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With this issue including a feature on Newcastle Renewal, it is an opportune time to consider the lessons we have learned, the opportunities opening up for Newcastle and the challenges we must be aware of.

The explosion of investor interest in Newcastle after the announcement of the closure of the inner city

heavy rail in December 2012

provides an excellent example of the need for Governments to make decisions and provide certainty of policy. Investors simply abhor uncertainty and Governments must remain aware of the need for them to make prompt decisions so that all concerned know where they stand and can make sound decisions. In today's increasingly global environment, this is more vital than ever, with investment alternatives quite likely to be overseas, not just elsewhere in Australia. Indeed, in many ways even "investor unfriendly" decisions are better than no decision – at least investors know where the goalposts are and can make informed decisions on project viability and be more aware of the challenges they may face.

Conversely, it highlights the damage inaction by Governments can cause economic growth, particularly in such a rapidly changing world.

The amount of investment in Newcastle and the additional coverage it is receiving domestically and overseas is highlighting the way forward for the city and the new identity it is building. After the closure of BHP, Newcastle realised that it had to reinvent itself and did so much more successfully than the doomsayers predicted. But it is only really in recent years that the new identity of a more diverse, collaborative and knowledge-focussed centre has truly come to the fore. And the good news it has shown that

we shouldn't be settled with second best. Newcastle can continue to grow and be truly recognised as modern city, embracing innovation and diversity to deliver economic growth and opportunity combined with a great lifestyle.

Change does of course have its challenges and we need to keep this in mind as we move forward. Fear is the most motivating factor for humans and change always has a degree of the unknown and can take us out of our comfort zone. Many people simply don't like change, focussing on the negatives before they consider the advantages. We need to ensure that change is inclusive of all portions of community, so we feel we are part of the process rather than the extent of the unknowns is reduced. Fears and concerns must be acknowledged and addressed.

Businesses and individuals that are being truly disadvantaged by the change should be engaged with and actively helped to cope with or overcome their issues.

Finally, although we are experiencing rapid change in Newcastle, we can't forget our past and values that have been our strength for more than 200 years.

It is truly an exciting time for Newcastle and the potential for the city and the wider Hunter is very high. We need to proceed with speed but also with care to allow the City and region to reach its full potential for the benefit of local businesses and Hunter residents.

Garry Hardie
Publisher & Editor

On this month's cover:

The University of Newcastle's new city precinct, NeW Space, which opened for staff and students this month.



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



Williamstown Aerospace Centre continues to grow

The Williamstown Aerospace Centre has grown further with the announcement of Dexata as a new tenant.

Director, James Garvey said, "We are pleased to welcome local company Dexata, which has been a long time stalwart in the local Hunter Defence SME industry space. Dexata is representative of the 'new wave' of innovative, high-technology businesses that are responding to the growing needs of the Defence sector both nationally and internationally from a local origin."

The Williamstown Aerospace Centre is proving itself as an innovative hub for the area's Defence SMEs and Prime contractors and is now viewed as a premier defence technology estate with mature and growing firms like Dexata establishing at the precinct.

Since 2000, Dexata has been an innovative and respected provider of high-technology systems and software to the Australian Defence Force and Defence Industry. Dexata's highly professional engineering team has repeatedly demonstrated its ability to deliver breakthrough capabilities to the demanding

Defence market. Now emerging as an international force in 'Big Data Analytics' for Intelligence, Surveillance and Reconnaissance applications, Dexata has established offices in Australia and in the United Kingdom to support its Defence customers.

The Chief Executive Officer of Dexata, Mike McMahon commented, "We look forward to continuing to grow and prosper in our new location in the Williamstown Aerospace Centre, providing the Australian Defence Force with world-class technology and services".



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Muswellbrook Shire Council acquires Muswellbrook Marketplace

Muswellbrook Shire Council has exchanged contracts to purchase the Muswellbrook Marketplace.

Council's acquisition of the Marketplace will provide a wide range of opportunities to improve the connection between the Marketplace and Muswellbrook's Main Street, which has been a long standing community priority of the Town Centre Masterplan.

Councillor spokesperson for Finance, Scott Bailey said: "This significant purchase represents a game changer for Muswellbrook's town centre.

Additionally, Council, in consultation with the Muswellbrook and Denman Business Chambers, will appoint an independent Future Fund Board to provide advice and strategic guidance about the Future Fund's business and education holdings, including the Marketplace, and to ensure that key day to day commercial decision-making is rigorous, of high quality, and fully compliant with our obligations to competitive neutrality.

"Council expects the Marketplace to return around 6.7% of its capital value each year, and we will work on improvements to the building to attract new and diverse retail opportunities and customers to the town centre.

"Council is committed to being a best practice landlord and will immediately commence engaging with tenants with a view to undertaking a significant but staged renovation of the building."

The acquisition of Muswellbrook Marketplace for a total purchase price of \$34.25 million aligns closely with the strategic objectives of the Muswellbrook Town Centre Strategy and Council's Future Fund.

Sustainable workshop solutions

In this hyper regulated environment, it can be difficult to operate a workshop whilst also ensuring you are complying with a myriad of regulations covering workplace safety and the environment, whilst at the same time being an environmentally sustainable workshop.

For businesses that do not have the time or expertise to ensure environmental compliance heavy fines and prosecutions can be the result. This can occur from something as simple as a small oil spill that causes environmental harm by entering a stormwater drain, or causes a workplace injury through creating a slip hazard.

Nearly all business wants to be compliant to all environmental and workplace regulations and operate in a sustainable way, as the concept of the 'triple bottom line' is well known, and makes good commercial sense. However, the problem is that the workshop will need to have dedicated internal resources to ensure they understand their responsibilities, and also the experience and skills ensure they operate in the correct manner.

Toxfree noticed there was a need for a company to provided workshops with an 'an end to end' solution, which is why the 'Sustainable Workshop Solutions' system' (SWS) was created.

The other option is to hire sub-contractors to undertake this work for them. The workshop may end up with many different sub-contractors who separately look after things such as spill management, waste management, industrial services, part washing services as well as workplace training.

The issue with this approach is that there is rarely a strategic approach to reach the environmental, safety and sustainability goals of the workshop. Also, having to manage a range of different subcontractors can be time consuming and costly.

