

HBR

mag.com.au

NOVEMBER 2021
VOLUME 17 NUMBER 10
Print Post Approved 100002454

Hunter Business Review

17TH YEAR
OF PUBLICATION

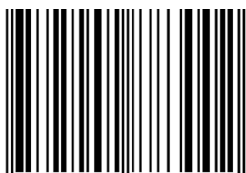
Business
FINANCING

2021
**HUNTER MANUFACTURING
AWARDS**

Manufacturing
IN THE HUNTER

Australia \$6.60

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



9 772202 883002 >

HUNTER BUSINESS REVIEW
Connecting & informing business people

out of lockdown celebration

\$25K

WORTH OF FREE PRINTING!

BASED ON ARTWORK SUPPLIED
(DESIGN PACKAGES AVAILABLE)

Let your
customers
know you're
trading again with
1000 DL flyer's
absolutely **FREE**

Scan to order



ph 02 4933 5735

Trade local - Together we're stronger



T&C's apply. See website for details.

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) 4062 8133

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
2021 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. Opinions expressed in externally supplied stories are not necessarily those of the publisher.

- 4** From the Editor
- 5** Business News
- 14** Property
- 16** New Appointments
- 17** Business Financing
- 19** Manufacturing in the Hunter
- 27** 2021 Hunter Manufacturing Awards
- 38** Business Services Directory
- 39** Funny Business

LOOKING FOR A REAL ALTERNATIVE?

For your Management Liability, Professional Indemnity & Business Insurance.



- SME Business Insurance
- Management Liability
- Directors & Officers Liability
- Professional Indemnity
- Cyber Insurance
- + many more

Call **(02) 4918 5000** (MGA Newcastle) and see how MGA can be put to work for you!

MGA Insurance Brokers Pty Ltd
 ABN: 29 008 096 277
 AFSL: 244601



From the Editor



This issue of HBR includes the annual feature on manufacturing, a traditionally important industry for the Hunter and one that remains vital for the continued growth of the region.

The recent Hunter Manufacturing Awards, covered in this feature, again highlights the strength of our local manufacturers who continually come up with new solutions for

local and global markets.

We should all be celebrating the success of our local manufacturers as a strong manufacturing industry provides many important advantages for the entire region.

The industry is the second largest direct employer in the Hunter and it is an excellent trainer, helping to create a skilled workforce. Manufacturing is also an important exporter for the nation and the implementation of modern manufacturing is helping to overcome the issue of high domestic labour costs when competing in the global marketplace.

Manufacturing has a huge multiplier effect, one of the highest of all industries and estimated to be as high as five, meaning that the indirect benefits are huge. You may not consider yourself to be in the manufacturing industry, but your business or job may very well have manufacturing to thank for its very existence.

The last few years have highlighted Australia's dependence on international supply chains and the risk that these are impacted by economic or political decisions in other countries. A strong and diverse manufacturing base in Australia helps the nation to be more self-reliant and less exposed to these impacts that we have little control over.

It should be a priority for all of us to help promote and support a healthy and growing manufacturing sector to secure our future prosperity.

As the NSW and Hunter economies open from COVID restrictions, it is time to reflect on those industries that have been hardest hit and consider if you can help them by considering purchasing their goods and services.

Areas such as travel, hospitality and tourism are among the hardest hit and would be grateful of your support, particularly with the holiday period fast approaching.

Now is also the time you may be considering holding a business event, including a Christmas party.

I would like to remind readers that we produce an annual Business Function Guide that includes numerous function venues and supporting services to help support local businesses with function planning.

It can be viewed online at www.HBRmag.com.au/2021-hunter-business-function-guide or via the tab at www.HBRmag.com.au.

We are sure that the local organisations featured in the Guide would be pleased to hear from you.

Garry Hardie
Editor and Publisher

ON THIS MONTH'S COVER

Images from Molycop, winner of the Manufacturer of the Year Awards for over 50 Employees at the 2021 Hunter Manufacturing Awards



Planning a business FUNCTION?

*Christmas party, conference, meeting,
workshop, expo or other business event*

View the 2021-22 Hunter Business Function Guide for information on venues and supporting services.

www.hbrmag.com.au/2021-hunter-business-function-guide



Plans lodged to rebuild Awaba House

Historic Awaba House is set to be resurrected to its former glory, with the fire-ravaged building's heritage facade maintained

and a modern new interior fit-out to include a cafe and separate function room overlooking Lake Macquarie.

Plans lodged for the waterfront site in Booragul also include a new terrace area for outdoor dining, a walkway connecting to the Museum of Art and Culture yapping and new timber decking in front of the building to provide a ceremony area for weddings and other events. A new footpath will wind its way around the building.

Lake Macquarie Mayor Kay Fraser said she was excited to see Council take another step toward revitalising the heritage site.

"This is a landmark site that will once again become a destination for locals and visitors alike," Cr Fraser said.

Lake Macquarie City Council Executive Manager Future City David Antcliff said the several million dollar construction project would breathe life back into one of the city's most iconic buildings.

"These plans are about making the most of this prime location, creating a contemporary, vibrant and engaging place, while respecting important heritage elements of the building that could be restored," he said.

"The community's feedback was overwhelmingly positive during consultation last year, and we received some comments that helped us further improve and enhance the final design."

The first Awaba House was built on the site in 1887, but was replaced in the late 1920s by the current building. It was first a private home but was later abandoned and sat derelict before serving as the city's art gallery in the late 1990s and as a restaurant and function centre until 2019, when fire tore through the site.

Pending approvals, construction is expected to start next year, with project completion scheduled for mid-2023.



Lake Macquarie Mayor Kay Fraser and Executive Manager Future City Precincts David Antcliff at Awaba House

NSW Fast Charging Network to be number one nationally

Drivers across the state will have access to the best fast-charging network in the nation under the NSW Government's Electric Vehicle Charging

Masterplan.

The Masterplan is an interactive online resource for EV charging providers and planners to explore the potential of the network and invest in its expansion. It is a fully open-access map that will help investors identify optimal locations for electric vehicle fast charging infrastructure and will help to assess applications for EV charging grants.

The Masterplan is the latest step in the state's nation leading half-a-billion-dollar Electric Vehicle Strategy, released as part of the 2021-22 NSW Budget.



EMERY H.R.

"Strategically Plan your next move"

- recruit a key staff member
- have complete confidentiality with a recruitment
- ascertain the level of available talent to help you structure your Executive team without undertaking an expensive recruitment campaign

With over 30 years recruitment experience locally, nationally & internationally, EMERY H.R. offers unique & extremely economical 'fee for service' recruitments & Executive Search options.

Phone Margo Emery on **0409385667** to discuss your recruiting strategies.....you'll love the way we do business!



P: (02) 49334100

M: 0409385667

WWW.emeryhr.com.au

Pitcher Partners Newcastle and Hunter and DFK Crosbie merge

Accounting, audit and advisory firm DFK Crosbie will merge with the Newcastle and Hunter Valley practice of Pitcher Partners. The merger will see DFK Crosbie take on the Pitcher

Partners brand from 15 November and will be jointly led by Pitcher Partners Newcastle and Hunter's current Managing Partner, Michael Minter and DFK Crosbie's Managing Partner, Shaun Mahony.

Discussing the merger, Michael Minter said that the amalgamation will see the continued emphasis on providing personalised services that will build on the current foundation for long-term, rewarding, and mutually beneficial relationships.

Both Pitcher Partners and DFK Crosbie have a long history in providing clients with a great depth of skill and expertise, focussing on helping clients achieve their goals through many practice areas, including business advisory, tax, audit, SMSF, wealth management, and finance.

DFK Crosbie joins Pitcher Partners with specialist knowledge of the hospitality industry, and the merged firm will continue to offer expertise across a diverse range of industry sectors including, family and privately owned businesses, manufacturing, transport, medical, property and construction, as well as NFP and aged care.

Shaun Mahony commented that the team will focus not only on helping businesses manage their finances effectively for long-term stability and growth, but it will truly partner with the community.

"There is nothing more rewarding to us as advisors than seeing our clients be successful. As we emerge from lockdown, the future is bright, and we are truly excited about the opportunities 2022 will bring. We want to support businesses and our clients to seize those new opportunities," said Mr Mahony.



Shaun Mahony

Michael Minter

Throughout the merger process, both Pitcher Partners and DFK Crosbie were united in their vision and mission, to putting clients and the community first.

"The firms' real strength is our fantastic people and we can assure our clients that on 15 November, that our focus will remain on exceptional service, and continuing to build personal relationships," said Mr Mahony.

The merged firm will have upwards of 140 team members, including 12 partners, and have offices located in Newcastle and Maitland. The five Directors of both firms well established wealth management practices will join forces as well.

The union will add to the strength of the Pitcher Partners national network, and globally through the Baker Tilly International network.

Newcastle office: 12 Stewart Avenue, Newcastle West

Maitland office: 20-22 Church Street, Maitland

Diageo and TAFE NSW offer free for hospitality industry

Global drinks giant Diageo has enlisted TAFE NSW and the Australian Hotels Association NSW (AHA

NSW) to support their 'Raising the Bar' COVID-19 response initiative, offering three free online hospitality licensing courses for existing workers and new entrants to the sector.

The three courses: Statement of Attainment in Responsible Service of Alcohol (RSA), TAFE Statement in NSW Liquor Licensee, and TAFE Statement in NSW Liquor Licensee (Advanced) are targeted to existing industry members to upskill and to drive more workers to hospitality venues in NSW.

In 2020, Diageo Australia pledged \$11.5 million to the Down Under instalment of 'Raising the Bar', through iconic Aussie brand Bundaberg Rum. The 'Raising the Bar' fund will invest \$11.5 million over two years to help venues in Australia adapt and emerge stronger from the COVID-19 crisis.

Diageo Australia Managing Director Angus McPherson said the fund has already provided thousands of venues across the country with targeted support which includes practical equipment to promote safe indoor and outdoor socialising.

TAFE NSW Teacher of Tourism and Hospitality Monique Fors said the free courses are delivered online and are available to anyone across the state who wants to learn how to comply and understand NSW liquor laws.

"These courses offer a great opportunity for people to upskill, whether you wish to become a compliant licensee, approved manager, club secretary, or simply require an RSA to secure bar and wait staff roles," Ms Fors said.

"As the online courses are self-paced, they can be picked up at any time of the day or week, such as in between work shifts."

The free courses are available until 30 June 2022. To enrol or find out more visit www.tafensw.edu.au/raising-the-bar.



AiGROUP

COVID-19 Complimentary IR Assistance

Employer access to industrial relations advice and resources on COVID-19 issues such as vaccination.

Includes unlimited access to our specialist advice line; regular expert updates on IR issues; webinars; and industry sector briefings. We specialise in helping employers navigate employment issues.

Go to www.aigroup.com.au/covid-19-ir-assistance/

HVTC recognised for excellence in training and WHS

The Apprentice Employment Network (AEN) NSW & ACT held their annual Group Training Awards via a virtual presentation on

8 October, with HVTC taking out two award categories.

The Excellence in Group Training award was presented to HVTC in recognition of the success of the HVTC Skills Highway PaTH Program and the strong commitment to providing skills training and employment opportunities for people across NSW.

HVTC were also awarded the Excellence in WHS category, reflecting the success of the "Incident Reporting, it's a Life Saver" campaign that was rolled out in January to encourage apprentices and trainees to think about safety in the workplace and report incidents or near misses as they occur.

"The recognition of these programs demonstrates HVTC's commitment to providing quality training opportunities for young people across NSW, as well as providing a safe work environment for all our apprentices and trainees," said HVTC CEO, Sharon Smith.

"After being named one of nine successful tenderers across the country for the Youth Jobs PaTH Pilot initiative, HVTC and the Central Coast Community College were able to provide employability skills training to almost 70 participants in the Hunter & Central Coast region, with funding provided by the Federal Government.

"The HVTC Skills Highway PaTH Program focused on giving young people the skills they need to enter the workforce and give them exposure to one of our four industry areas – engineering, electrotechnology, business, or community services.

"Participants were provided the opportunity to undertake a work placement, with a goal of the PaTH Program being to transition participants into ongoing employment, either directly or through an apprenticeship or traineeship.

"50 participants were successful in gaining employment either



during or after completing the program."

Sharon also commented on the success of HVTC's incident reporting campaign in light of receiving the Excellence in WHS.

"One of the greatest barriers that can face a Group Training Organisation in effectively managing safety is the lack of reporting," she said.

"The 'Incident Reporting, it's a Life Saver' campaign was an initiative to encourage HVTC's apprentices and trainees to actively think about safety and report incidents and near misses to our safety team if they occur.

"Through toolbox talks and social media content, HVTC kept the message front of mind for staff, apprentices, and trainees, and have seen great results so far.

"The initiative has seen an 86% decrease in HVTC's lost time injury frequency rate and a 32% increase in incident reporting.

"By focusing our efforts on safety engagement rather than safety compliance, we have been able to help create safer working environments for our apprentices and trainees.

"On behalf of all at HVTC, I would like to thank the Apprentice Employment Network NSW & ACT for these awards."

HVTC also celebrated Apprentice of the Year winner, Althea Kruizinga, during the virtual presentation event.

