be done by lowest cost dispatchable energy supplies available 24/7.

Downer awarded long-term maintenance contract

Downer has been awarded a four-year contract to become the lead contractor for maintenance services at Origin Energy’s Eraring Power Station, the largest baseload power station in Australia. Downer’s scope of work includes the provision of maintenance and supplementary services across all units at the station.

Downer’s Executive General Manager, Operations, Maintenance and Services, Pat Burke, said Downer was delighted to have been selected to deliver this important contract which aims to improve the performance of the station to deliver a reliable power source at competitive rates to their customers.

"This contract is relationship-based, and our focus is on creating a true partnership between Origin and Downer. The contract will mean Eraring moves away from engaging multiple contractors, to partnering with Downer who will self-perform most works and manage a small number of selected specialist contractors," said Pat.

"Downer has over 50 years’ experience in the power generation industry in Australia covering technologies such as coal, gas, hydro, wind, solar and more recently waste to energy. This contract offers a new opportunity to demonstrate Downer’s values and capabilities to deliver innovative solutions to our customers.

"The contract will bring the wider resources and expertise of Downer to assist Origin in meeting their objectives. We offer a strong focus on Zero Harm combined with efficient planning, disciplined execution, a structured approach to change management and innovation and the use of quality data and technology to continuously improve performance.

"We look forward to working closely with Origin to draw on the full capabilities of Downer and realise targeted benefits at the Eraring Power Station," Pat added.

Bulk Bin Services

Our bulk bins and compactors provide an efficient solution for managing large volumes of waste and recycling.

Having a bulk bin or compactor onsite can help you reduce waste transportation costs and increase waste management efficiencies. Bulk bin collections can be scheduled to suit operational requirements and are also available on request for large one-off volumes of waste and recycling.

We work closely with customers to analyse operational waste streams. Using a comprehensive waste assessment, we can work with you to tailor a total waste management solution for your business.

Thornton & Somersby 02 4921 7600
National Service Line 13 73 73
info@remondis.com.au
remondis.com.au

Bulk bin features

- General, recycling and construction waste bulk bins systems are available
- Capacity for large amounts of waste and recycling
- Range of sizes available 7, 10, 15, 20, 30 cubic metre bins
- Allows safe, easy depositing of waste through walk in doors and large open tops
- Tippler feeder bin options are available to reduce manual handling
- Reduces traffic movement onsite
- Automatic tarping system fitted to vehicles and where required to individual bins.

Bulk bin applications

- For large volumes of commercial, industrial and building wastes
- Ideal for bulky waste, large non-compactable waste and recyclable materials
- Suitable for both recyclable and non-recyclable waste
- Suits businesses with enough space to store the bin onsite

REMANUFACTURING SPECIALISTS
Excellence driven by Integrity & Innovation



**Australian
owned &
operated**



P: +61 2 4932 7379 F: +61 2 4932 4533
www.jsengineering.com.au

Increased support for refugee students to transition to higher education

Educators and providers will have access to a new set of tools and resources to better support students from refugee backgrounds pursue higher education, following a national research project that examined students' transition experiences.

Approximately half of Australia's refugee intake are aged between 15 and 19 years of age, an age when education is a priority.

Led by the University of Newcastle, in partnership with Curtin University and Macquarie University, the three-year Office of Learning and Teaching research project identified a range of challenges this unique group of students face in the quest to achieve further education.

The research project examined a number of programs that aim to better prepare students from refugee backgrounds to transition effectively to higher education through a range of methods, such as enhancing English speaking and comprehension skills, expanding cultural skills and building academic literacy.

University of Newcastle Associate Professor Seamus Fagan said the findings demonstrated that students from refugee backgrounds encountered a vastly different experience to the traditional idea of transitioning into tertiary education.

"The findings challenge the idea of 'the transition' into higher education being the same for everyone.

"Tracking the experiences of these students highlighted a complex web of circumstances connected not only to English language proficiency, culture and education, but also settlement, family, community and belonging," he said.

"At the centre of many of the challenges faced by students from refugee backgrounds are unspoken, implied assumptions by policy-makers, institutions and educators; coupled with a lack of recognition of student strengths.

"These intense demands contributed to false starts, pauses in

study and movements in and out of tertiary education — strongly influenced by age, family responsibilities, clarity of future vision, support networks, and understanding of what higher education entails," Associate Professor Fagan said.