Toxfree noticed there was a need for a company to provided workshops with an 'end to end' solution, which is why the 'Sustainable Workshop Solutions' system' (SWS) was created.

The Toxfree SWS system will ensure your site is environmentally compliant, your waste is managed professionally and environmentally responsibly, and your people are trained and protected. This is achieved by bringing the following services under one banner;

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- Spill Management
- Industrial Services
- Workplace Training

The SWS system has been designed to ensure Toxfree do all the work for you, and all you need to do is follow some easy steps to enjoy a better service and an environmentally responsible, safe and compliant workshop.

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- An initial site audit to identify your needs
- A Sustainable Workshop Solutions management plan specific for your site
- Signed waste stations to make waste segregation easier
- Signed spill management stations
- Training in Spill Management and Chemical and Waste handling
- Workshop posters to educate your team
- Site Reporting (e.g. monthly waste spend, % recycled, etc)
- Quarterly audits to assist you with site environmental compliance
- Free toolbox talks on the system

Toxfree can also offer similar services on a larger scale providing Total Waste Management services locally and nationally.



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Harris Wheeler merges with Hall & Wilcox

Hall & Wilcox, a leading national independent business law firm, boosted its New South Wales presence by merging with highly regarded Newcastle firm, Harris Wheeler Lawyers, starting 1 July 2017. Harris Wheeler Lawyers is a boutique commercial law firm established in 1892. Harris Wheeler is a leading provider of legal services to the business community, the public sector and the people of the Hunter Region. Harris Wheeler's Newcastle office consists of 15 lawyers and professional support staff, including managing partner Matthew Smith, partner Katrina Reye and special counsel Albert Ponte. The entire Harris Wheeler Newcastle team is expected to come across as part of the merger. Harris Wheeler has an impressive portfolio of clients within both the public and private sectors, including Newcastle Airport, Compass Housing Services, the Greater Bank, Newcastle Permanent Building Society, the McCloy Group, Port Stephens Council and Hunter Development Corporation.

Hall & Wilcox has operated a successful Newcastle office since 2015.

Tony Macvean, Managing Partner of Hall & Wilcox, said the merger reflects what the firm perceives as great opportunity in Newcastle and the Hunter Region. "We like what we're seeing in Newcastle and the Hunter. There is a growing economy with a significant number of projects on the go or planned – particularly in the property, development and infrastructure space. We think that we now can compete with and beat any firm in the region and take advantage of these opportunities.

"Harris Wheeler and Hall & Wilcox are aligned in many respects, particularly values and culture, and a strong focus on providing excellent client experience and high quality legal services.

"We are already collaborating on opportunities with clients.

"The recruitment of Matthew, Katrina, Albert and team adds significant capability to our national property and projects, corporate and commercial, dispute resolution and other related practices, and enhances our commercial offering in Newcastle, the Hunter and NSW generally."

Matthew Smith, Managing Partner of Harris Wheeler, said "we are really excited to be merging with Hall & Wilcox. They are a law firm known for their progressive thinking and strong commitment to delivering smarter and more efficient legal solutions for their clients. Our merger with Hall & Wilcox can only be good news for our clients, as we will now have access to the added depth and expertise of a truly remarkable national law firm."

Port Stephens Economic Profile

The first ever Port Stephens Economic Profile has just been released, empowering residents and businesses with insights into the local economy and what makes it tick.

Council's Economic Development Unit compiled the profile in conjunction with Remplan, using key statistics on demographics, employment, industry, housing, tourism and business activity.

Jane Perrin, Council's Economic Development Coordinator, says it's hoped the Economic Profile will promote a better understanding of the state of the local economy and what this means for investment opportunities, economic impacts and the allocation of resources.

"By increasing access to accurate and detailed statistics about Port Stephens, we can enable people to make more informed decisions about our region," Ms. Perrin said.

"I can see this profile being an invaluable resource for business owners, not-for-profits, community groups, educators, students and the wider community."

Ms. Perrin says it's important to note that while these statistics are up-to-date as of 2017, they represent a snapshot in time.

"Council's Economic Development Unit keeps a keen eye on the local economy and is constantly updating its datasets, which can be accessed by contacting us."

Download the profile from www.portstephens.nsw.gov.au/work/economic-development/economic-data-and-advice

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Expanded services and new look for Kelly’s Finance Group

Local finance brokers, Kelly’s Finance Group (Kelly’s), has undergone a transformation to align their name and brand with their full suite of loan services.

Previously Kelly’s Commercial Finance, had grown organically over time to provide an increased range of loan services, which meant the business name no longer completely aligned with what the business was actually doing.

Kelly’s director, Paul Long, said that whilst Equipment finance was a primary focus, for many years they had been delivering a wider range of business, commercial, personal and property finance options for clients.

“We spoke to our clients and realized that many of them didn’t know we had expanded our finance service offering,” Paul said. “With this in mind we undertook a complete rebrand to signal to our clients, and the wider marketplace, the breadth of our loan services.”

“But more than this, we wanted to start to talk about what we do and how we do it.”

The key focus for the Kelly’s team is to make what can be a complex undertaking in securing finance with banks and finance companies - whether business or personal – a much easier process.

“As part of our rebrand we were getting testimonials from our clients and we were thrilled that the key theme was always that we make things easier,” Kelly’s director, David Ward, said.

“We have always had a great retention of clients, which is something we’ve known and been proud of, but this is the first time we’ve actually asked our clients what keeps them coming back.”

“It’s clear that we’ve established and maintained high levels of personalised client service – now it’s time to ensure everyone knows exactly what it is we can do for them.”

Kelly’s was established in 1988 in the Hunter region and has been arranging finance loans for businesses and individuals since then. With their office centrally located in Lambton, the team not only services clients within the Hunter Region, but also throughout wider New South Wales.



“It’s clear that we’ve established and maintained high levels of personalised client service – now it’s time to ensure everyone knows exactly what it is we can do for them.”
David Ward - Director



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University facility to research global threat of contamination

In a commitment to furthering research into the global-threat of contamination, the University of Newcastle (UON) has unveiled a \$15 million world-leading lab facility dedicated to finding better ways to assess, manage, clean up and prevent environmental contamination.