HIRE AN APPRENTICE OR TRAINEE IN 2022

The government's **Boosting Apprenticeship Commencements** program allows HVTC to support your business, offering a 50% wage subsidy for the first year of an apprenticeship or traineeship, and further subsidies in the second and third years.

As winners of the **Excellence in Group Training** and **Excellence in WHS** awards in the 2021 NSW & ACT Group Training Awards, HVTC are committed to providing quality service to our Host Employers and supporting our apprentices and trainees through to completion.

Contact HVTC to find out more about how we can support your business with these incentives!



Call us today!

1800 247 864

hvtc.com.au

skills change lives



Hunter Water ranked number one for customer service

Hunter Water has been rewarded for its sustained excellence in customer services after ranking first in a nationally-recognised mystery shopping

program ahead of more than 190 reputable organisations across many industries and sectors.

The water utility's customer-focused approach saw it claim top spot in the latest quarterly SenseCX Benchmark rankings, with a total score of 83.4% from October 2020 to September 2021.

Hunter Water also recorded some of its highest customer experience and satisfaction scores during the latest quarter.

Executive Manager Customer Services, Keiran Smith, said customers were enjoying greater ease, access and flexibility than ever before.

"The customer is at the heart of all that we do and our care, dedication and responsiveness to the community's needs has made us the benchmark when it comes to excellent customer experiences.

"We are the primary entry point for our customers and the community when they need to contact us across multiple channels, and we aim to make sure that experience is a positive one," said Mr Smith.

He added the number one ranking was well-deserved due to the outstanding work of the organisation's customer experience frontline teams.

"We understand the importance of speed and ease in every interaction and, despite the challenges with COVID-19 and a significant increase in customer interactions over the past 18 months, we have continued to show that we're among the best in the country at serving our customers.

"Our staff are locals and we all take pride in making sure our service builds connection and trust with our community, especially in the challenging times we see now," said Mr Smith.

Hunter Water's results have been benchmarked against 27 other water authorities and 193 organisations from the education, commercial, energy, and local government sectors. More than 30 unique criteria are assessed to measure the success and ease of customer interactions and the overall customer experience.

Port of Newcastle's sustainability measures recognised by NSW Government

Port of Newcastle's commitment to innovation and leadership in improving environmental practices has been commended by

the NSW Department of Planning, Industry and Environment's leading sustainability initiative, Sustainability Advantage.

Port of Newcastle has been awarded Silver Partner status in the Sustainability Advantage program, recognising the Port's significant sustainability achievements since the launch of its Environment Social and Governance Strategy (ESG) in 2019.

Port of Newcastle CEO Craig Carmody welcomed the Silver Partner status announcement and said the Port's ESG Strategy is critical to its ability to create a safe, sustainable and environmentally responsible Port for future generations.

"As custodians of the region's most critical asset, it is imperative that we think in decades not years or months. By taking this long-term approach to our business strategy and embedding ESG initiatives and thinking into everything we do, we are working to create a strong, thriving Port that continues to support local jobs and the economic prosperity of the Hunter and NSW economies," Mr Carmody said.

"Over the past two years we have made significant progress towards achieving our ESG Strategy commitments through key initiatives - including the transition of 75% of our vehicle fleet

to electric vehicles; and securing a 100% renewable energy contract for 90.5% of our electricity usage, the remainder to be fully renewable by end of 2021. To date, we have reduced 35% of scope one and two emissions directly generated by Port of Newcastle. It is fantastic to have those efforts recognised through Sustainability Advantage awarding Port of Newcastle Silver Partnership status in the program."

Sustainability Advantage Director Mick O'Flynn said Port of Newcastle has made remarkable progress in their sustainability journey since joining the program in 2019.

Port of Newcastle Senior Manager ESG Jackie Spiteri said through the Sustainability Advantage program the Port has been able to align its ESG and diversification strategies with the principles of the United Nations Sustainable Development Goals.

"Port of Newcastle's membership to the Sustainability Advantage Program has been a critical tool in guiding the development of the Port's sustainability commitments set out in our ESG Strategy. By aligning sustainability initiatives across our operations with the United Nations Sustainable Development Goals we are taking a leadership role in the business community and are actively contributing to sustainable development targets globally," Ms Spiteri said.

"Port of Newcastle's ESG Strategy lays out our commitment to Net Zero by 2040 and Science Based Target initiative of 30% reduction greenhouse gas in line with below 2-degree trajectories."

Through the introduction of Port of Newcastle's renewable energy contract the Port has also been able to reduce emissions from tenants operating within its embedded networks, a total of 3570 tonnes of CO2e Scope 3 emissions to date.

This recognition follows the Port of Newcastle securing an industry first Sustainability Linked Loan (SSL) in April which directly links the cost of its debt to achieving its science-based emission reduction targets.



Newcastle's direct route to Cairns returns in December with season extension

Jetstar has announced that their direct service to Cairns will be taking off again from December 17 and that the season will extend at least until 30 April 2022.

Newcastle Airport CEO Peter Cock says the extension of the service is a resounding vote of confidence for our region.

"He said that with the Victorian border open and Queensland following suit in December, this announcement by Jetstar is the result of the strong community support for this route.

"Our inaugural Cairns service, which launched earlier this year, was very popular, so to have it resume and extended out to 30 April 2022, is a real shot in the arm.

"This Jetstar service will be a perfect solution for those who are looking to spread their wings and get away for a drop and flop holiday or do something more adventurous.

"It offers the chance to travel to a tropical destination for the Christmas holiday period or enjoy an autumn break."

BAE Systems Australia to expand footprint at Astra Aerolab

leading defence and security companies by securing a pre-commitment to expand its presence at Newcastle Airport's Defence estate.

BAE Systems, which employs around 5,000 people across Australia, has signed a 34-year extension on its current lease at Newcastle Airport and has also entered into a new pre-commitment for up to 4.4 hectares of land on Astra Aerolab – Australia's Premier Defence and Aerospace Precinct, which offers airside access to RAAF Williamtown and Newcastle Airport.

The agreement sees Astra Aerolab providing a full range of property services, including future development of facilities on the pre-commitment land.

Newcastle Airport CEO, Dr Peter Cock said BAE Systems' commitment and expansion at Astra Aerolab will propel the development of this world-class aerospace precinct.

"The importance of this agreement cannot be overstated," he said.

"As Australia's premier fast jet base, RAAF Base Williamtown is home to a vast majority of Australia's F-35 Joint Strike Fighters. BAE Systems Australia plays a key sustainment role in the Asia Pacific region for the F-35 program and as such is looking to increase its presence and resources at Williamtown.

"This new footprint will allow the development of a bespoke facility adjacent to its current site that will see a significant expansion of BAE Systems' world class local workforce.

"Their commitment to a future presence at Astra Aerolab is an important step in ensuring we continue to deliver on our promise of being uplifting by building a thriving, world leading defence and aerospace ecosystem at Williamtown.

"This is also an early win for the NSW Government's Williamtown Special Activation Precinct in attracting further jobs and investment, turbo-charging and diversifying the regional economy in the process.

In a significant show of confidence in Astra Aerolab and the Defence and Aerospace industry at Williamtown, BAE Systems Australia has strengthened its position as one of the

BAE Systems Australia's Managing Director of Defence Delivery, Andrew Gresham said "BAE Systems is delivering significant support for Australia's F-35 fleet and this offers extensive opportunities for Australian industry.

"Astra Aerolab will facilitate the continued development of our capabilities and resources in support of the F-35 Joint Strike Fighter. There is an exciting future ahead for Williamtown."

Reflecting on the success of this signing and what it means for the region, Deputy Premier and Minister for Regional NSW Paul Toole said "Today's announcement is a significant milestone for the Williamtown Special Activation Precinct. It shows the confidence major players like Newcastle Airport and BAE Systems have in our vision to drive investment in regional NSW, generate more and better paying jobs and help to create a world-class defence and aerospace hub."

State government funding for heritage projects across Maitland

Maitland City Council was successful in its application for \$153,000 in state government funding for heritage projects across Maitland as part of the

latest round of Heritage NSW Grants.

The funded projects include: a Morpeth Aboriginal Cultural History Project that seeks to embrace, document and share the rich Aboriginal history of the Morpeth area; public interpretation and documentation of the historically significant Maitland Town Hall; continuation of the staged conservation works on East Maitland Glebe Cemetery; and the development of 'Water Works!', a digital tour experience of the water pumping technologies at Walka Water Works.

Council's Manager Strategic Planning Andrew Neil says 'these projects reflect the richness of significant places in Maitland and will result in newly researched, conserved and presented information on Aboriginal, industrial and built heritage.

The projects will be undertaken over two years between 2021 and 2023.



shaw | gidley

insolvency reconstruction

Corporate Insolvency & Personal Bankruptcy Specialists

www.shawgidley.com.au

Upgrade funds for Hunter Sports Centre

Lake Macquarie City Council has welcomed a \$10 million Federal

Government funding commitment towards the expansion of the Hunter Sports Centre at Glendale.

The Building Better Regions funding will allow Council to proceed with a long-planned \$25.7 million expansion of the premier sports venue that will nurture the athletes of tomorrow, drive event tourism and support our sporting community.

Mayor of Lake Macquarie Kay Fraser joined the Deputy Prime Minister and Minister for Infrastructure, Transport and Regional Development, Barnaby Joyce, at Hunter Sports Centre today for the official announcement of the grant.

"This is exciting news for our city that will bring more major events to Lake Macquarie and our region and provide state-of-the-art facilities for the benefit of our community," Mayor Fraser said.

"Through this partnership with the Federal Government, Council will deliver a multi-purpose, world-class sporting facility supporting a diverse range of activities."

Key features of the shovel-ready project, which has DA-approval from the Regional Planning Panel, include the following:

- 4505 sqm expansion
- Athletics track improvements (potential World Athletics Class 1 classification)
- New community, meeting and function rooms
- Improved health, fitness and treatment facilities

The expansion will also improve site access and safety, provide additional car and bus parking, and a new signalised pedestrian crossing.

It will boost annual visitation to the Hunter Sports Centre by 80,000, bringing an expected 260,000 visitors a year, with flow-on benefits to the local economy of more than \$16 million. The project will create more than 100 direct and indirect jobs during the construction phase.

Mayor Fraser said the expansion would boost the Hunter Sports Centre's standing as one of the region's premier sporting precincts, complementing other sporting facilities across the Hunter and Central Coast.

"This will better position the city and region to bid for major state, national and international events such as the 2022 Australian Deaf Games, which Lake Macquarie will co-host with Newcastle next year," Mayor Fraser said.

Council will release a tender for construction of the extension in the new year.

The Hunter Sports Centre expansion was one of three Lake Macquarie City Council projects funded through round five of the Building Better Regions Fund. Council also received \$85,000 towards the extension of the Creative LAKE Art Trail and \$40,000 to part-fund a study that will forecast demand for jobs, housing and services in the growing Morisset area, facilitating the development of an economic action plan.

Athletes Rose Davies and Nick Moroney, Lake Macquarie Mayor Kay Frasey and Deputy PM Barnaby Joyce



Grants to support Newcastle jobs and business growth

A transition to clean energy, developing solutions to grow a circular economy and connecting refugees to career pathways have received funding under

City of Newcastle's Community Support Grants Program.

Lord Mayor Nuatali Nemes said the annual grants program will direct much-needed funds into developing opportunities in the local economy as the city emerges from a lengthy COVID-19 lockdown.

"Our community is recovering from the recent lockdown and City of Newcastle's annual Community Support Grants Program, along with the Infrastructure Grant Program, will inject over \$450,000 directly into the local economy including targeted support to create more jobs and build business opportunities," Cr Nemes said.

Hunter Jobs Alliance Coordinator, Warrick Jordan, said the Clean Energy Transition Community Engagement Program will prepare the community for the changes and opportunities that will arise as Newcastle transitions to clean energy.

The Global Table Collective, which provides opportunities for women from refugee and multicultural backgrounds, has also received grant funding. This initiative builds skills and experience in the catering of food from their countries of origin to build social connections and job readiness for a future career in the local hospitality industry.

Financial support has also been directed to Go Circular's Hunter 100: Circular Economy Youth Leadership Project which harnesses young people's passion to protect our climate by providing them with the skills, networks, and confidence to solve problems around transitioning to a regenerative circular economy. The program pioneers career opportunities for emerging students in the Hunter.

In August, City of Newcastle announced the expansion of the Community and Economic Resilience Package, which will see at least \$10 million invested into the local economy and the creation of hundreds of local jobs through an expanded capital works program.

City of Newcastle has funded training initiatives across a range of areas through its NewSkills program, which aims to address a wide variety of industry specific skills gaps over the next two years.

Scheme to cut peak energy use and save \$1.2 billion

The NSW Government is investing \$25 million into a world-first energy efficiency scheme that gives incentives to NSW households and businesses for installing

efficient appliances that use less energy during peak times.

The 'Peak Demand Reduction Scheme' is expected to start in the 2022-23 summer, to reward consumers who use their energy efficient devices with cheaper bills.

The NSW Government's investment will support the development of emerging technologies and software that allow households and businesses to take advantage of the initiative.

More fuel switching activities will also be added to the state's existing Energy Savings Scheme. This will include incentives for households to switch to solar and heat-pump hot water systems, and for businesses to replace gas, diesel or grid supplied electricity with renewable energy technologies.