In 2016, Australia had more than 3,500 students from refugee backgrounds undertaking tertiary study. Currently, in NSW alone, there are 8000 students from refugee backgrounds moving through the schooling system, a group that is increasing by 1500 students each year.

AGL completes assessment of offer from Chow Tai Fook Enterprises and Alinta Energy

On 30 April 2018, AGL Energy Limited received an unsolicited, non-binding, highly conditional indicative offer from Chow Tai Fook Enterprises and Alinta Energy Pty Limited to acquire the Liddell Power Station, associated assets and the related site for a cash consideration payable to AGL of \$250 million (the Offer).

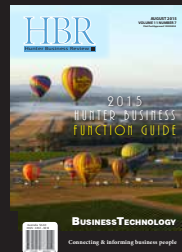
AGL has completed a thorough assessment of the Offer and, after careful consideration, has advised Chow Tai Fook and Alinta that it will not proceed any further with the Offer. The AGL Board has determined that the Offer is not in the best interests of AGL or its shareholders. The Offer significantly undervalues future cash flows to AGL of operating the Liddell Power Station until 2022 and the repurposing of the site thereafter.

In considering the Offer, AGL sought external expert advice on matters relevant to the Offer, including the capital expenditure requirements across all plant components and the reliability and safety profile of the ageing power station. Consequently, AGL has reaffirmed its decision to close Liddell in December 2022 and will continue progressing its NSW Generation Plan, which includes repurposing Liddell. The Australian Energy Market Operator has confirmed that completion of this Plan will address the capacity shortfall that may occur as a result of Liddell's closure.

HAVE YOU MISSED AN ISSUE?

HBR

Hunter Business Review



BACK ISSUES AVAILABLE FOR VIEWING ON OUR WEBSITE

www.HBRmag.com.au

ACCOMMODATION

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

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

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



CLEANING SERVICES

ADAMSTOWN CLEANING SERVICE

- Strata Cleaning Services
- Medical Centre Cleaning
- Commercial Office Cleaning
- Over 20 years experience in Newcastle & Lake Macquarie

P: (02) 49610145 E: john@adamstowncleaning.com.au



DOCUMENT DESTRUCTION

THE MOBILE SHREDDING COMPANY

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

Phone: 4957 9903 **www.mobileshredding.com.au**

"SECURE DESTRUCTION - GUARANTEED"



FINANCIAL SERVICES

CREST FINANCIAL SERVICES

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

(02) 4929 2552

Newcastle - East Maitland - Nelson Bay

"Working together for your future"
www.crestfs.com.au



FREIGHT FORWARDERS

HUNTER CARGO & CUSTOMS

Hunter Cargo & Customs is an Australian owned company servicing all ports and airports of Australia. Established in 1986 based in Newcastle Hunter Cargo & Customs logistics services constantly deliver the most cost effective and reliable results. With our wealth of accreditations & industry contacts, we handle all types of cargo.

Our services include:

- Export Air & Sea freight services / Import Air & Sea Freight services
- In-house Customs brokers
- Consolidation & Warehousing
- Dangerous goods specialist
- Land transport specialist
- Project heavy lift cargo /chartering by Air & Sea

Hunter Cargo & Customs
Customs Brokers • Logistics • Transport

P: +61 2 4922 0900 M: +61412124328
E: Sales@hccnewcastle.com / Ashanthi.k@hccnewcastle.com

"We look forwards to assisting with your requirements."



STRATA MANAGEMENT

LAKE GROUP STRATA
Strata & Community Title Managers

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

Phone: 02 4942 3305






A pirate ship went down in a storm, and only one pirate managed to make it to a lifeboat. His parrot survived too, flew over and perched on his shoulder. The pirate was glad that he didn't drown, but knew that he wouldn't survive long without food and water. But most of all, he wouldn't survive without his precious rum to drink.

He started rummaging through the debris at the bottom of the lifeboat looking for rum.

He picked up one bottle, and rubbed the dirt off the label to read it. Suddenly, a magnificent genie emerged from the bottle. "Oh, my saviour," the genie said, "You have rescued me from centuries of bondage. In return, I will grant you any one wish -- whatever your heart desires."