“Research shows chemical contamination is as much of a threat to society as climate change, with more than 160,000 contaminated sites estimated in Australia and 5 million worldwide,” said Professor Ravi Naidu, Global Innovation Chair and Director of UON’s Global Centre for Environmental Remediation (GCER).

The new facility, featuring world-class equipment found in few laboratories around the world, aims to develop innovative, cost-effective and sustainable technologies and solutions that reduce the impact of pollutants on the environment and human health.

Professor Naidu, who is also CEO and Managing Director of the Cooperative Research Centre for Contamination Assessment and Remediation of the Environment (CRC CARE), said the critical issue of environmental remediation – which was often misunderstood due to its complex nature – should be at the forefront of the global agenda.

“Cleaning up contaminated land and water costs our nation more than \$3 billion every year. Aside from this, areas of potentially valuable land remain unusable and a possible health risk to the communities around them.

“Everyone on this planet is affected by the quality of our soil, water and air. It’s estimated that nearly 13 million people die annually from exposure to unhealthy environments, so I am thrilled UON is taking the next steps to invest in the resources to secure the future of our environment,” he explained.

Working in conjunction with UON’s Newcastle Institute for Energy and Resources (NIER) at Callaghan campus, the new facility comprises seven state-of-the-art laboratories that span microbiology, wet chemistry, material science, chemical analysis, remediation and heat testing.



“Our commitment is evident in our strong connections with industry and government around the world. We are making great progress and I hope the valuable work happening in Newcastle will continue to translate into real-world solutions.”
Professor Ravi Naidu

Projects being undertaken include remediation of contaminated aquifers and wastewater, crop testing for toxic metal exposure, management of mining waste and derelict mines, and the impact of carcinogenic contaminants on the environment and human health.

Professor Naidu, whose own career in environmental remediation has led to an exponential increase in the number of people working in the field, said UON’s work at both a global and local level is making its mark.

“Our commitment is evident in our strong connections with industry and government around the world. We are making great progress and I hope the valuable work happening in Newcastle will continue to translate into real-world solutions.”

The new facility will further support CRC CARE and the newly established Cooperative Research Centre for High Performance Soils (CRC HPS).



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UON soars into global top 1%

The University of Newcastle (UON) has been ranked in the top 1% of universities worldwide, announced on 08 June by the prestigious QS World University Rankings.

UON has moved up the rankings since 2016 by an impressive 21 places and is now ranked at 224 out of an estimated 26,000 universities across the world. This result highlights UON's performance as a world-class research-intensive university and positions the university in the top 10 of Australian universities.

UON Vice-Chancellor, Professor Caroline McMillen, said the results were a fitting recognition of the University's commitment to driving high quality education, research and innovation.

"As communities, cities and regions across the world face significant economic, social and technological change, it is important that universities ensure their graduates are positioned to meet the needs of future employers and that they work with their community, business and industry partners to deliver economic, social and technological innovation."

"The result demonstrates that our students and partners can be confident that the quality of the work of our staff ranks in the top one percent of universities across the world," she said.

"Our UON students, staff and alumni can be proud to belong to a university which performs among the world's best."

The independent 2017/2018 QS World University Rankings ranked a top group of universities against six indicators which provided measures of academic and employer reputation, research citations, student-staff ratios and the international diversity of staff and students.

Since 2014, UON has moved up more than 70 places in the QS ranking. Professor McMillen highlighted that the University of Newcastle provides an example of a university which is committed to both equity and excellence.

"UON has a long history of working to ensure that students from all backgrounds can access and succeed in higher education," she said.

"These results demonstrate that delivering equity and excellence are not exclusive and that, through world-class education and research, UON can make a real difference in the lives of students from all backgrounds and to the cities and regions it serves."

Revitalising Upper Hunter streetscapes

Upper Hunter Shire Council is offering financial assistance to business owners to help revitalise streetscapes in towns across the Shire. Council is offering a grant of up to \$1,000 to refurbish shopfronts and a fee waiver for street furniture that uses the region's tourism brand Upper Hunter Country.

Council will waive the annual footpath trading licence fees for 2017/18 for businesses who use the Upper Hunter Country branding on their street furniture. The 'Upper Hunter Country – Come On Up!' branding could be used on outdoor umbrellas, tables, chairs, pots or A frames.

The Upper Hunter CBD Shop Front Assistance Fund is to provide one-off assistance to businesses in Aberdeen, Merriwa, Murrurundi and Scone CBDs. Council will contribute a one-off allocation of up to \$1,000 ex GST (or 50% of project costs - whichever is the least) per standard 15 metre shop front. Council recently decided to increase the grant from \$500.

Businesses and community to benefit from Night Time Spaces Project

Local businesses and the community are set to benefit from a \$175,000 grant from the State Government's \$10 million Community Safety Fund to help reinvigorate seven public spaces in inner Newcastle, Parliamentary Secretary for the Hunter, Scot MacDonald and Attorney General Mark Speakman announced on 14 June.

The successful grant application was submitted by a consortium, with Newcastle Now Business Improvement Association (BIA) as the lead agency and in partnership with Hamilton Chamber of Commerce, Newcastle City Council and Hunter Development Corporation with each of these organisations pledging to co-fund the project with cash and in-kind contributions valued at \$158,000.

The project titled 'Night Time Spaces, Safety Through Activation' has selected one public space in each of the seven nightlife districts across Newcastle East, Newcastle West, Honeysuckle, The Junction and Hamilton to be the focus of strategic designed interventions to enhance the Crime Prevention Through Environmental Design (CPTED) features of each site, and to establish unique and attractive night-time spaces.

"The aim of this infrastructure project is to reduce opportunities for crime and antisocial behaviour and improve the community's perceptions of safety in public spaces," says Olivia O'Brien, Acting Executive Manager Newcastle Now Business Improvement Association.

"Whilst concept designs were sought as part of our feasibility assessment, a further call for Expressions of Interest will invite local firms to design urban infrastructure such as interactive lighting, sound, landscaping and way finding signage as a way to activate these public spaces."

This project has been designed to deliver outcomes across seven sites in inner Newcastle that have been identified as crime hot spots.

Nathan Errington, President Hamilton Chamber of Commerce, says the Chamber is looking forward to making improvements to the Hamilton Station Park site.