Minister for Energy Matt Kean said the scheme is expected to save consumers \$1.2 billion on their energy bills between 2022 and 2040.

"There are so many easy ways to reduce our peak consumption without impacting our way of life," Mr Kean said.

"By reducing peak demand, we can supply power to everyone who needs it, when they need it, at a lower cost."

THE SOUND OF THE HUNTER

YOUR LOCAL - 2NURFM 103.7

135,000

People listen to
2NURFM in Newcastle
every week *

178,000

People aged 25+ listen
to 2NURFM in Newcastle
every month *

To learn more about how your
business can sponsor and benefit
from the 2NURFM audience please
contact sales@2nurfm.com



2NUR_{FM}

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

Newcastle 500 to return as Supercars season opener

Championship series converging in the city for the Newcastle 500 on 4-6 March.

The flagship event was rescheduled from the final event of the season to the first race of the 2022 season, following a two-year hiatus due to COVID-19.

Newcastle Lord Mayor Nuatali Nelmes said the confirmation of the event date provides certainty to local residents and businesses and is a welcome boost to the economy and racing fans' spirits following prolonged COVID-19 restrictions.

"This is a welcome announcement for our residents and businesses which confirms that the Christmas and January holidays will be unaffected by the track set-up.

"Newcastle's beaches will remain accessible to the public during the track installation period in February through the usual road connections, and during the three-day event by following Bathers Way from King Edward Park.

"Businesses can also now prepare for the post lockdown busy trading period over the summer and hopefully enjoy the extra visitation and economic benefit that Supercars brings.

"Event organisers will work with NSW Health to deliver a robust COVID-safe event that adheres to Public Health Orders to ensure the safety of our community."

The five-year agreement to host the Newcastle 500 concludes with the 2022 event. City of Newcastle will undertake a full analysis of the event, including economic benefits to the region and impacts on residents. A report will come back to the elected council to determine any extension beyond 2022.

Like with previous events access to the beach and facilities will remain open both during a shorter bump-in and during the event. Council's expectation is that the event organisers will minimise disruptions to residents and beachgoers in the lead up to the event.

City of Newcastle CEO Jeremy Bath said talks are ongoing with Destination NSW and Supercars Australia regarding the future of the event in Newcastle.

"We look forward to reviewing the outcomes of the new time slot and Newcastle being host of the first race of the season," Mr Bath said.

"Newcastle has cemented its rightful place as a premier events destination and we have our eyes set on an event-led economic recovery, with an impressive line-up of potential major events being planned for 2022."

Newcastle's economy and COVID-hit tourism industry is set to benefit from the season opener of the 2022 Supercars

Wickham Village Hub precinct set for expansion

industrial suburb into an urban residential neighbourhood that supports Newcastle's reinvented west-end.

The Wickham Masterplan was first developed in 2017 in partnership with the community and guides City of Newcastle's planning decisions and delivery of urban renewal within Wickham. The updated Masterplan continues with the vision for Wickham and will guide future redevelopment of land. It also addresses the challenge of mine subsidence in the area while providing important public domain improvements for the community.

Newcastle Lord Mayor Nuatali Nelmes said the Wickham Masterplan is an important tool for bringing vital community infrastructure to Wickham, while also protecting the suburb's village character and feel.

"The community told us that retaining the character of key areas like the Village Hub was vital, and the updated Masterplan reflects this with a revision of housing types and expansion of the Village Hub precinct," Cr Nelmes said.

"The updated Wickham Masterplan also takes into consideration

An updated vision for Wickham will see the Village Hub precinct expanded, turning what has been a semi-

the importance of community infrastructure including new footpaths and cycleways, and green space, with a related Public Domain Plan now underway to clarify requirements for coordinated streetscape renewal, including footpaths, roads and tree plantings."

Deputy Lord Mayor Declan Clausen said the updated Wickham Masterplan addresses the challenges and opportunities that have arisen since the original Masterplan was developed in 2017.

"Wickham continues to attract new residents. The updated Masterplan guides the way that Wickham grows and takes shape, taking advantage of its connection to public transport, the CBD, harbour and great parks," Cr Clausen said.

City of Newcastle Manager Regulatory, Planning and Assessment Michelle Bisson said the updated Wickham Masterplan incorporates height limits and greater set back controls on land bordering the Village Hub to protect the character of the residential precinct.

"The updated Wickham Masterplan also reflects updated risk assessments for the issue of mine subsidence," Ms Bisson said.

"Recent assessments by Subsidence Advisory NSW have found that the risks of subsidence from old mine workings in Wickham are more extensive than previously anticipated, meaning building densities have been reduced in some areas affected by subsidence risk," Ms Bisson said.

"Expansion of the Village Hub along Bishopsgate Street is widely supported by the community following the exhibition period, along with maintaining the 10-metre height limit," she said.

Following consideration of public submissions, a site at the western end of Bishopsgate Street will remain in the Emerging Industry Quarter as per the 2017 Masterplan. Greater set back controls will apply on the boundary to minimise impacts and maintain streetscape character in the residential precinct. The site was formerly occupied by a service station and an industrial building.

Port of Newcastle achieves top GRESB ranking in Oceania sector; second globally

Port of Newcastle has been awarded first place in its sector in Oceania and second

place globally by GRESB, the world's leading environmental, social and governance (ESG) benchmark. The GRESB score is an overall measure of ESG performance, represented as a percentage, which gives quantitative insight into ESG performance over time and against participating peer organisations.

"Just three years ago at the beginning of our sustainability and diversification journey we started with a GRESB score of 40. We jumped to 75 last year and now in 2021, we are ranked first across participating ports in Oceania and second globally having achieved a score of 92 out of a possible 100," said CEO Craig Carmody.

"This is a great achievement for the Port of Newcastle, and we are committed to doing more to build on our sustainability initiatives into 2022 and beyond.

"We welcome these rankings, particularly the GRESB first place ranking achievement in the Oceania sector. It provides important comparison for the Port as to how we are tracking against other ports and organisations in measuring our progress against the leading global standards for best sustainability practices."

This year, Port of Newcastle achieved GRESB 5 Stars, the highest rating and recognition for being an industry leader.

The GRESB number one ranking Bulk Goods Port achievement is the result of a multi-year effort across the Port to diversify for the future and embed Environment, Social and Governance (ESG) practices across the business and its culture.

The Port of Newcastle's ESG Strategy sets out the Port's commitment to Net Zero by 2040 and approved Science Based Target initiative target of 30% reduction greenhouse gas in line with below 2-degree trajectories. The Port is also committed to undertaking GRESB benchmarking annually.

NCYC clubhouse facilities among Australia's best in size and style

Newcastle Cruising Yacht Club (NCYC) now has clubhouse facilities to rival the best in Australia in terms of size and style, following the opening of its Stage

3 harbourfront development.

With the building doubled in overall size, bar, dining and lounge space has actually tripled as the new upper storey is available for members and guests rather than being dedicated to corporate offices.

It allows the club to host anything from intimate weddings and functions, right up to gala dinners and corporate events catering for 300 people. There is also a newly opened Nautica Dining restaurant, offering high-class a la carte meals and bar classics.

The project, undertaken by Williams River Steel with internal design by EJE Architects, completes the vision of the club's founders, who allowed for footings and other works in their original scoping.

"The location really justified having luxury finishes and a high-quality drinks and dining experience for our members and guests," NCYC Commodore Steve Rae says.

"It's one of the biggest and best all-weather club spaces you'll find, especially right on the waterfront."

Included in the development was an all-new kitchen, which is centrally located in the lower, open-plan bar and dining area.

The area formerly occupied by the kitchen is now the Foredeck room, with high bar tables and glass doors that flood the area with light and air. To cater for functions, it can be enclosed.

The bar has new café-style tables, flowing into a relaxed, sunlit drinking space, then the new Regatta Room dining area. Full-width glass doors lead to an outdoor zone, which has a mix of table settings, bar stools and lounges.



Frameless glass panels can enclose the Regatta Room for functions of up to 150 people. The nearby Trophy Room is also glass-enclosed and suitable for corporate meetings or private dining groups of up to 10 people.

Upstairs has a new space called The Bridge, with a long table flanked by leather chairs. It is ideal for training, board meetings and corporate entertaining during the day, or private dining functions at night with 10-20 people. Glass doors again lead to a balcony with tree-filtered views of the marina and trawler jetty.

The Retreat is a smart-casual, members-only space with a piano surrounded by dining and coffee tables. It can be reserved by members for private banquets and stand-up cocktail events, while visiting regatta sailors also can use it as a dedicated area to mingle.

Nautica Dining is a fresh culinary experience, owned and operated by the NCYC with Luke Carpenter appointed Executive Chef and leading an eclectic and dynamic kitchen team of nine, most of whom have worked internationally.

2022 HUNTER INVESTMENT PROSPECTUS NOW SEEKING SUPPORT



We are currently seeking support for the 2022 edition of the Hunter Business Investment Prospectus, the annual hard copy and online publication that promotes the Hunter Region as a smart business, investment and lifestyle choice.

SUPPORT THE HUNTER WHILE ALSO PROMOTING YOUR ORGANISATION

For further information please contact Hunter Business Publications Pty Ltd on (02) 4062 8133 or email garry@HBRmag.com.au

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

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

Property Council calls for economic recovery strategy to focus on housing

The Property Council of Australia has welcomed the NSW Government's Economic Recovery Strategy but has called on the government to further guarantee the economic recovery through a housing-led recovery.

NSW Executive Director Luke Achterstraat welcomed the overall measures in the strategy including the \$183 million for social housing but said the opportunity for a broader housing-led recovery should not be missed.

"The most recent lockdowns have cost NSW over \$50 billion. To have an enduring and effective recovery we need further reform to drive a housing-led recovery," Mr Achterstraat said.

"We need a strong and sustainable pipeline of housing in many locations of a variety of types to support the people of NSW. This requires the supply and provision of properly planned land.

A housing-led recovery through faster and more streamlined approvals in NSW can assist our economic recovery from the pandemic.

"We need the twin engines of property and construction firing on both cylinders to provide the economic stimulus NSW needs on the back of the pandemic. The housing industry provides thousands of job opportunities for a wide range of professions, for all ages and skills levels, from apprentices to engineers to architects.

"The COVID-19 lockdowns have highlighted the security and safety a home and a job provide. On this basis, the Property Council calls on the Premier of NSW to establish a 'Premier's Priority' to fast-track the supply and range of housing across NSW."

Mr Achterstraat said industry would continue to work with the Premier.

"We look forward to the Premier focusing on strategies to increase the housing supply that NSW so desperately needs. Never has the need for housing and jobs been more important than during this pandemic, and a housing led recovery can bring jobs and homes to the state."

Real estate is a numbers game

Steven Dick
MOVABLE

At last, there are matters other than COVID-19 absorbing the attention of mainstream media, and one issue that came across my desk was housing affordability.

Well, the issue of affordability gained my attention for several reasons. Not the least that my daughter is trying to save to buy her first home. And how her rent gouges her savings. Meanwhile, property values keep going up and up and up, yet wages are stagnant.

Yes, it's true that as an owner of a real estate agency such as Movable, you'd think I'd be rolling in clover about the dizzying property prices and lack of wage growth, but I'm not. I'm concerned as a matter of fact, especially by the cacophony of statistics constantly used by the spruikers that can be confusing. What's that old saying? "Lies, damned lies and statistics". So, what do all the common real estate metrics mean?

Average House Price

This is the total value of all houses sold in an area divided by the number of properties sold. As an example, assume five properties sell in a particular area, \$510,000 - \$525,000 - \$550,000 - \$750,000 and \$1,200,000. The total value is \$3,535,000 divided by 5 = \$707,000, the Average House Price.

Median House Price

This statistic refers to the value of the middle house and is the number most used by the media. In other words, with the median house price, there are as many properties sold below its value as is sold above it. In the example above, the median house price is \$550,000.

Then there is the change in the median house price. Say the three lower value properties come back into the market and resell at the same price – the median price would then be \$525,000.

Price to Income Ratio

Worldwide statistics companies tend to use an affordability index that is a ratio of the median house price divided by the median household income for large cities. Usually, in Australia, these publicised figures tend to centre on the percentage of household income spent on mortgage repayments.

While this is an excellent example of affordability, it adds other variables and assumptions into the comparison. Traditionally Australian households have managed to exist on directing 30% of their household incomes towards a mortgage. However, the latest commentary suggests we are approaching 45% or more.

The other point is that these statistics overlook Greater Newcastle. While we have an economy larger than Tasmania, our data is rarely, if ever, provided.

So, with a bit of extrapolation, how do we fare on the affordability ladder? By applying a 1.5% per annum increase to the median household income from the 2016 Census and using REA's median Newcastle house price, our current ratio is 17.90. That places us as the 50th most expensive city globally on the NUMBEO cost of living price index for 500 cities.

That said, Newcastle is better off than Damascus, Syria at 78.42, Hong Kong 45.71, or Paris and Moscow in the 21s. However, London, Paris, Vienna, Florence, Tokyo, Vancouver, New York, and Zurich are more affordable - with Sydney coming in at 9.64.

Take the numbers and choose to auction

As one of my colleagues said in the office the other day, the moral of this numeric story is, "If you are going to sell, you are crazy if you don't go to AUCTION".