The pirate, somewhat impulsively, blurted out "I wish the WHOLE SEA was rum instead of water!" With a wave of his hand, the genie turned the entire sea, all the way to the horizon and beyond, into rum. The genie then nodded his head and disappeared.

The parrot looked around, then turned to the pirate and said "Way to go, genius. Now we have to pee in the boat."



An elderly woman did her shopping and, upon returning to her car, found four males in the act of leaving with her vehicle. She dropped her shopping bags, drew her handgun, and proceeded to scream at them at the top of her voice, "I have a gun and I know how to use it! Get out of the car, you scumbags!"

The four men didn't wait for a second invitation but got out and ran like mad. The woman, somewhat shaken, proceeded to load her shopping bags in the back of the car and get into the driver's seat. She was so shaken that she could not get her key into the ignition. She tried and tried, to no avail.

And then it dawned on her why. A few minutes later, she found her own car parked four or five spaces further down. She loaded her bags into her car and drove to the police station.

The sergeant, to whom she told the story, nearly tore himself in two with laughter and pointed to the other end of the counter, where four pale males were reporting a carjacking by a mad elderly woman described as white, less than five feet tall, glasses, curly white hair, and carrying a large handgun.

No charges were filed.



A man was seen fleeing down the hall of the hospital just before his operation.

A security guard stopped him before he could leave the hospital and asked, "What's the matter?" The man said, "I heard the nurse say, 'It's a very simple operation, don't worry, I'm sure it will be all right.'"

"She was just trying to comfort you," said the security guard.

"What's so frightening about that?"

"She wasn't talking to me," exclaimed the man. "She was talking to the doctor!"



Employer: "We need someone responsible for the job."

"Sir your search ends here! In my previous job whenever something went wrong, everybody said I was responsible."

QUOTE OF THE MONTH

"Since we live in an age of invention, a practical education must prepare a man for work that does not yet exist and cannot yet be clearly defined".

- Peter F. Drucker

COME PRINT WITH US

NCP PRINTING

AWARD-WINNING OFFSET PRINTING
AUSTRALIAN NATIONAL PRINT AWARDS
GOLD MEDAL WINNERS 2013

NCP - NEWCASTLE'S AND THE HUNTER'S, PREMIER PRINT GROUP.

From stationery to magazines, point-of-sale to packaging, direct mail to inventory management and distribution, our comprehensive production facilities combined with our expertise ensure the right solution is offered for your print and communication needs.

14 Channel Road, Steel River Industrial Estate, Mayfield West NSW 2304 | Call us: 02 4926 1300 | Email us: sales@ncp.com.au | Browse us: ncp.com.au



Planning a new office or a refit?

OfficePace takes care of workplace furniture for commercial and corporate spaces in the Hunter Valley and Central Coast area.



Office Furniture sourced, supplied, supervised: everything to keep your project running smoothly.

With more than a decade of industry experience, we save you time, money and headaches by keeping pace with your office furniture needs.



Office design and space planning




Office furniture sourcing and solutions



Installation and ongoing care



Need expert support for your next project?

 Call us today on 1300 542 542

 or visit officepace.com.au

 **OfficePace**[™]

Mariners Centre of Excellence
Level 3, Suite 312, 1 Bryant Drive, Tuggerah NSW 2259

THE TRUSTED WAY TO BUY A CAR

AUTO ADVANTAGE
Buying a car is *easy*



“The MJH Group has chosen to use the trusted expertise of specialist car buying service, Auto Advantage since 2006 delivering and managing a fleet that has included more than 300 motor vehicles for its businesses across Australia’s eastern seaboard”

Nick Elkington, Chief Financial Officer, MJH Group

SAVE TIME, MONEY AND STRESS ON YOUR NEXT CAR

HOW IT WORKS

Auto Advantage is the easiest way to buy a car.



STEP 1
Have a chat



STEP 2
We find your car



STEP 3
You get your car

ALL MAKES – NEW & USED | BUSINESS & PRIVATE | TRADE IN DISPOSAL | FINANCE | INDEPENDENT ADVICE
Auto Advantage was created in the Hunter in 2001 and has delivered savings on new and used cars to thousands of people locally and across Australia.

Call or Google us for a quote: 4961 5200 | autoadvantage.com.au |



Dealer Licence MD 054 502