"The Community Safety Fund Grant will be allocated \$25,000 per project per location and we are excited to have the opportunity to enhance this public space in a way that will attract more people to the area and benefit the business community."

These sites were identified using sound qualitative and quantitative data, including the use of official crime statistics from the NSW Bureau of Crime Statistics and Research, local police data and community surveys.

Each project presents a creative and innovative solution, tailored to the space and antisocial behaviour and crime issues faced in the space. These projects utilise a situational approach to deliver safer outcomes for the community through the activation of public spaces.



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IPROWD closing the gap in NSW police force

Eleven young Aboriginal students have graduated from the Indigenous Police Recruitment Our Way Delivery (IPROWD) program on 9 June at TAFE NSW Kurri Kurri.

The graduating Aboriginal students are from Newcastle, Port Stephens, the Lower Hunter and Mid-North Coast are part of more than 100 students across NSW that are a step closer to their dream of becoming a NSW Police officer.

Aboriginal leaders attended the event along with senior NSW Police officials, representatives of the Department of Prime Minister and Cabinet, teachers, mentors, family and friends.

Proud Gamilaroi woman, Cassie Johnston was honoured with the 2017 Peter Gibbs Award at the ceremony for her leadership and dedication to her chosen career path. Cassie's older brother works for the Queensland Police Force and has always wanted to be a police officer, although has only recently connected with her aboriginality.

The award is named after Mr Gibbs who was instrumental in developing the IPROWD program in an effort to enhance Police and Indigenous Community relations after his sister Fiona Gibbs died in police custody in 1997.

NSW Assistant Minister for Skills, Adam Marshall said Friday's ceremony marks the completion of the first milestone before the graduates progress their journey to gain entry into the NSW Police Academy.

"The success of the IPROWD program over the past nine years is one example of how the NSW Government, through TAFE NSW, is working with employers and local Aboriginal communities across the state to deliver the best education and employment outcomes for Aboriginal people," Mr Marshall said.

"Since 2008, IPROWD has facilitated the career dreams of more than 833 students who have completed the program. Ninety-five of these students have successfully entered the NSW Police Academy and are now employed by the NSW Police Force, while a further 450 have secured other employment or pursued further education in law, teaching, nursing and justice studies. There are currently 20 IPROWD students at the Academy."

Students graduate with a Certificate III in Vocational and Study Pathways that covers Aboriginal studies, police studies, communication, computer skills, numeracy and literacy as well as excursions to sites including the Goulburn NSW Police Academy.

IPROWD is supported by the Australian Government and the Department of Prime Minister and Cabinet.



2017 IPROWD Graduates

Local defence opportunities to be highlighted at annual conference

The 2017 Hunter Defence Conference will be held on 22 & 23 August 2017 at Crowne Plaza, Newcastle.

The Conference will focus on the development of regional innovation and collaborative commercial opportunities relevant to land, sea and air defence.

law and in her most recent executive role, Kirstin was CEO of a global business, Sentis. She is one of the world's foremost experts in safety governance and leadership having completed a PhD in the field for which she has received numerous awards. As well as a PhD, Kirstin has degrees in Law (with Honours) and Arts (with Honours).



Conference facilities will be configured so attendees can engage dedicated break-out areas. The aim is to drive collaboration and engagement between Defence Primes and the regions SMEs, in order to further develop their understanding of their respective roles and requirements in delivering optimal defence outcomes.

The 2017 Hunter Defence Conference is building an impressive list of speakers delivering topical presentations, along with many opportunities to network.

A highlight of the conference will be the gala dinner on 22 August which will feature an ADF Operations Update by GPCAPT Alson and a keynote presentation by Dr Kirstin Ferguson.

Kirstin began her career after joining the military aged 17 and went on to become the Dux of her Air Force graduating class at ADFA. After being posted to an F-111 Squadron, she studied

The NSW Department of Premier & Cabinet is the Conference Foundation Supporter, with the NSW Department of Industry being the Platinum Sponsor. The Conference is also supported by Veolia and Lockheed Martin. Limited other sponsorship packages were available at the time of this issue going to press.

To purchase tickets for 2017 Conference visit <http://stickytickets.com.au/52159>. For information on sponsorship packages go to www.hunternet.com.au, email Merran@hunternet.com.au or phone 0414 599 636 or (02) 4925 8842.

© Commonwealth of Australia
Courtesy of the Department of Defence

Lockheed Martin F-35 Joint Strike Fighter (JSF)

The 2017 Hunter Defence Conference

SME Collaboration to Deliver Defence Capability

22 & 23 August 2017

CROWNE PLAZA NEWCASTLE

The 2017 Defence Conference will focus on driving collaboration and engagement between Defence Primes, the region's SME's, academia and Defence.

This will support the increased levels of cooperation directed in the Defence Industry Policy Statement. The conference will include an engaging line-up of quality presenters delivering topical presentations, along with many opportunities to network.

A highlight of the conference will be the gala dinner on Tuesday 22nd August. The dinner will feature a prominent Australian keynote speaker and will serve as one of the key networking events of the conference.

HunterNet this year will donate to HDSN & Westpac Rescue Helicopter, from the proceeds of the conference. These organisations do great work in supporting our Region and the serving members and veterans of the Australian Defence Force. We encourage all HunterNet Members and conference attendees to also give their support.



To purchase your tickets for 2017 Conference:

<http://stks.be/hunternet-defence-conference-2017>

For information on Sponsorship packages please go to www.hunternet.com.au OR

Email to: Merran@hunternet.com.au Phone 0414 599 636 or at Hunternet on 02 4925 8842

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Charlestown Square mushroom farm a first and good for environment

In a business first for the Hunter, GPT Charlestown Square will be home to a mushroom farm that brings environmental benefits to our coffee loving region.

Beancycled is the brainchild of Hunter-based sister and brother Leisha Mongan and Steven Parkinson. The mushroom business takes its name from the used coffee bean grounds that will form the bed for the mushroom spawn to grow in.

A special lab room for mixing and production as well as a fruiting room has been set up at Charlestown Square to create the strict conditions for mushroom growing. Coffee grounds from 17 of the centre's coffee making establishments will be re-used to grow a variety of oyster mushrooms.

Mr Parkinson said the coffee brewing process pasteurises the coffee grounds, a process that is vital to remove contaminants from the material in which the mushrooms grow.