Whether it's an industrial, commercial or residential property, MOVABLE has three in-house auctioneers and can auction online, on the street (COVID allowing) and via Openn Negotiation.

Openn Negotiation is an online auction platform that allows total transparency to all bidders and the seller with the auction starting the moment it's listed on the web.

For further information contact MOVABLE on (02) 4915 3000.



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

New home sales strengthen in September

Sales of new detached houses increased by 2.3% in September compared to the previous month according to HIA Economist Tom Devitt.

The HIA New Home Sales report – a monthly survey of the largest volume home builders in the five largest states – is a leading indicator of future detached home construction.

"It has been over six months since the end of HomeBuilder in March 2021 and sales have remained resilient," added Mr Devitt.

"In the six months from April to September, New Home Sales were 9.3% above the same period in 2019 and 0.8 per cent above the same period in 2018.

"On a quarterly basis too, the last three months were up by 7.4% and 0.6% on the same quarters in 2019 and 2018, respectively.

"These are the best years for comparison, rather than 2020, as they pre-date both the pandemic and the HomeBuilder stimulus.

"These relatively strong sales will ensure that the boost in home building flows through to the second half of 2022. When combined with the ongoing strength in renovation activity the home building sector will continue to pull the economy forward for at least the next year.

"This will continue to see high demand for skilled trades and ongoing employment opportunities in the sector into the second half of 2022," concluded Mr Devitt.

In the six months to September 2021, Western Australia led the pack, up by 46.3% compared to the same period in 2019, followed by New South Wales (+34.6%), Queensland (-0.8%), Victoria (-6.1%) and South Australia (-13.4%).

Leah Jay wins two major awards

Leah Jay announced as NSW Property Managers of the Year at the virtual REINSW 2021 Awards night.

Now into its 25th year, the Real Estate Institute of New South Wales (REINSW) Awards for Excellence is the most prestigious and respected industry awards in NSW and recognises the best, bravest, and brightest work across the industry.

The winners of the 2021 REINSW Awards for Excellence were revealed online again this year, and the entire Leah Jay team celebrated via zoom when they were awarded the coveted NSW Residential Property Management Team.

In what was the most competitive category of the Awards with nine finalists in the final round, Leah Jay is extremely proud to have taken out this title. This recognises the efforts of the entire team across all three Leah Jay offices.

The second award, Operational Support, was won by Leasing & Inspection Unit Manager Rebecca Eveleigh. Rebecca has been with Leah Jay for 6 years and is the highly valued leader of the Leasing team, a team that has gone through fundamental changes over the challenging COVID-19 period.

"It's wonderful to see Rebecca, a long-standing member of our team, recognised at these prestigious awards," Cassandra Lantry, General Manager said.

"It is testament to Bec's commitment to her professional development, and her unwavering belief in the Leasing team and what they are trying to achieve."

Presented by the peak industry body in NSW, the Awards for Excellence are among the industry's most prestigious accolades and are considered the top honour for property managers and real estate agents in NSW.

"Our nominations in two categories, 'Operational Support' and 'Residential Property Management Team', demonstrate the work we do behind the scenes to stay at the forefront of property management," Cassandra Lantry, General Manager said.

Leah Jay has an extraordinary history with the Awards, having consistently been nominated in multiple categories since 1994. With 10 wins and 27 nominations over the past 25 years, Leah Jay is the most awarded property management agency in NSW.



MOVABLE

SALE

8 Glenelg Street, Raymond Terrace **153sqm***
 Investment – 5 + 5 Year Lease. R(3) Medium Density Resi.
 Net Income: \$26,442pa **STEVE DICK 0425 302 771**

SALE

8/26 Oakdale Road Gateshead **57sqm***
 Vacant office in an industrial complex in coveted location.
 By Open Negotiation **STEVE DICK 0425 302 771**

LEASE

7 Poynton Place, Thornton **From 245sqm***
 Brand new architect-designed strata offices with parking.
 From \$58,800pa + OGs + GST **ALAN TONKS 0474 744 422**

LEASE

Suite 5/29 Smith Street Charlestown **284sqm***
 Well appointed office, 12 work stations and 7 on site car parks.
 Lease \$110,000 Gross + GST **JASON MORRIS 0425 302 778**

LEASE

16 Paddock Place, Rutherford **320sqm***
 Stand-alone industrial with workshop, offices & hard stand.
 Lease \$45,000pa + OGs + GST **PAUL TILDEN 0425 302 772**

movable.com.au

*Approximate



PKF

Newcastle accounting and business advisory firm, PKF, has announced the promotion of **Jackie Marriott** to Principal. Her dedication to her clients is shown through the exceptional support and services she provides, as well as her drive to exceed client expectations.



LAMBOURNE PARTNERS

Lambourne Partners has announced that **Joel Briggs** has joined the Wealth team as a Senior Advisor. With over 14 years of experience in the Wealth and financial planning profession, Joel has held roles as a Senior Financial Advisor across the banking and private sectors and within one of Australia's most significant superannuation funds.



peoplefusion

Lani Fahey has joined the team at peoplefusion as a Temporary Recruitment Specialist. Throughout her career Lani has always valued the team culture within a workplace and believes that the right fit of people leads to improved productivity and personal satisfaction within a team. Lani nurtures and builds rapport with clients and is dedicated to ensuring temp candidates believe in themselves and utilise their strengths to broaden their skillset.



THE MUTUAL BANK

The Mutual Bank has appointed **Aleisha Taylor** as Chief Financial Officer. Aleisha brings 19 years of local and national accounting and finance experience to the bank – having worked for PwC, the University of Newcastle, Life Without Barriers and The Maitland Benevolent Society. She said The Mutual Bank's approach to corporate social responsibility and its corporate values make it an attractive place to work. Born and raised in Maitland, Aleisha said it is nice to be working for a local success story.



PKF

Dedicated to the Newcastle and Hunter region, **Hanna Barry** of PKF, has been promoted to Principal. Hanna has spent over 10 years learning her craft and deep diving into her clients' businesses to ensure that she knows the business like it were her own.

**THIS COULD BE YOUR
NEWEST EMPLOYEE!**

LET US KNOW ABOUT YOUR PEOPLE!

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

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

Submissions are **FREE** but subject to editorial control.



ARE INTEREST RATES ON THE RISE?

Predicting interest rates is fraught with danger as it involves predicting the future and the possibility of significant unforeseen circumstances but with official Australian rates at historic lows the next move is almost certainly up.

A few months ago, interest rate pressures appeared to be fairly benign, and the Reserve Bank was expecting no movement in official rates until 2024.

However, recently there has been evidence of some global and domestic inflationary pressures and there have been some increases in market interest rates. The expectation is now that official interest rates may increase sooner than previously expected.

Official interest rates are of course the Reserve Bank's primary tool to control inflation.

Most of the inflationary pressures are currently cost driven, however, including a rise of some 7.1% in automotive fuel for the September quarter.

Using interest rates to control inflation is much more effective when inflation is fuelled by excessive demand and not cost driven.

Whilst it is unlikely there will be major increases in official interest rates in the near future even small increases are likely to have significant impacts in the post-COVID recovery, so the Reserve Bank needs to tread very carefully.

Many borrowers, have taken the opportunity of taking out large loans and will be very sensitive to even fairly small rises in interest rates, leading to increased pressures on businesses and reduced consumer spending.

For those looking at taking out new loans, as always, it is advisable to consider the impact of say a 3% increase in interest rates on your ability to repay. Hopefully, we will not see this type of increase for some time, but one can never be certain about the future.

It may also be advisable to consider fixed interest loans and whether they suit your circumstances. Although you may have increased repayments early in the term, you will have the comfort of mind knowing that you will not be affected by any sudden increases in rates and future budgeting is easier.

THE MUTUAL BANK'S CONTINUED STRONG RESULTS MEANS JOBS AND SUPPORT FOR THOSE IN NEED

Hunter-based The Mutual Bank has reported another strong set of financial results to create local jobs while extending support for customers and communities in need. While COVID-19 lockdowns forced the postponement of their AGM, the bank has released its Annual Report.

The member owned bank has posted a profit after income tax of \$3.5 million, up 3.9% on the previous year. Loans funded increased by 28% to \$220 million bringing the total loans and advances to \$680 million, an increase of 10.8%. Total assets are up 7.4% to \$902 million and members equity is \$56 million, up 6.7%.

Chairman Trevor Robinson said the results show remarkable resilience and growth despite the many challenges during the year. Mr Robinson said the profit will be reinvested back into improved member services.

He said the bank is approaching the end of its current three-year strategic plan, which has delivered initiatives to modernise and improve member services. Initiatives include: upgrading its core banking system; introducing Apple Pay and Google Pay, and a new People and Culture Plan with refined corporate values of "Integrity, Respect and Care".

"The Mutual Bank is the only local bank offering the Federal



Government's First Home Loan Deposit Scheme, New Home Guarantee, and the inaugural Family Home Guarantee to support first home buyers and single parents," Mr Robinson said.

CEO Geoff Seccombe said a booming local home loan market and continued low interest rates are driving the bank's growth. But Mr Seccombe believes the bank is retaining members and attracting new ones by investing in new digital banking services while maintaining traditional customer service.

He said The Mutual Bank is the only financial institution with a branch in Mayfield and Dungog after other bank branch closures.

"We're proud to buck the industry trend of permanent bricks-and-mortar closures in regional and rural areas," Mr Seccombe said.

"Yet, we were the first local financial institution to offer both Apple Pay and Google Pay," he said.

He said a new member survey showed while digital banking is now the preferred way of banking, people still want the bank to have a local presence. The survey showed 80% of members were either very satisfied or satisfied and that "excellent service" was the top reason for choosing The Mutual Bank.

Mr Seccombe said the bank's strong financial position and growth saw it employ 20 new staff in 2020/21. It also enabled support for members facing financial hardship through the pandemic and NSW floods as well as more support to community organisations. Some of the organisations to benefit from an increased sponsorship budget included: the Mentor Support Network whose refugee education program was at risk of defunding; Newcastle Food Month to support the revival of struggling hospitality small businesses; and the new Maitland Football Club's Women's Premier League team, who took out the 2021 Women's State Cup.

Mr Robinson and Mr Seccombe both thanked and praised the bank's staff for their resilience and hard work.

"Throughout the challenges of the past financial year, one thing that has remained unchanged is our team's focus and dedication in serving our members and community."

"Most importantly, we thank our members for their support in choosing to bank with us."

The Mutual Bank's Board has farewelled retiring director, Bruce Arnott, but welcomed new Director Sharon Howes. The bank's other directors are Chairman Trevor Robinson, Melinda Smith, Steve Meyn, and Deb Mirisch.

Better Business Banking

- ✓ Business Accounts
- ✓ Business Loans
- ✓ Payment Solutions
- ✓ Local Support
- ✓ Branches Open Six Days

Talk to us...

themutual.com.au | 1300 688 825

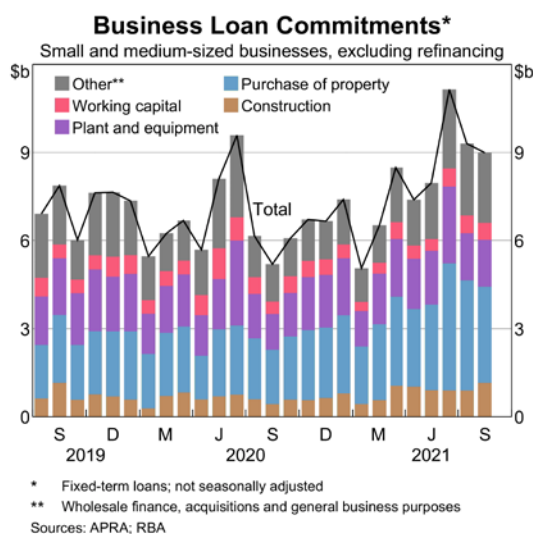
Eligibility criteria, terms, conditions, fees and charges apply to all loans and are available on application. Please review our Product Disclosure Statement, Target Market Determination, Terms and Conditions, Financial Services Guide, and Credit Guide, before deciding to acquire a product or payment facility. Issued by Maitland Mutual Limited trading as The Mutual Bank, ABN 94 087 651 983, AFSL / Australian credit licence 238139.

TO BORROW OR NOT TO BORROW

Peter Nicholson
PKF Sydney & Newcastle

There is no doubt that we have all faced unique and significant challenges in 2020 and 2021. The initial concerns that were held for business solvency and the follow-on impact on unemployment saw Government/s, Government agencies, regulators and many lenders take immediate steps to support business borrowers. This was unprecedented. In the main, business owners responded brilliantly, with the spectre of potentially harsh action by lenders removed, they focused on rapidly 'pivoting' their business model to suit the prevailing market conditions and accelerated the use of technology and social media platforms to interact with existing customers and attract new customers.