"Traditional mushroom growing uses a lot of energy to sterilise material which this process avoids so there is another environmental benefit," Mr Parkinson said.

"Yes, the mushrooms are free of caffeine and no, they don't taste like coffee," he said.

Ms Mongan said there is a triple bottom environmental benefit from the business because at the end of the mushroom growing process, the used coffee grounds will be made available to schools and community gardens as rich compost for vegetable gardens.

She said she approached GPT Charlestown Square because of its large number of cafes and its environmental awareness.

Charlestown Square operations manager Andrew Hungerford said the farm was a fantastic idea that helps the shopping centre reduce its environmental footprint and removes the cost of disposing of the cafe's coffee grounds.



Mara Langer, the owner of one of the participating cafes, sweet treat maker, Fifi La Femme said as a business owner and a mother, she believes consumers and businesses have a responsibility to the planet and to children to drastically reduce the amount of waste we generate.

"Beancycled is offering a hassle-free service that allows us to get on with making and serving great coffee while disposing of coffee waste responsibly," Ms Langer said.

Trish Jarvis from Warners Bay Community Garden has already signed up to receive the rich, twice used coffee grounds for compost.

Ms Mongan said she is a foodie with a green tinge who likes to grow things. She saw a UK documentary on the process several years ago.

"The Hunter is such a coffee loving region I thought we could do something like that here," Ms Mongan said.

She said the mushrooms will take between four to six weeks to be ready, depending on the variety. There are several varieties of oyster mushrooms that they will grow.

"After this trial we will look at other varieties such as shitake," she said.

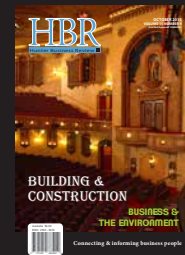
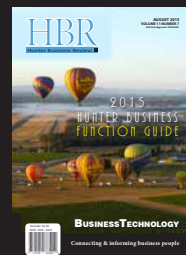
A 2016 report by Planet Ark found that Australian's drink six billion cups of coffee per year. Around 93% of coffee grounds go to landfill where they can produce methane and carbon dioxide, greenhouse gases that contribute to global warming.

The duo is selling mushrooms to local restaurants including Hamilton's Apothecary Kitchen. Future plans include the creation of home growing kits.

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Manufacturing- "The key to our future"



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'Showcasing Excellence in Manufacturing'

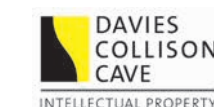
REGISTRATION & NOMINATIONS ARE NOW OPEN FOR THE 2017 HMA.

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

DON'T MISS OUT ON YOUR OPPORTUNITY TO BE PART OF THE 2017 HUNTER MANUFACTURING AWARDS

REGISTRATION PERIOD: April 5-July 14
NOMINATION PERIOD: April 5-August 18

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www.hma.org.au/Nominate or phone 0438 242 899



WITH THANKS TO OUR SPONSORS AND PARTNERS

Let's Talk with.....

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

My current role is the Regional Manager for the Australian Industry Group for the Hunter, Central Coast and Northern NSW. Everywhere from "Woy Woy to Wallangarra" but in reality mostly the Hunter, Central Coast and lower North Coast. We are an industry association with a concentration in manufacturing and technology.

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

I have had a working life of 51 years, which for various reasons became more interesting after age 40. I started at the Sydney Water Board three days before my 17th birthday, being a graduate of the last NSW Leaving Certificate. I graduated to the complaints desk (not customer service in those days) and developed my problem solving and negotiating skills. I did a 4 year TAFE Certificate in Personnel Administration without setting foot in a Personnel Department. That came later when I critiqued a presentation by a manager on psychology at my next employer NSW Department of Mines. He saw some promise in me. That began a career of 37 years in HR related fields – 24 years in Government, one year in private sector consulting and 15 years with Ai Group. Along the way I collected a Post Grad Diploma in HR&IR and a Bachelor of Applied Social Science in majoring in Psychology and Sociology. (Yes in that order!) In 2010 I took up my current role at age 62 which is about business development, member relations and industry promotion. I had no idea where I would end up, but it has been a blast.

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

I am sad really as my work is my major passion. My spare time is spent with my wife, daughters and grandchildren. To relax I pursue a long term passion of steam engines. I bought a 14 ton steam roller when I was 15 and I was a founder of the Campbelltown Steam Museum in 1975. I hold a steam traction engine driver's and locomotive boiler attendant's certificate but these days I prefer to do HO scale railway modelling.

4. Where do you find inspiration?

In 1970 when I was 21, I had a meeting with the Superintendent of Tramways in Ballarat. He told me how he started out as a junior Clerk at Camberwell Depot in Melbourne. In those days there was a 44 hour week and people worked on Saturday morning. There was a morning and midday peak hour. The Tramways Union were having a meeting after the mid day peak and were rumoured to be going out for the weekend. The boss of the depot went home and left my mentor to "mind the shop". Surprise, surprise, the men voted to go back to work. A big boss came in and said to the junior. "Where is Fred?" "He's gone home". "Do you know anything about rostering son?" "No but I have watched how it is done" "Do you think you could have a go?" "I will do my best" "That's all I ask." So he set to work and the system was working perfectly within 2 hours of the men returning. On Monday he was in head office. My first lesson in taking a risk and going the extra mile.

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

My advice is to read widely, identify changes that are emerging and position yourself to either take advantage of the change or to become a driver of it. Leaders have to be out in front exploring the unknown before it becomes known and then making it OK for others to venture there. The ability to sell the message is also of paramount importance.

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

It is amazing how strength can be borne from adversity. In the 1990s I did a really brave thing for a Public Servant and landed a contract senior executive service position in corporate HR. My duty statement was really a blank sheet of paper and I had to identify stakeholders, visit and understand their parts of the business, ask where we could be of assistance and build a business plan (never had done one). 7 months

later I was made redundant in "the recession we had to have". Just before the axe fell I had a conversation with my wife that I could not get sign-off on my business plan and that I might not be working here much longer. She said "That's OK. You have won jobs before you can land one again!" Lesson learned – how to be an executive leader, managing the customer interphase. Then I landed a job in the private sector in skills analysis and 12 months later I was made redundant again (with a new mortgage) – Lesson 2 how not to run a consulting business. Eventually I obtained some casual work back in Government and then into a new consulting division where I became co-manager with a woman. It was great working with a woman as an equal in a very creative operation – Lesson 3 I learned from her to be bold and go out and get what you want. I was a changed professional after those 2 years. It would be 15 years before I could put those lessons to use again.