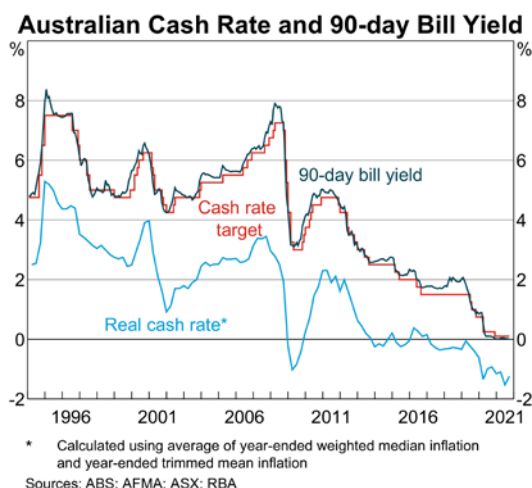
Whilst lenders tightened their assessment criteria for new lending initially, by the first quarter of 2021, most had reverted to "pre-Covid" policies. This position has been maintained throughout 2021. As evidenced in the following chart, after the initial "shock" in the June quarter of 2020, business lending commitments have been trending up, with lending for property & construction growing strongly.



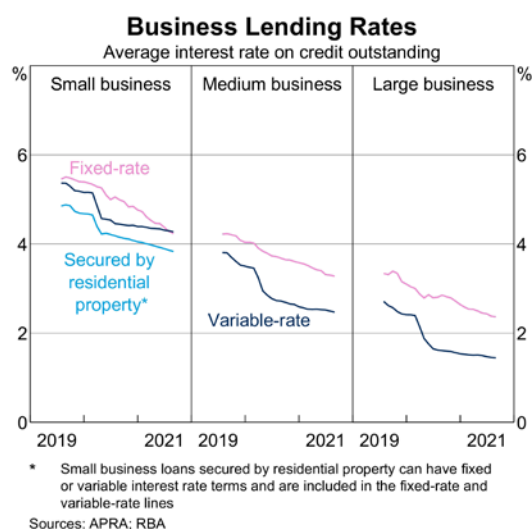
Source: Reserve Bank of Australia, 2021

Interest rates have been on a general downward trend since the "Global Financial Crisis", a time when lenders reacted in a less supportive manner. Since that crisis, we have seen an enquiry into small business lending and the Bank Royal Commission. The outcomes of these enquiries have damaged the reputation of the Banks and undermined the trust of many customers. Additionally, the implementation of recommendations and greater oversight by banking regulators has seen tightening credit policies across the industry. These changes have provided the opportunity for a significant increase in participants in the Australian lending market. New lenders such as Neo-Banks, specialist financiers, Credit Funds and Private Lenders as well as some traditional equity investors; Private Equity Funds, Hedge Funds and Institutional Superannuation have entered, resulting in the greatest number of competitive lender options ever experienced in Australia.

Many non-bank lenders choose to focus on a specific market segment, certain industries, or a lending product



Source: Reserve Bank of Australia, 2021



Source: Reserve Bank of Australia, 2021

type and because of this, have a deep understanding of relative risk and opportunities and can provide timely and relevant structures, reporting requirements and covenants. They are also less reliant on property security when lending to businesses with demonstrated cash flow.

There are also a growing number of lenders that are focusing on supporting growth businesses with structures that may include 'hybrid' debt/equity solutions, allowing the lender to participate in some "upside" of the growth to support a more 'aggressive' lending position.

So, the questions for business owners and executives are:

- With an incredibly competitive lender landscape and record low interest rates, is it time to explore your borrowing potential?
- How do you ensure that your existing lender is giving you the best deal available? If they are not, how do you navigate the myriad of lenders, compare lenders rates, fees, and terms & conditions to ensure that you do get the best deal & structure, without a dedicated advisor?

For more information contact Peter on 02 8346 6000 or email pnicholson@pkf.com.au



Peter Nicholson is a Director of the PKF Debt Advisory and Debt Solutions teams within Corporate Finance and is based in their Sydney office. He is an accomplished debt professional, with over 30 years' experience in banking & finance and several years' operating his own debt advisory and finance broking business

New facility, new growth, world leading wire ropes

Leading wire rope manufacturer Bridon-Bekaert, the Ropes Group (BBRG) recently installed a state-of-the-art Service Centre in its Newcastle manufacturing facility. The Service Centre is designed to further extend Bridon-Bekaert's ability to deliver its range of high-performance wire rope products and services to the Australian market. Stuart Coxon is the Technical Accounts Manager. He provides the background to the Service Centre and how it is designed to address changing market demands.

"Over the past years Bridon-Bekaert has seen a change in the demand for high performance wire ropes in the market. The trend has moved away from the rope manufacturer providing full reels of wire rope, towards a more specific requirement for cut rope lengths, rope assemblies with tested certified terminations and other special requirements.

"This trend, at least in part, has been driven by the significant cost associated with stocking a range of different rope construction types and diameters.

"There is always a high confidence within the market when a manufacturer cuts, terminates, tests and delivers their own rope. BBRG has over 300 years of international industry experience and this has led to our position as the world's leading rope manufacturer.

"We know ropes. With Australian and global knowledge to draw from, our customers can be assured they are getting the right rope for their application.

"Simply put, the new facility allows us to provide the Australian market with a complete range of Bridon-Bekaert High Performance Rope products, whether it be a cut length of rope, a manufactured assembly with a certified end termination or a bulk reel.

"Our customers can be assured this product offering is fully supported by a local and global team of wire rope professionals."



BRIDON · BEKAERT
THE ROPES GROUP

local manufacturer and supplier of high performance wire ropes.

Bridon-Bekaert The Ropes Group are the world leading innovator and supplier of hi-performance wire rope products to the Surface and Underground Mining, Oil and Gas, Cranes, Maritime and Industrial Market Sectors.

Bridon-Bekaert's Australian ropery is based in Mayfield, NSW, and is backed by an International support network of manufacturing plants & service centres in more than 20 countries with over 350 + years of combined experience.

www.bridon-bekaert.com +61 73112 2632



CIMIC Group's UGL has been awarded a contract to design, manufacture and supply new fuel-efficient diesel electric locomotives for long-standing client, Pacific National.

The contract will generate revenue to UGL of approximately \$297 million over seven years and solidifies UGL's position as Australia's only manufacturer of freight locomotives.

The C44 Evolution locomotives will be the most technologically advanced, fuel efficient, and environmentally compatible diesel electric locomotives in Australia and will be designed and manufactured in Newcastle, New South Wales.

CIMIC Group Executive Chairman and Chief Executive Officer Juan Santamaria said: "Pacific National has a strong focus on improving the efficiency of its locomotives and its environmental performance. We're pleased to support this strategy by delivering locomotives that lower emissions and operating costs, with improved productivity, reliability and availability."

UGL Managing Director Doug Moss said: "UGL's unique position as Australia's only manufacturer and maintainer of Australian-made locomotives allows us to ensure a strong home-grown supply chain and ongoing local employment. The C44 Evolution locomotive is better for the environment with lower emissions and better fuel efficiency than anything Australia has seen before. We look forward to continuing our strong relationship with Pacific National through the delivery of these locomotives."

Ampcontrol group engineering manager awarded illustrious engineering medal

Dr Ian Webster, Group Engineer Manager at Ampcontrol, has been named as joint winner of the esteemed M A Sargent Medal.

The M A Sargent Medal is awarded to revered Engineers who have shown a highly significant contribution through technical innovation, to the science or practice of electrical engineering. Named in honour of Dr Michael Anthony (Mike) Sargent AM, an outstanding Australian Electrical Engineer, this award is notably Australia's highest honour in the electrical engineering field, made jointly by the College of Electrical Engineers and the College of ITEE Engineers.

The award acknowledges nominees who demonstrate a significant contribution, through technical innovation, to the longstanding eminence in science or the practice of electrical engineering; or exceptional and sustained leadership in electrical engineering. Dr Ian Webster is joint winner of the the M A Sargent Medal for 2021 with Professor Qing-Long Han, Pro-Vice Chancellor (Research Quality) and distinguished professor at Swinburne University of Technology.

In addition to his role at Ampcontrol, Dr Ian Webster is a



respected professional Electrical Engineer with multiple degrees from The University of Newcastle. He is Adjunct Professor of Practice, School of Engineering at the University of Newcastle, and held numerous leadership roles with national and international engineering bodies. Ian is a subject matter expert in the technical fields of electrical engineering related to hazardous (explosive) atmospheres and underground mining, with an impressive portfolio of published academic papers.

The M A Sargent Medal announcement follows Dr Ian Webster recently named as 2021 Professional Engineer of the Year, Newcastle Division, by Engineering Australia.

Solar cube stand-alone power system recognised in Australia's International Good Design Awards

Boundary Power, Ampcontrol's joint venture partnership with West Australian utility Horizon Power, has been awarded a 2021 Good Design Award in Engineering Design for its Solar Cube stand-alone power system (SAPS).

Ampcontrol Managing Director and CEO, and Boundary Power Director, Rod Henderson said this was an outstanding achievement for the joint venture which had only launched in late 2020.

"The Solar Cube is the only SAPS of its kind in Australia that can be deployed and ready to export energy in under 90 minutes," Henderson said.

"Its innovative modular design means the Solar Cube can be factory preassemble to fit standardised shipping container specifications for easy transportation.

"With no site works required, deployment can occur immediately, making the Solar Cube well suited to support emergency services in their rapid response and recovery from major disasters such as fires, floods and storms."

The Good Design Awards judging panel said the Solar Cube was a great example of an innovation led solution to support the increase in deployment of renewable energy into the Australian energy network.

The panel added that the Solar Cube brings important enhancements like its rapid deployment, and has immediate application for remote locations, delivering a valuable power source to those who need it.

The Solar Cube offers power utilities an innovative utility-grade solution for remote or hard to reach communities where the cost to maintain and upgrade traditional poles and wires infrastructure can be significantly higher.

For remote and isolated communities which can be difficult to access, the Solar Cube's stand-alone power capabilities can provide continuous, high quality, reliable power quickly.

The Australian Good Design Awards is the country's oldest and most prestigious international awards for design and innovation. The Awards celebrate the best new products and services on the Australian and international market, and this year attracted a record number of submissions with 933 design projects.



Solutions for your manufacturing challenges

A great idea is one thing but turning that idea into a reality takes a specialised set of skills and experience.

Local company Plastech Recycling has discovered how to turn a whole range of used plastics into useful material for constructing things such as fencing, seats, water tanks and flooring. This revolutionary process has the potential to greatly reduce the amount of plastic that goes into landfill or pollutes waterways.

Advitech, the flagship company of Emergent Group, was approached with the challenge of converting a prototype 'Plastech Mixer-Melter' or PMM into a commercial automated machine with full design specifications. Plastic materials previously deemed 'unrecyclable' would be fed into the machine and co-mingled. Old running shoes, cigarette butts, plastic wrapping and even disposable masks would all be fodder for future construction material.

Advitech designers and engineers defined the functional specifications, conducted risk assessments and designed the mechanical and hydraulic aspects for the commercial machine. External contractors assisted with the electrical components. The commercial PMM is soon to be built in Newcastle, with the capability of recycling 900kg of plastics per hour. The prototype machine is currently being shipped to The Netherlands for further research and development trials.

Another Emergent Group company, Simulation Modelling Services (SMS), was approached by a global pharmaceutical giant to help them optimise their manufacturing processes. SMS was able to create a 'digital twin' of the manufacturing process so that changes could be tested in a simulated environment before a single aspect was altered in reality.



Emergent Group can help manufacturers with a range of engineering and environmental services as well as process simulations

When manufacturing a range of products, optimal reconfigurations of equipment in the production line need to be determined. The traditional method involves risky trial and error and can lead to huge productivity losses. SMS's computer modelling helped the pharmaceutical manufacturer test different process reconfigurations therefore avoiding costly 'change-over delays'.

Together, Emergent Group's four companies offer the breadth of skills and capabilities to tackle just about any challenge a manufacturer might face. Emergent Group offers its design, testing and scale-up services to manufacturing businesses so that great ideas become great solutions.

From first concept drawings to environmental and risk assessment, to the design of complex mechanical machinery, infrastructure and warehousing processes, our designers, engineers and scientists can help manufacturers turn their ambitions into real solutions and profitable businesses.



Specialised engineering, environmental and technical services

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

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



t. +61 2 4924 5400

w. www.emergentgroup.com.au



Sirron Holdings...from dishwashers to ARTG listed disinfectants

Sirron Holdings Group is based in Caves Beach. At heart, they are a manufacturer of quality commercial dishwashing machines but, over many decades, they've evolved services to support the more specific needs of their customers.

Their commercial cleaning division, Zexa Clean, manufactures cleaning products aimed at the hospitality and care industry. With an established reputation for high-performance chemicals that "Clean fast, clean safe", the Covid-19 pandemic made them the 'go-to' for local, reliable supply of outbreak prevention products.

Now a leading Australian manufacturer of an extensive range of disinfectants, cleaners, hand & surface sanitisers and soaps, Zexa recently achieved ARTG listing for their Surface Sanitiser, Hospital Grade Surface Spray Disinfectant.

Managing Director, Greg Gates, recalled the switch from manufacturing dishwashing machines to manufacturing hand sanitiser, saying it came down to thinking quick and utilising contacts to pivot the business within days. He credits his team and network for enabling the change that led to the development of a staggering 230 new products into 5 large supply chains.

"In March 2020, we were watching what was happening in other parts of the world and at first our main concern was the impact it would have on our employees and livelihoods. Then we became aware of the critical shortage of hand sanitiser and knew it would affect everyone in Australia and we just wanted to help."

"We already had the small mixing and filling plant that we made our other chemicals in. We dismantled one of the dishwasher production lines and turned it into a multi-filling production line," Mr Gates said.

As the overseas supply chain broke down, Australia faced shortages of the soaps, disinfectants and sanitisers that were crucial for cleaning and hygiene. "The phone just kept ringing", said Mr Gates. "The supply chain was dry, no-one could get the products they needed. Every day, people were asking what we could make and how soon!"

At this point, a decision was made to prioritise rapid development and supply wherever demand took it. Mr Gates described the effort involved as "massive".

"We had to commercialise formulations, source scarce ingredients and packaging, develop safety data documents, understand lawful labelling and claims, organise product testing and assemble a team and external partners to manufacture large orders quickly", he said.

"We've now built a track record as reliable, nimble local suppliers of customised products across all categories. If something needs cleaning, sanitising, disinfecting, deodorising – we can make something that does it fast and does it safely", said Mr Gates.

"Now, more than ever, we need products that provide convenient hygiene assurance for the workplace, home and community", said Mr Gates. "We have worked tirelessly over the last 18 months to develop a product proven effective against SARS-CoV-2 but low toxicity and low irritant", he said.

"My team and I are very excited to launch our lab-tested, ARTG listed Surface Sanitiser Hospital Grade Disinfectant into the market place. It's fatal to germs but still gentle on everyone and everything else".

Local roots, global success

Biscit have been operating on the shores of Lake Macquarie for 20 years and while they may not be a household name, their business applications are known the world over in manufacturing and distribution. What began as a re-seller of the Epicor ERP has grown into an innovative and award-winning development company and technology partner trusted by businesses large and small, locally and around the world.

Like all businesses, Biscit has experienced an anxious couple of years but fortunately they were able to thrive despite the conditions. The last year has seen the company record their strongest month, add thousands of new users to their applications and continue their ambition to help their clients modernise by transitioning their business software to the cloud whenever possible.

Epicor Cloud is something CEO and founder, Greg Hyslop, is passionate about and is proud of the work they've done in the space – Biscit have twice won awards for their work with the cloud. When asked about his enthusiasm for Epicor Cloud, Greg replied that "when clients move to the cloud their data is more secure, their own internal resources are freed up, it is easier for teams to work and collaborate remotely."

This kind of success comes with challenges and one of those is finding the right talent. Greg went on to explain some of these challenges, "Although we have people working in different parts of Australia, most of our team are based in Newcastle and we are always looking for high quality software developers and candidates with Epicor or ERP experience."

The future is looking bright for this local company as it hopes to help local manufacturing companies be competitive in the local and global landscape.

BISCIT
limitless possibilities

Biscit have been trusted technology advisors to the manufacturing industry locally and internationally for 20 years and look forward to the next 20.

As a leading Epicor partner globally, we're renowned for our innovation and ability to understand and appreciate customer requirements.

When you need local experts backed by a global ERP, Biscit is the smart choice.



Learn more at biscit.com or call us on 1300 247 248

Everyone wins when you put the client first

"Talk is cheap, but when you put your hands on something, that's cool. That's interesting," says Josh Jeffress, founder of Design Anthology.

The local product design studio pride themselves for taking on absurd and wild requests and always delivering. Their recent project is a great example of this, and as a result has recently received the Winner's Accolade from The Good Design Awards, an internationally recognised award.

Established in 2009 in Gateshead by husband and wife team, Josh and Aimee Jeffress, the team of nine have more than 100 projects under their belt across sectors like aeronautics, sporting equipment, exhibition, industrial equipment, medical devices, consumer electronics and more.

"We're always looking for ways to innovate and create competitive advantage. We own the project and make the client the hero," Josh says. "You have to walk in their shoes; you have to see things from their perspective."

For their latest project they designed and built an IED simulator for a defense conference in just five weeks' time with hardly any brief. Ideally, they would have had 12 weeks and detailed instructions. But they love a challenge at Design Anthology. The product is a turret simulator, a smaller piece of the overall tank. The client uses it for training so people could learn how to interact with the real machine. Its layout and look is similar to the real world.

"There was no info provided on the project; it was top secret. We took the little info we had and put together this simulator. We designed it, installed it and shipped it in that five week period," Josh says.

To get it done in the timeline with no brief, the Design Anthology Team used information they found from tank simulation video game



Design Anthology founders Josh and Aimee Jeffress

and went through different types of tanks, working out the geometry and interpolating from that. He had artistic license, but it was great to see how close they got to the real thing.

"The client could showcase their agility in bringing stuff to life. They were able to demonstrate their offering, and people could actually sit in the simulator. They later told us 'we don't know how you got this to be so realistic when there was no info available,'" Josh says.

The clients were over the moon with the results; everyone at the conference had a go touching and interacting with the mock up. Attendees could inspect the actual defense machinery at a nearby pavilion. The simulation was such a hit it's now going on tour to be exhibited at other events.

"Ultimately it's about understanding what the client wants to achieve, so we can design around that. It's a lot of risk for them to put money on the table for us to create this 20 foot containerised simulation system to go to one show. When we make our client our hero, we take that risk on as our own. If they're not successful we're not successful," Josh says.



designanthology.com

Designing and Manufacturing products that are even better than imagined

Morgan Engineering take out award for building workforce capability for the future

Morgan Engineering's forward-thinking investment in building a highly skilled workforce, supported by state-of-the-art facilities, has been acknowledged with a big win at the 2021 Hunter Manufacturing Awards.

The Singleton-based and privately owned, second-generation family company took out the category of Excellence in Building Workforce Capability for the Future at the virtual awards ceremony on 15 October 2021.

At the forefront of innovation and modern machining techniques, the team specialise in large capacity CNC machining, on-site machining, and heavy fabrication. The team use the best in-house systems and design tools in the industry to provide bespoke, cost effective, timely, quality assured, and reliable engineering service solutions for all clients – particularly in the mining industry.

According to the HMA judges, Morgan Engineering was a standout in its category, noting: "This Australian business has successfully developed their workforce with targeted capabilities, improving business performance along with employee and customer satisfaction. Their submission reflected a well thought out and executed business strategy."

"Our success is testament to their commitment to quality in all areas of the business – its people, processes, equipment, and the services provided to clients. It's an honour that our forward-thinking focus has been recognised by the judges of this year's HMAs," General Manager, Jeremy Brett said.

2020-2021 has been a period of huge growth for Morgan Engineering. They have invested heavily in projects to build capability in all areas of the business, such as the construction of an additional state of the art workshop facility, introduction of a new ERP system, development of new pathways for emerging talent, and establishment of a new Culture Commitment Charter which unites the business in common goals and behaviours.

"Our culture and values shape who we are as a business. We maintain positive workplace culture by recognising excellence, encouraging development, and maintaining open and honest communication, as well as keeping each other accountable for our actions. By having our values and behaviours aligned, our team is happier and healthier, and our clients receive better outcomes," Jeremy concluded.

Morgan Engineering's leadership team: Martin Morgan, Guy Dibben, Matthew Morgan, Reggie Bautista, Chelsea Morgan-Whitaker and Jeremy Brett

HunterNet was born out of adversity and necessity

The recession, alongside the demise of shipbuilding and the pending steel industry crisis in the Hunter region in the early 1990s, forced many manufacturing businesses to look at where they were at and where they wanted to be.

Realising they needed to diversify to survive, a group of leaders got together to start sharing ideas and ensure quality, and they became HunterNet's 'founding fathers'.

The beginnings were not without challenges. People were sceptical and even pessimistic about how a 'network' of supposed competitors could work.

However, after 12 months a clear understanding was gained of what the organisation was about and a cooperative structure was agreed on with three goals: to develop capabilities, grow market opportunities and reduce the costs of supplying services.

Over the years, membership has grown significantly, leaders have come and gone, and the market has seen many changes. But through it all, HunterNet has stayed true to these goals and continued to champion teamwork and collaboration as the key to growth and success.

Because of their passion, size and clout, HunterNet has been lucky enough to have attracted some of the sharpest minds and largest businesses in industry to work alongside with.

Relationships have also grown in government and academia, a big part of HunterNet from day one, including a great partnership with the University of Newcastle – the catalyst for the Hunter Future Leaders Program.

HunterNet has even agreed MOUs with other cooperatives in Asia, NZ and Europe.

Today, HunterNet is more like a niche consultancy rather than a simple networking group – and they're very focused in what they do. There's no other organisation nationally that mentors, supports, assists, and opens up opportunities in industry as HunterNet does.

The organisation has and will continue to play a big part in regional, state and national industry, helping businesses thrive and bringing economic certainty and diversity to the Hunter Region with the input of great minds and diverse voices.

And they are now helping other regions do the same.

First and foremost, HunterNet is here for members and the Hunter community and will continue to strive on this belief, guided by the tagline "Through the power of many, we're making the future bright."



2021 HUNTER MANUFACTURING AWARDS

‘Made for the Future’

Friday 15 October 2021 marked an evening with a difference for the Hunter Manufacturing Awards that was held virtually for the first time in HMA's 17-year history. With the theme ‘Made for the Future’, the event was possible thanks to today's technology, with entertainment provided by the region's youth, artists from NSW Department of Education's Star Struck. Aaron Kearney once again did a brilliant job as Emcee and with live crossings to guests at home enhancing the buzz and vibe of the night.

Chair of HMA, Steven Smith said “For the first time in 17 years, we're unable to get together and enjoy each other's company. However, that won't stop us acknowledging and celebrating the successes of manufacturers across our region – from the Central Coast to the Mid North Coast and from Newcastle to the Upper Hunter. The diversity, ingenuity and determination exhibited by our manufacturers never cease to inspire us at these awards and I am sure tonight's finalists will be no different.”

Appreciation and thanks were extended to Downer, Major Sponsor for the fourteenth year and it was reiterated that without companies such as Downer, it would be difficult for HMA to continue to provide the recognition the region's manufacturers deserve.

Steven Smith continued “The Hunter Manufacturing Awards would not exist without the commitment we have from our various sponsors, partners and supporters, some of which have been with us for many years and some more recently. We do not take that support for granted. There was never any doubt that HMA would hold the 2021 HMA – just an on-going adaptation of the plan, as restrictions became tighter and more protracted. Fortunately, we



Chair of HMA, Steven Smith

have not only the technology, but an extremely dedicated and professional production crew that allows us to deliver an awards' program to you wherever you may be, and where we can, we try to bring some of you into our presentation.”

Helloworld Business Travel, Newcastle, HMA's Travel Partner, was thanked for their on-going support. Despite the turmoil encountered by the travel industry, helloworld Business Travel Newcastle has continued to be the Partner of the Incentive Prize which is a trip for 2 people to any city in Australia or New Zealand and all 2021 finalists had an opportunity to win the prize.

Winners of the Manufacturer of the Year Awards – 50 Employees or More Award and Less Than 50 Employees' Award are both rewarded with an overseas trip to a country of their choice to visit other companies, a trade fair or event that will enable their company to further their business or make important contacts in an endeavour to grow and develop their company.



DEVELOPING OUR INDUSTRY AND CONNECTING YOU

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

THE POWER OF MANY



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

Learn more at www.hunternet.com.au or call (02) 4925 4480

FINALISTS

Congratulations to the following finalists of the 2021 Hunter Manufacturing Awards.

They are all winners in terms of being successful manufacturers in a challenging year and being significant contributors to the local and national economies.

Ampcontrol
Aquation
Armor Galv (Aust)
Australian Industrial Plastics
BAE Systems
Bioaction
Brain Industries
Chamberlain Australia
Custom Fluidpower
Deepes Engineering
Design Anthology
Elecbrakes
McLanahan Corporation
MGA Thermal
Mitchell Services
Moly-Cop
Morgan Engineering
Omnia Wheel
Robotic Systems
Steber International
SwitchDin
The University of Newcastle
Trendpac
Varley Group

SPONSORS & PARTNERS

Many thanks to the following sponsors and partners of the Hunter Manufacturing Awards.

It is only through the support of these organisations that the Hunter Manufacturing Awards can be held and the success of local manufacturing can be highlighted and celebrated.

BAE Systems
Biscit
Business Hunter
Downer
Hedweld
helloworld Newcastle
Hunter Business Review
Hunter MLA
McEwan and Partners
McLanahan
Molycop
Monica Clare Recruitment
NCP Printing
Newcastle Herald
NSW Government
Nupress Group
R&R Murphy
Sirron Holdings Group
TAFE NSW
The Measured Marketer
Whiteley Corporation



3 yr Extended
Warranty
3 yr total warranty period *



NICHIYU
ELECTRIC FORKLIFT

**Mitsubishi & Nichiyu
Battery Electric Range**



PLEASE CONTACT US ON : **1300 000 652**

2021 MANUFACTURER OF THE YEAR 50 EMPLOYEES OR MORE AWARD

Sponsored by Downer
Winner: Molycop

A deep, long-standing commitment to innovation and the creation of high quality products and has enabled Molycop to weather many storms since the development of its first heat-treated grinding ball in the 1930's. The business continues to not only win contracts against cheaper imports but to expand its reach into overseas markets. Molycop's partnership with UNSW provides access to world leading research facilities, equipment and researchers to sustain the drive to sustain its position as

the leader in its chosen markets. Molycop complements its technical excellence with a strong commitment to community and environment demonstrating a strong, cohesive set of values that keeps driving the organisation forward. A long-standing member of the Hunter community, showing the way forward in challenging times. A worthy winner of the MOTY award for organisations with more than 50 employees for 2021.