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

I am a "refugee from Sydney" in 2008 landing here not by boat but by car. I came on a transfer in IR work with Ai Group. In 2010 my predecessor resigned as Regional Manager. The role was restructured and the umbilical cord of IR was cut off. I found myself with virtually a blank duty statement (again) and had to create the role. It was a weird kind of stress – liberating but scary. In Sydney with Ai Group I had worked with SME manufacturers in South Western Sydney for 15 years. I knew how regions worked and the problems facing manufacturers at the end of the industrial age – now that is scary. I have been fortunate to have led two overseas Trade Missions to Germany in 2013 and Pittsburgh USA in 2015. The learnings from those have shaped Ai Group's strategy for local manufacturing and the reports can be viewed on our webpage www.aigroup.com.au/contact/hunter. Those countries have 250 years plus of manufacturing knowledge – we have 150 which is still solid. Ai Group's Four Big Ideas for Hunter Manufacturing in 2016-2017 are:

- To hold a Makers Festival to bring together innovative manufacturers, researchers, start-ups and students – conducted in 2016
- To encourage a larger investor community to fund start-up tech companies – in progress
- To encourage the NSW Government to recognise the Hunter as "an international centre of engineering excellence" – currently negotiating for inclusion in the Greater Newcastle metropolitan Plan – which will scale up Newcastle as a Global City
- To encourage the NSW Government to market the region to international engineering tech companies to set up here – longer term

I am immensely enthusiastic about the future for the Hunter, its economy, its people and its industry. We have a window of probably 2 years to make our mark on Australia and the world and then we can expect to see the signs of significant new prosperity from new technology players. We need this to secure a future for our children and grand children as participants, not spectators, in a technology enhanced world.

8. Are you reading anything at the moment?

"The Smartest Places on Earth – from Rustbelts to Brainbelts"

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

Everything will be all right in the end and if it is not all right, it is not the end" Sonny in "The Most Exotic Marigold Hotel" – a seniors' cult film.



Adrian Price

How bad do you want it?

Matthew Hunt
SIDCOR Chartered Accountants

Ever wonder what makes the difference between people who experience success and those who just don't seem to make it? I know I do.

What I've learnt so far is this. Every truly successful person I have met or read about did these two things:

1) they wanted something 'bad' so they took massive action before they became successful, and

2) continue to do so after success was attained, not because they have to, but simply because they can.

When I made this discovery I was ecstatic, because as humans it's natural to see the success of others and think, lucky for them, or I could never achieve that because I'm too old, too young, not experienced, not as famous, not as wealthy or whatever your excuse of choice may be.

But what you don't see is the author of the latest bestseller wrote 127 other novels that didn't get published or the girl who just got promoted ahead of you reading 25 books a year and going to toast masters for a decade to work on her public speaking so she could nail that one interview. These are examples of massive action, which as Grant Cardone explains, is taking what a normal person would do and multiplying it by 10.

The second distinction is the prevalence of massive action once success is achieved. With the successful people I have observed, the same habits that lead to success are now rituals. These are designed not to achieve the previously targeted goal, but rather that same action and energy is redirected to a new cause or passion.

I'll leave you with this. I bumped into to an extremely successful real estate agent at 6 pm on a Wednesday night. As everyone was getting ready for dinner at home on a chilly winter's evening I overheard her say she was on her way to do a letterbox drop, advertising her latest sale. Did she have to be doing this? Not at all, I'm sure she could have retired comfortably by now. Instead she was pounding the pavement whilst her competitors were at the pub or at home resting. So what does it mean? For me it was another sign that success isn't about luck or reputation; it's about being rewarded for taking massive action rain, hail, or shine. And not because you have to, but because you can.

So how bad do you want it?

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



Matthew Hunt is a Client Director at SIDCOR Chartered Accountants. He has a passion for business and an understanding of what makes the businesses of his clients' tick. Through this understanding he is able to truly partner with his clients and help them 'work on' strengthening their business.

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HUNTER DOCUMENT MANAGEMENT - 4952 7777

New strata building defect bond scheme – What you need to know

Belinda Crosbie
Nexus Law Group

Following recent changes to NSW Strata laws^[1], the Building Defect Bond Scheme is scheduled to commence on 1 July 2017 (Note: As at the date of this article NSW Parliament is considering postponing the commencement date to 1 January 2018).

Once the Scheme officially commences it will have a major impact on residential strata developments across NSW as it offers security to Owners Corporations, for the costs of rectifying building defects identified in the first two years after completion.

The Scheme will apply to contracts entered into:

- on or after the commencement date for the Scheme;
- for residential building work to strata developments; and
- where insurance under the Home Building Compensation Fund (HBCF) is not required.

The Scheme will particularly affect strata developments with 4 or more storeys as these are exempt from HBCF insurance.

Developer security bond

Under the Scheme developers must lodge a building bond (for 2% of the total price of the building works), together with several other property and project related documents, with the NSW Department of Finance, Services and Innovation (DFSI).

Defects inspections and reports

The developer must engage an independent building inspector to inspect and provide interim and final reports identifying any defective work within the first two years after completion.



Penalties

Penalties apply to developers who fail to:

- lodge the bond; or
- properly appoint inspectors.

Owner and contractor rights

The Scheme gives contractors a statutory right to reasonably enter property after completion to rectify building work.

If the original contractor is unavailable or insolvent, the developer may appoint another contractor to rectify the work.

An Owners Corporation may claim all or part of the bond to meet the costs of rectifying defective work identified in the final inspection report.

DFSI may reduce the amount an Owners Corporation can claim, if the owners unreasonably refuse access, preventing the original contractor from completing rectification works.

The Scheme provides a right to apply for review of certain DFSI decisions, including a decision that the whole or part of a bond can be claimed by an Owners Corporation.

A developer whose bond is paid to an Owners Corporation, may recover the amount from a party liable to the developer for defective building work.

Practical Implications

1. It will be important for developers to ensure that construction contracts provide for extended security and defects liability periods, which are consistent with the Scheme.
2. Developers should allow for the bond and inspection costs, in their total project costs, timelines, investment information and finance arrangements.
3. Although this will extend security and defects liability period obligations for contractors, the Scheme may also assist to identify and resolve any genuine defects at an early stage.
4. The statutory right for contractors to reasonably enter a property to rectify building work after completion is an important development in the rights of contractors of residential building work.

If you would like more information, please contact Belinda Crosbie or Ruby Lee at Nexus Law Group on (02) 4961 0002, email bjc@nexuslawyers.com.au or visit www.nexuslawyers.com.au

[1] Part 11 Strata Schemes Management Act 2015 (NSW).



Belinda Crosbie Heads Nexus' Construction and Infrastructure Team. With significant experience across all areas of construction and infrastructure law, Belinda is well placed to assist clients on both advisory and contentious matters. Belinda can be contacted on 4961 0002 or by email at bjc@nexuslawyers.com.au.

AVEO Group pushes forward with \$220 million Newcastle project

Leading retirement developer Aveo Group has brought forward the second stage of its \$220 million Newcastle development following strong interest in Stage 1, as construction tracks ahead of schedule.

The \$24 million first phase of Aveo Newcastle comprises 50 two-bedroom independent living villas and is due for completion in July, coinciding with the commencement of Stage 2 which delivers a further 45 villas to the community subject to approval.

Stage 1 works will also include upgrades to the Shortlands Waters Golf Club with a new clubhouse set for completion in September, and seven new golf holes due mid-2018. A world-class community centre with health and wellbeing facilities, resident function rooms, lounge areas and a gym will be unveiled to the public in October.

Aveo's Executive General Manager for Developments Gary Kordic said the decision to push ahead with the second phase of the development was driven by the popularity of Aveo Newcastle

with the local market.

"Stage 1 of the project is already completely reserved, and remarkably around 70 per cent of the interest we've received has come from people living within five kilometres of the community, in suburbs like Maryland, Mayfield and Cameron Park. The remainder of prospective residents come from the broader NSW region, in towns such as Lake Macquarie, Coffs Harbour or Taree," he said.

Aveo Newcastle recently held an open day, where 500 people toured the community to see what was on offer.

"The feedback from our prospective residents was overwhelmingly positive, with many people attracted to the open-plan designs of the villas, generous gardens, lifestyle amenities and the level of care services that will be in place, and because of this we've certainly seen a positive effect on buyer interest."

Once complete, the six-year Aveo Newcastle project will feature 300 independent villas and 127 aged care rooms catering to the over 65s community.



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Hunter Business Review ■

"Love what Garry & the team have created with this magazine. No other publication that deals with SME's comes close to HBR. It has been an awesome tool for promoting our brand in the local community"



Paul Siderovski
Managing Director
SIDCOR Chartered
Accountants

<http://www.sidcor.com.au/>

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39 apartment development for Broadmeadow

Brunker Road Broadmeadow is set to undergo further redevelopment with the recent DA approval for a boutique apartment complex. Known as 'Centrale', the project is being spearheaded by GWH Property Development in conjunction with Walkom Real Estate.

Featuring 39 architecturally designed apartments, courtesy of EJE Architects, Centrale signifies a turning point for both Broadmeadow real estate and the suburb in general. With Newcastle City Council already underway in their plans to renew the Brunker Road corridor, Centrale will further solidify Broadmeadow as the next destination suburb to live.

With its close proximity to Newcastle CBD and beaches along with Westfield Kotara, Broadmeadow Train Station, Newcastle Entertainment Centre, McDonald Jones Stadium, John Hunter Hospital, Calvary Mater Hospital plus an abundance of good quality schools, Centrale has all of life's conveniences at its fingertips.

Since its release in April 2017, close to 35% of the apartments within Centrale are already sold, including all three bedroom apartments. Only one and two bedroom apartments currently remain.

Scott Walkom, Principal at Walkom Real Estate comments, "Centrale represents a real game changer for Broadmeadow and one that extends from the significant changes being felt right across Newcastle.

"As the city undergoes tremendous change so do the suburbs located within close proximity to it, such as Broadmeadow. It is a suburb in metamorphosis and the savvy buyers – be them investors or owner/occupiers – are well aware of this, which is clearly why the apartments are selling so fast.

"Centrale will not only continue to add to the upscaling of the suburb, but it will also pave the way for further developments in the area that will result in a full reinvigoration of Broadmeadow."

Centrale is also bound to appeal to first home buyers with the introduction of the NSW State Government's stamp duty relief package, which came into effect on 1 July. Stamp duty concession will now be available for properties valued between \$650,000 to \$800,000.

All Centrale apartments feature well-appointed finishes, open plan living that flows out to a private balcony or courtyard, air conditioning, stone bench tops and stainless-steel appliances, with upgrade packages also available.

The Centrale apartment complex is located at 65 Brunker Road, Broadmeadow, with a display suite also located on 128 Beaumont Street, Hamilton.



RECENT SALES



10 Allandale Road, Cessnock **\$1,300,000**
This property is a high profile commercial building boasting main road frontage and 16 on site parking spaces.
BUYER: N/A
SOLD BY: Brendan Sarroff - Starr Partners Maitland



507-511 Pacific Highway, Belmont **\$1,300,000**
This property presents a compelling development opportunity, underpinned by excellent holding income, with staggered expiries in 2017 and 2018.
BUYER: N/A
SOLD BY: Colliers International - Newcastle



346-348 High Street, Maitland **\$688,500**
Positioned in the nearly renovated "Levee" in Maitland's Central Business District, the potential is endless.
BUYER: N/A
SOLD BY: Michael Maffey - Starr Partners Maitland



Lot 12, 450 The Esplanade, Warners Bay **\$675,000**
Property is located along the foreshore retail and shopping hub of Warners Bay, set amongst quality retail operators
BUYER: N/A
SOLD BY: Colliers International - Newcastle



3/2 Sabre Close, Rutherford **\$410,000**
This well maintained property features a high visibility area and exposure for you business.
BUYER: N/A
SOLD BY: Michael Maffey - Starr Partners Maitland



Unit 1, 6 Morton Close, Tuggerah **\$590,000**
The building comprises a commercial office facility featuring aircon offices, boardroom & amenities, a storeroom & on-site parking.
BUYER: N/A
SOLD BY: Colliers International - Newcastle