MOLYCOP



LIBERATING VALUE TO THE ENDS OF THE EARTH

MOLYCOP is dedicated to:

- sustainable steel manufacturing
- supporting renewable energy generation
- recovery and reuse of valuable resources
- adoption of revolutionary recycling technologies
- improving the efficiency and sustainability of the operations of our mining & rail industry customers

*Molycop is proud of its association with
Hunter Manufacturing Awards
and is extremely honoured to win*



*"Excellence in Sustainable Operations"
and*

"Manufacturer of the Year" (50 or more employees)

Comsteel

**MOLYCOP
360**

**MOLYCOP
ENGINEERED**

Maud Street, Waratah 2298 Australia | P +61 (2) 4974 0411 | www.molycop.com



MANUFACTURER OF THE YEAR LESS THAN 50 EMPLOYEES' AWARD

Sponsored by Sirron
Winner: Brain Industries

This Australian business demonstrates a resilient & flexible approach to compete & succeed on the world stage. Their submission reflected a well thought out business strategy supported by capital investment & key partnerships. Brain Industries has forged a pathway we hope many more Hunter Manufacturers will follow in the years ahead. With a strong and growing per-centage of revenue coming from sales overseas, courageous investment in innovation, quality and value-adding partner-ships driven by a leadership culture that values and recognises the input of workers, Brain Industries shows how bright the future of manufacturing in the Hunter can be.

REFLOATING HUNTER BOAT BUILDING

Brain Industries has acquired a custom boat builder to start local boat building from Jan 2022



P: 4969 2111 W: brainindustries.com.au

Some of the Brain Industries team with the award for Manufacturer of the Year Less than 50 Employees



**Congratulations
to Brain Industries,
well-deserved winners
of the 2021 HMA
“Manufacturer of the Year
– Less Than 50 Employees”
Award.**

We're proud to sponsor an award that recognises your effort & dedication and wish you continued success for the future.



Passion

To our team, this means pride in our work.



Integrity

From our Board of Directors, along our entire supply chain, we stand for unity,



Generosity

Of spirit and of fortune.



Compassion

For everyone within our organisation and without.



Innovation

Creative thinking, dreaming, seizing opportunities to improve all things.



Fun

Coming to work whistling.

WE MANUFACTURE AND MARKET WORLD WIDE FIRSTS, RIGHT HERE IN CAVES BEACH NSW

www.sirronholdings.com.au • 02 4971 4500

2021 RISING STAR AWARD

MANUFACTURING
LEADER AWARD

Sponsored by Whiteley Corporation
Winner: Sonia James of ArmorGalv

The 2021 Rising Star Award was given to Sonia James who is employed by ArmourGalv of Thornton as a Technical Development Engineer. Limited opportunities for females in engineering in her home country of India saw Sonia take the brave step of moving to Australia to complete her Masters in Engineering Science in Brisbane. Then came a move to the Hunter just over 12 months ago and a start with ArmorGalv as a graduate Engineer. Sonia quickly stamped her personality on the position and her input has changed a number of processes within the company that both benefit the company and clients. Sonia has proven to be very versatile and works well with all team members at all levels. She is a champion of the newly formed safety committee and is constantly highlighting potential improvements. Sonia has now been given the responsibility of managing all Research and Development within the company and she has already identified a number of projects. Sonia has developed a strong interest in Australian standards and was recently selected for the Standards Australia NEXT gen program for 2021-22 for young leaders.



Sponsored by R&R Murphy
Winner: Steven Dee of Deeps Engineering

From humble beginnings in a garage in Nelson Bay Steve has shown exceptional leadership to build a successful manufacturing business.

Steve's strengths include his focus on employee engagement, communication, teamwork, safety and innovation. Steve's focus is now on coaching and mentoring the next generation of manufacturing leaders.



ENVIRONMENTALLY FRIENDLY CORROSION PROTECTION

IF YOU WANT IT TO LAST – AND WORK –
ARMORGALV IT!

ARMORGALV COATING FOR FERROUS SURFACES

- Highly corrosion and abrasion resistant
- Controllable, even and precise – from 20µ to 100µ plus
- Hard, non-magnetic, weldable and spark free
- Chip proof and amenable to crimping, bending and forming post process
- No hydrogen embrittlement
- Highly heat resistant (up to 650°C)
- Excellent substrate for paint, epoxy, rubber or plastic
- Excellent anti galling and low co-efficient friction
- Excellent replacement for cadmium
- Totally heavy metal free and non-toxic

Also ask about ArmorThread for your Hi-Tensile fastenings

ArmorGalv®
 THERMAL DIFFUSION GALVANIZING

ArmorGalv Australia - 8A Kestrel Avenue, Thornton NSW 2322
 P: (02) 4028 676 E: sales@armorgalv.com.au W: armorgalv.com.au

CUSTOM®
 fluid power

Custom Fluidpower designs, manufactures and supplies quality solutions across an expanding portfolio of services.



2021
 HMA
 FINALIST
 HUNTER MANUFACTURING AWARDS

**NATIONAL
STRENGTH
LOCAL
SERVICE**

www.custom.com.au 1300 781 178

BRISBANE | GLADSTONE | MACKAY | MELBOURNE | NEWCASTLE | PERTH
 PORT HEDLAND | SINGLETON | SOUTH EAST ASIA | SOUTH AFRICA

EXCELLENCE IN SUSTAINABLE OPERATIONS AWARD

Sponsored by Nupress
Winner: Molycop

The changes and direction Molycop are taking are tangible sustainable improvements that not only affect their business but provide improvements in waste streams that have been historically difficult.

The integration of the waste, recovery and recycling business into Molycop 360 demonstrates genuine commitment at all levels of the business.

The changes are long-term and require subsequent investment and support from leadership and employees.



COLLABORATION PARTNERSHIP AWARD

Sponsored by BAE Systems
Winner: Steber International, Ampcontrol and the University of Newcastle

This team comprising Steber, Ampcontrol and The University of Newcastle, exhibited tenacity in collectively pursuing the end goal of prototyping and demonstrating an electric hybrid vessel. Continually pivoting to explore funding assistance, and bringing on and mentoring new talent, the team continued to pivot the solution to maintain future relevance and market appeal for the end product. Maintaining communications with potential early adopters, the team are well positioned to take what they have learned for handoff to commercialisation. This team are worthy of the Collaboration Award as they provide a fantastic example of multiple entities collaborating as "equal" partners.



MCEWAN
 — and —
PARTNERS
 CHARTERED ACCOUNTANTS

BUSINESS | AUDIT | TAXATION

*As proud supporters of the Hunter Manufacturing Awards,
 we would like to extend our congratulations to
 all participants for 2021!*

Suite 2, 18 Throsby Street, Wickham NSW 2293
 E: info@mcewans.com.au | W: www.mcewans.com.au
 T: 02 4963 2200

G6363057AA-181013

EXCELLENCE IN INNOVATION AWARD

Sponsored by TAFE NSW
Winner: SwitchDin

SwitchDin enables virtual power plants and microgrids by creating a common language for different brands of products such as inverters, batteries, and then managing those assets to meet a range of energy goals all while bringing a monitoring & control platform to end users. SwitchDin is already playing a critical role in energy transition by making distributed energy resources such as solar PV and battery storage smart, visible and controllable.

SwitchDin has a validated product with strong early sales, an impressive partner list, and is paving the way for the integration of more renewables into the world's energy system.

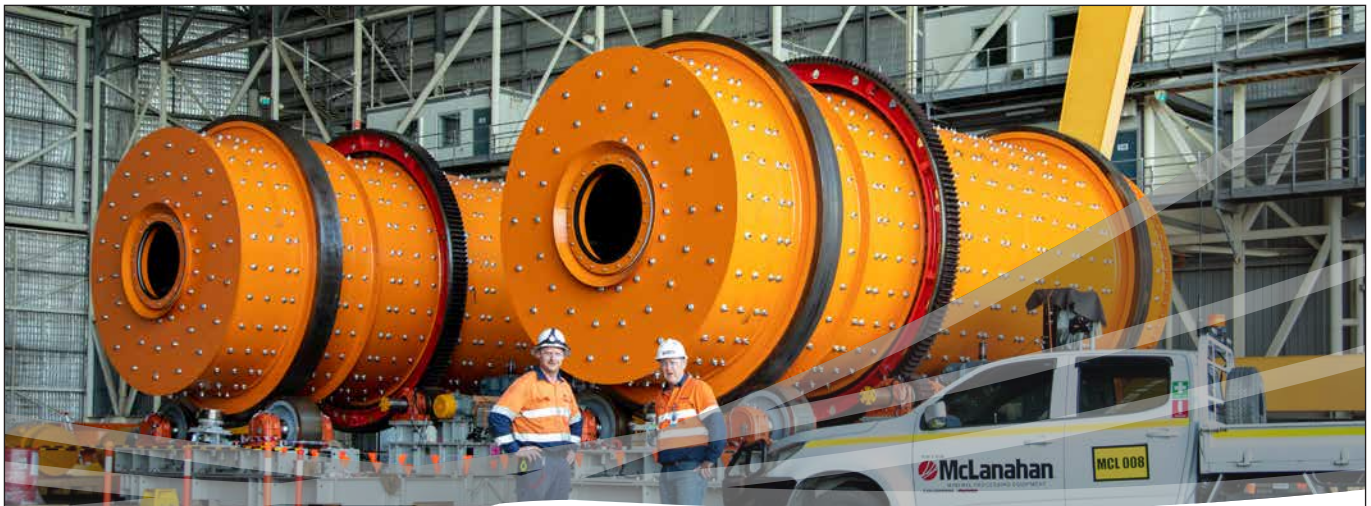


EXCELLENCE IN MANUFACTURING CAPABILITY AWARD

Sponsored by McLanahan
Winner: Elecbrakes

Elecbrakes has grown as a company during a time when many industries have suffered.

A sudden increase in caravanning and trailering when overseas travel was limited led to high demand for their brake control technology and they stepped up their manufacturing capability accordingly.



MINERAL PROCESSING EQUIPMENT

GLOBAL REACH // LOCAL SUPPORT

Hunter Manufacturing Awards 2021 sponsor of the
Excellence in Manufacturing Capability Award.



McLanahan

mclanahan.com.au

EXCELLENCE IN BUILDING WORKFORCE CAPABILITY FOR THE FUTURE

**Sponsored by Monica Clare
Winner: Morgan Engineering**

This Australian business has successfully developed their workforce with targeted capabilities, improving business performance along with employee & customer satisfaction. Their submission reflected a well thought out and executed business strategy.



EXCELLENCE IN PRODUCT DESIGN

**Sponsored by Biscit
Winner: Ampcontrol**

The judge of the Excellence in Product Design commented that the quality of all submissions in this year's Product Design category was very impressive, not to mention only a handful of marks separating the top five of the finalists.

Ampcontrol has shown what it takes to do product design well. The Solar cube™ solves a significant challenge of providing electricity to remote areas in a rapidly deployable and cost-effective solution.

Ampcontrol have well met the needs of their customers with this modular system, with equal measures of both innovation and highly considered design details focusing on affordability, ease of use and safety for the public, installers, and maintenance staff.



AMPCONTROL AWARDED FOR EXCELLENCE IN PRODUCT DESIGN AND COLLABORATION PARTNERSHIP

IN THE 2021 HUNTER MANUFACTURING AWARDS

Committed to innovation
by designing and
manufacturing industry
leading technology
solutions in partnership
with our customers



Stand-Alone Power System (SAPS)
for remote area power supply
- Excellence in Product Design 2021



Join the innovative people of Ampcontrol energising our world
Connect with us today at ampcontrolgroup.com





MORGAN ENGINEERING

EXPERIENCE. QUALITY. RELIABILITY.



Morgan Engineering is powered by years of industry experience. We utilise industry-leading tools and systems to provide high quality, reliable, and cost-effective engineering solutions for clients in the mining industry.

Our ultra-modern, high-capacity workshop facilities are fully equipped to manage end-to-end customer projects, in support of our large line boring and on-site machining divisions.

Our team of highly skilled engineers, tradespeople, and apprentices are dedicated to excellence in design, manufacturing, and service - converting challenges into ideas and solutions.

We make it happen

- Manufacturing
- Fabrication
- Design & Drafting
- Line Boring
- Mobile Milling
- On-site Machining
- Service Exchange Components
- Liquid Nitrogen Service & Supply



Engineered solutions
that get it done

02 6572 2032
morganengineering.com.au

OUTSTANDING START-UP AWARD

Sponsored by Molycop
Winner: MGA Thermal

Founded in 2019 MGA Thermal's mission is to enable the shift to renewable energy by providing a new way to store energy that is clean, economical, and scalable. MGA Thermal has shown a high degree of innovation in developing renewable energy solutions from IP developed here in the Hunter Region. This local innovation, along with a commitment to Australian based manufacturing and a strong focus employee engagement and culture makes MGA Thermal a worthy winner in this category.



EXCELLENCE IN EXPORT AND GLOBAL CHAINS AWARD

Sponsored by NSW Government
Winner: Chamberlain Australia

Congratulations to Chamberlain Australia who demonstrated how a strong strategic approach in identifying and entering new markets has ensured a more sustainable Australian manufacturing facility.

A stand-out strategy was the collaboration with a US global leader to support Chamberlain's design and manufacture of a winning application for the USA poultry market.



**SCORPION
INTERNATIONAL**

**SUPPORTING THE
Hunter Business Supply
Chain since 1984**

OUR SERVICES INCLUDE

- International Supply Chain
- Project Shipping
- Documentation Support
- Import & Exports
- Customs Clearance
- Global Network of Agents

CONTACT US TODAY

www.scorpioninternational.com | Phone: +61(0)2 4962 1234



Molycop collects category and major award at Hunter Manufacturing Awards

Molycop's 100-year history has been built on providing the most innovative, highest quality products and delivering outstanding supply assurance. Today, Molycop is at the forefront of renewable energy, decarbonising its production process and recovering valuable resources from waste streams. Molycop is continually developing superior technology solutions and pushing the boundaries of mining consumable products, to make certain no mine ever stops over Molycop.

With over 600 employees in Australia across four states, Molycop continues to develop world-class products & services, and ensure its future as a sustainable and responsible supplier to its mining & rail customers.

Molycop produces steel using over 90% recycled raw material content. The process uses recycled steel scrap which is generated from end-of-life products such as cars, white goods, demolition scrap, rail tracks, tyre cord and mattress springs as well as spent products collected from customers.

Each year Molycop's reuses and refines scrap steel generated from recycling 200,000 cars, steel wire from 2 million tyres and the steel springs from over 300,000 mattresses. In April of 2021, Molycop purchased national waste management and recycling business, JLW Services. JLW Services provides integrated logistics and waste management solutions for businesses, government, councils, the mining industry, and the community.

Acquired in April 2021, JLW Services has been rebranded Molycop 360 and continues to provide specialised waste management and recycling services for hard-to-dispose of products such as end-of-life tyres, mattresses, conveyor belts, intermediate bulk containers and poly pipe. Molycop acquired this business to further build its presence in the circular economy and to better support customers and their sustainability goals.

Coupled with a leading position on resource recovery and being at the forefront of decarbonizing its operations, Molycop is uniquely positioned as a progressive, responsible, sustainable, and reliable supply chain partner to vital Australian industries.

Molycop is proud to be recognised for its commitment to sustainable manufacturing in the Hunter and Australia, and extremely honoured to be named winner of the "Excellence in Sustainable Operations" and "Manufacturer of the Year" (50 employees or more) at the 2021 Hunter Manufacturing Awards.

HMA winning company expands

It has been a busy time for ArmorGalv Australia with their Technical Development Engineer Sonia James taking out the Rising Star Award at the 2021 Hunter Manufacturing Awards and the company expanding to new premises. ArmorGalv are now extending their product line with the addition of ArmorThread for high tensile fastenings to its highly successful ArmorGalv service.

Based at Thornton, ArmorGalv is a thermal diffusion galvanisation company with the only plant of its type in Australia. The ArmorGalv process is a cost-effective, environmentally-friendly means of providing corrosion protection to all types of ferrous surfaces. It is an improved method of applying a uniform, sacrificial, Zn/Fe alloy coating using a metallurgical vapour diffusion process that offers a diverse range of advantages over traditional forms.

Manufacturers taking advantage already have found the many benefits to give their clients a major improvement in their offerings. ArmorGalv is now used in many industries, including Mining, Renewables, Roads, Civil, Infrastructure, Rail and Power.

The uniform and clean finish combined with the process is ideal for critical components such as Hi-Tensile fastenings, hence the introduction of ArmorThread in which ArmorGalv is working with a number of threaded component

manufacturers. Major OEMs are starting to become aware of the process and making it their preferred option.

Many tests have been carried out to prove better outcomes over traditional forms of zinc protection, including real life sea tests with the US Navy where they now stipulate only ArmorGalv is to be used. Bend tests have shown that Re-Bar can exceed the current standards with no impact on the coating so field work does not affect the protection.

Lead times are minimal for most orders and costing is very competitive. The relocation to a larger facility with additional equipment such as a 6M bar blaster has created the potential for a huge increase in volume to be processed.

ArmorGalv is applied by tumbling parts with a patented zinc powder in a 900 mm dia cylinder that is very slowly rotated inside an oven. Process temperatures are 350° to 450°. ArmorGalv diffusion occurs when the ArmorGalv powder sublimates, penetrating the steel structure to form multiple layers of Zn/Fe alloy from the superior corrosion resistant Gamma layer to a compact Delta layer followed by the Zeta layer. Each layer is harder and more corrosion resistant than the previous.

ArmorGalv complies with many standards, including AS1214, ISO 14713, ISO 17668, ASTM 1059A and many more.

ArmorGalv management loves to show people around the plant and now that lockdown is opened up will be keen to offer an invite to those interested.

Brain expands, invests and diversifies

The winner of the Manufacturer of the Year Award (< 50 employees) focussed on expanding and diversifying its industrial equipment offerings during the global pandemic.

Brain Industries introduced a custom polyurethane products division and ramped up its equipment hire, maintenance, repair, and certification services for its pulley and pump products.

Managing director Gillian Summers said Australian and international demand continues to grow for Brain's locally designed and made products. Exports of pneumatic pumps now constitute 25% of sales; up from 20% last year. A new agreement with Strata Worldwide USA is taking its pumps into the USA, Canada and South American markets.

As well as the Americas, our pumps are used in Africa, New Zealand, Asia and Europe," Ms Summers said.

She said approximately 20% of the business is refurbishing pulleys and pumps as clients look to contain costs.

"Refurbished products cost-effectively extend asset life, particularly in infrastructure and mining," she said.

Product expansion is also about diversifying the industry sectors Brain serves. It has acquired a custom boat builder to relocate to its Hunter engineering facility to commence ship and boat building, repair and maintenance from early 2022.

She said Brain also invested \$1.5 million in new equipment and systems to work smarter.

"Brain's new CNC lathe & mill & sub-arc welding technology delivers automated and more precise machining of pulleys and polyurethane moulds."

"Our stress-relieving oven and blast & paint equipment brings in-house capability in pulley and pressure vessel manufacture."

"Having in-house equipment improves quality control and turnaround times and is better for the environment."

"With less transporting to distant sub-contractors, we're reducing costs and our carbon footprint."

She said the award is a tribute to Brain's genius team.

"They have the know how to help our customers to pump the impossible, transfer materials, clean up and improve safety."

"HMA, and the awards, helps local manufacturers to celebrate and showcase excellence."

HMA Excellence Innovation winner credits region, prepares for national & international expansion

Local energy technology company SwitchDin has taken the winning slot in the Excellence in Innovation at this year's Hunter Manufacturing Awards. The company has gone from strength to strength since its inception and is poised for further expansion. Founder and CEO Dr Andrew Mears credits the fertile ground of the Hunter for the company's growing national and international success.

"SwitchDin is a Newcastle story through and through," said Dr Mears, who is a Newcastle local and University of Newcastle alum. "From day one we had local support with our first order from Newcastle City Council in 2015, our first offices provided by Eighteen04 and the CSIRO, and our first seed investors, the Hunter Angels. All have continued to support us throughout the journey."

"The saying goes that 'it takes a village to raise a child'. Well, in our case it took a region to build a company."

As the world's energy systems transition to more renewables and greater decentralisation, SwitchDin "bridges the gaps between energy users, manufacturers of equipment (like solar inverters, battery storage and electric vehicle chargers) and energy companies to deliver the software infrastructure the grid needs for this transformation". Dr Mears notes that Australia is the world leader in uptake of rooftop solar, and solutions developed and lessons learned here have global relevance.

Since SwitchDin onboarded its first employee in 2015, it has

grown to nearly 40 people, including engineers, sales & marketing professionals and support staff. A number of key team members have come out of the Hunter region's defence and aviation sectors. These backgrounds are highly valued for a company that is delivering services to utilities and industrial customers, for whom reliability and security are major considerations.

Over the next six months the company will nearly double to over 70 employees, and will be relocating into a larger space to accommodate this growth, while retaining many of the remote working policies adopted since the onset of COVID to allow people to work from anywhere in Australia.

The company now has dozens of projects with utility and business clients around the country - including ongoing collaborations with Newcastle City and Lake Macquarie City Councils - and its technology has been deployed through partnerships in Europe. As a sign of its growing international clout, last year SwitchDin was declared the winner of the Digital Energy systems category in the German Energy Agency's Startup Energy Transition (SET) Awards.

SwitchDin is developing a next generation grid concept in concert with like-minded Hunter companies in support of the Renewable Energy Industrial Precinct for the Hunter proposed by not-for-profit advocacy group Beyond Zero Emissions. Interested parties are invited to learn more and get in touch about how to participate: www.switchdin.com/next-gen-grid

They're also hiring for talented, motivated people from the Hunter and beyond to build the grid that the world needs. Email jobs@switchdin.com or learn more about current roles at www.switchdin.com/workwithus.

We've won at the Hunter. Now we're hunting for you.

We're delighted to have won 'Excellence in Innovation' at the Hunter Manufacturing Awards. It's recognition for a lot of hard work, and a job well done.

But making a difference is even better, and if you're an innovative individual who likes to think their way around a problem, we could use your help.

You'll be joining one of the most innovative teams in the energy sector, worldwide, and helping the grid transition to a renewable energy future.

Arguably one of the most important, and complex issues of our time.

So if you like a challenge, and you think you can help we'd love to hear from you.



Do you want to help us change the world?
Find out more at www.switchdin.com/workwithus



MADE FOR THE FUTURE



THANK YOU & CONGRATS

**HMA WOULD LIKE TO THANK
THE 2021 SPONSORS,
PARTNERS AND SUPPORTERS
AND CONGRATULATE ALL
THE WINNERS AND FINALISTS.**

Watch the playback and see who
took home the win at hma.org.au



MAJOR SPONSOR



WITH THANKS TO OUR SPONSORS AND PARTNERS

BAE SYSTEMS

MOLYCOP



NSW TAFE

McLanahan

BISCIT
limitless possibilities



Whiteley

MONICA CLARE
RECRUITMENT



HEDWELD
GROUP OF COMPANIES

HERALD

helloworld
BUSINESS TRAVEL
NEWCASTLE

MEWAN
and
PARTNERS



HBR
Hunter Business Review

BUSINESS
HUNTER

HBR business services



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



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"

CLEANING SERVICES

ADAMSTOWN CLEANING SERVICE

- Strata Cleaning Services
- Medical Centre Cleaning
- Commercial Office Cleaning
- Over 25 years experience in Newcastle & Lake Macquarie



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

LAKE GROUP STRATA Strata & Community Title Managers

- Over 30 years managing property
 - Pre-purchase reports
 - Set-up & establishment service
 - Consultancy Service
 - Servicing Newcastle, Lake Macquarie, Hunter Valley & Myall Lakes
- www.lakegroupstrata.com
Phone: 02 4942 3305



STRATA MANAGEMENT



Taking his seat in his chambers, the smart, honest Judge faced the opposing lawyers.

"So", the Judge said, "I have been presented, by both of you, with a bribe."

Both lawyers became uncomfortable.

"You, attorney David, gave me \$50,000 and you, attorney Goliath, gave me \$60,000.

The judge now reached into his pocket and pulled out \$10,000. He handed it to attorney Goliath and said "Now that I'm returning \$10,000 we're going to decide this case solely on its merits."

I was reversing my car in the garage and asked my son to spot me and let me know when I hit the wall.

I heard a bang. "3:45 PM", he said.

Why do I always feel great on Saturday and Sunday and sick on all the other days?

Maybe I just have a weekend immune system.

It takes me five minutes to walk from my house to the pub. But it takes me 35 minutes to walk from the pub to my house.

The difference is staggering.

A young executive was leaving the office late one evening when he found the CEO standing in front of a shredder with a piece of paper in his hand.

"Listen," said the CEO, "this is a very sensitive and important document here, and my secretary has gone for the night. Can you make this thing work?"

"Certainly," said the young executive. He turned the machine on, inserted the paper, and pressed the start button.

"Excellent, excellent!" said the CEO as his paper disappeared inside the machine. "I just need one copy."

The teacher asked little Johnny if he knows his numbers.

"Yes," he says. "My daddy taught me."

"Can you tell me what comes after three?"

"Four," answers little Johnny.

"What comes after six?"

"Seven," answers little Johnny.

"Very good," says the teacher. "Your father did a very fine job.

What comes after ten?"

"A jack," answers little Johnny.

Some people say the glass is half full.

Some people say the glass is half empty.


Engineers say the glass is twice as big as necessary.

QUOTE OF THE MONTH

"No country is ever successful in the long term...without a really strong and vibrant manufacturing base"

- Alan Mulally


COME PRINT WITH US



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.

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



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

Pursue a career in law and advocate for justice. Now is the time.



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

Choose to study the Juris Doctor / Graduate Diploma in Legal Practice at Australia's premier clinical law school and you could be practising law in three years. This degree has all the required practical training and supervised workplace experience embedded in it so you will be ready to start your legal career as soon as you graduate.



STUDY IN
NEWCASTLE'S
CBD



COMPETITIVE
TUITION
FEES



285 HOURS
OF PRACTICAL
PLACEMENT

NEWCASTLE.EDU.AU/JD-GDLP