7 Pipeclay Avenue, Thornton **\$845,000**
First time offered quality multiuse warehouse was purchased in a highly sort after commercial estate located in Thornton.
BUYER: N/A
SOLD BY: Brendan Sarroff - Starr Partners Maitland



63 Bonville Avenue, Tomago **\$5,400,000**
Large (5,754m2) ex-fabrication facility set on (17,000m2) of industrial land with multiple overhead cranes and numerous large access doors.
BUYER: Local Owner-occupier
SOLD BY: Steven Dick - Raine & Horne Commercial



111 Glenwood Drive, Thornton **\$1,885,000**
Located in a very popular estate, this property is a near new facility with a modern exterior.
BUYER: N/A
SOLD BY: Brendan Sarroff - Starr Partners Maitland



THORNTON

FOR SALE
Price on Application



READY TO BE OCCUPIED - AAA INDUSTRIAL FACILITY

Location - 92 Glenwood Drive Thornton is positioned in the well known and highly regarded Thornton Business Park, the estate is approx. 20min - Newcastle, 1.5hr to Sydney and less than 1hr to Hunter Valley coal mining regions.
Thornton Business Park is easily accessible to New England and Pacific Highways and is less than 5mins from - M1 Pacific Motorway.

- Brand New - Major Industrial Development
- Engineered for 10 ton crane
- 19 on site car spaces
- 8.5m eave height
- Prime corner location
- 3 x 6m wide roller doors
- Modern office layout
- Excellent exposure
- Level site

PRICE ON APPLICATION!!
To avoid disappointment please call **Brendan Sarroff** on **(0400) 986 779** now to arrange an inspection.

MAITLAND

FOR SALE
\$450,000



PRIME MAITLAND CBD INVESTMENT

Great opportunity to secure this tightly held mixed use residential/commercial building. Rear lane access from Bank Arcade and situated in a high profile Maitland CBD position.
Offering a solid dual tenancy with ground floor leased to a well known and established food operator and upstairs a 2 bedroom residential unit with air-conditioning and internal laundry.

Features include:

- Double brick building
- Iron roof in well maintained condition
- 50 meters from Heritage Mall entrance
- Constant passing foot and vehicle traffic
- New 3x3 year commercial lease to ground floor business

Please call **Brendan Sarroff** on **(0400) 986 779** now to arrange an inspection.

MAITLAND

FOR SALE
\$1,100,000 + GST



PRIME RIVERFRONT DEVELOPMENT OPPORTUNITY

Located in the heart of Maitland's CBD and The Levee entrance, overlooking the Hunter River. This property would be prime for developing residential units or Hotel/Motel development.

Approx: 30m frontage
Building area: 900m² approx
Land: 987m² approx
Zoned: B4 Mixed Use

Objectives of zone:
To provide a mixture of compatible land uses.
To integrate suitable business, office, residential, retail and other development in accessible locations so as to maximise public transport patronage and encourage walking and cycling.

Call **Michael Maffey** on **(0438) 049 366** now to arrange your inspection.

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TOMAGO

LEASE OR SALE



MASSIVE ENGINEERING FACILITY

Just off Pacific Highway and built for engineering this facility has many features including; corporate offices, workshops, cranes, large power supply, huge hardstand and concrete areas.

STEVEN DICK 0425 302 771

CHARLESTOWN

FOR LEASE



GREAT EXPOSURE

93m² (approx) of open plan office space. In complex of (4) with (3) car spaces. Also features ducted air conditioning and illuminated signage in great condition.

MATT NELSON 0425 302 776

THORNTON

FOR LEASE OR SALE



MODERN INDUSTRIAL FACILITY

Designed to suit a multitude of industrial uses. Total floor area of 1,500m² (approx) featuring (2) roller door access, showroom and offices, on-site car parking and excellent exposure to Thornton Road.

PAUL TILDEN 0425 302 772

WICKHAM

FOR LEASE



WICKHAM WAREHOUSE

Well located warehouse that is suitable for many different uses. There are strict time guidelines for those that are in the fitness industry and have interest in this property. Has showers and some mezzanine storage room.

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WEBBER ARCHITECTS

Webber Architects has appointed Interior Designer, **Tanya Killen**, whose experience includes residential, commercial, retail and healthcare interior design as well as design and construction of space activation and pop-up installation. Tanya is involved in voluntary design community groups, (Out)fit and Pecha Kucha Newcastle.



HICKSONS LAWYERS

Jennifer Parkes has been appointed as a Partner in Hickson's Newcastle team. Jennifer is an experienced commercial lawyer and advises clients on the full range of employment, industrial and Workplace Health and Safety (WHS) issues, with a particular focus on discrimination, bullying and harassment in the workforce. A specialist in the tertiary education and government sectors, Jennifer has an excellent technical knowledge of the legislative and strategic demands of claims management and workplace law.



SWS LAWYERS

SWS Lawyers have promoted **Susan Moran** to principal and director. Susan is an experienced and well respected commercial litigation practitioner and for 20 years has worked with clients as a dispute and litigation specialist.



THE SALT THERAPY CENTRE NEW.

Sommer Carson has been promoted to Salt Therapist at The Salt Therapy Centre Newcastle. After over 20 years of association with one of Newcastle's premiere hair salons, Carson expanded her options into Natural Healing by joining the team at the Salt Therapy Centre where she helps clients with a range of issues including respiratory, skin condition, stress reduction and immunity strengthening.



HICKSON LAWYERS

Hickson Lawyers have appointed **Samantha Townsend** to Associate. Sam is part of the Newcastle office's Insurance in the Workplace team and specialises in statutory and common law claims. Sam has an established practice in personal injury litigation and a background in medical negligence law. An experienced practitioner, Sam also holds a biomedical science degree which has been a valuable asset in her specialised field.



PRDnationwide NEW. & LAKE MAC.

PRDnationwide Newcastle & Lake Macquarie has appointed licenced real estate agent **Chasse Ede** to its growing residential sales team. Chasse is a third generation agent starting out in his family business in 2003. He has a passion for property and purchased his first aged 18. Chasse has been working in Newcastle and Lake Macquarie as a licensed property valuer for the past five years.



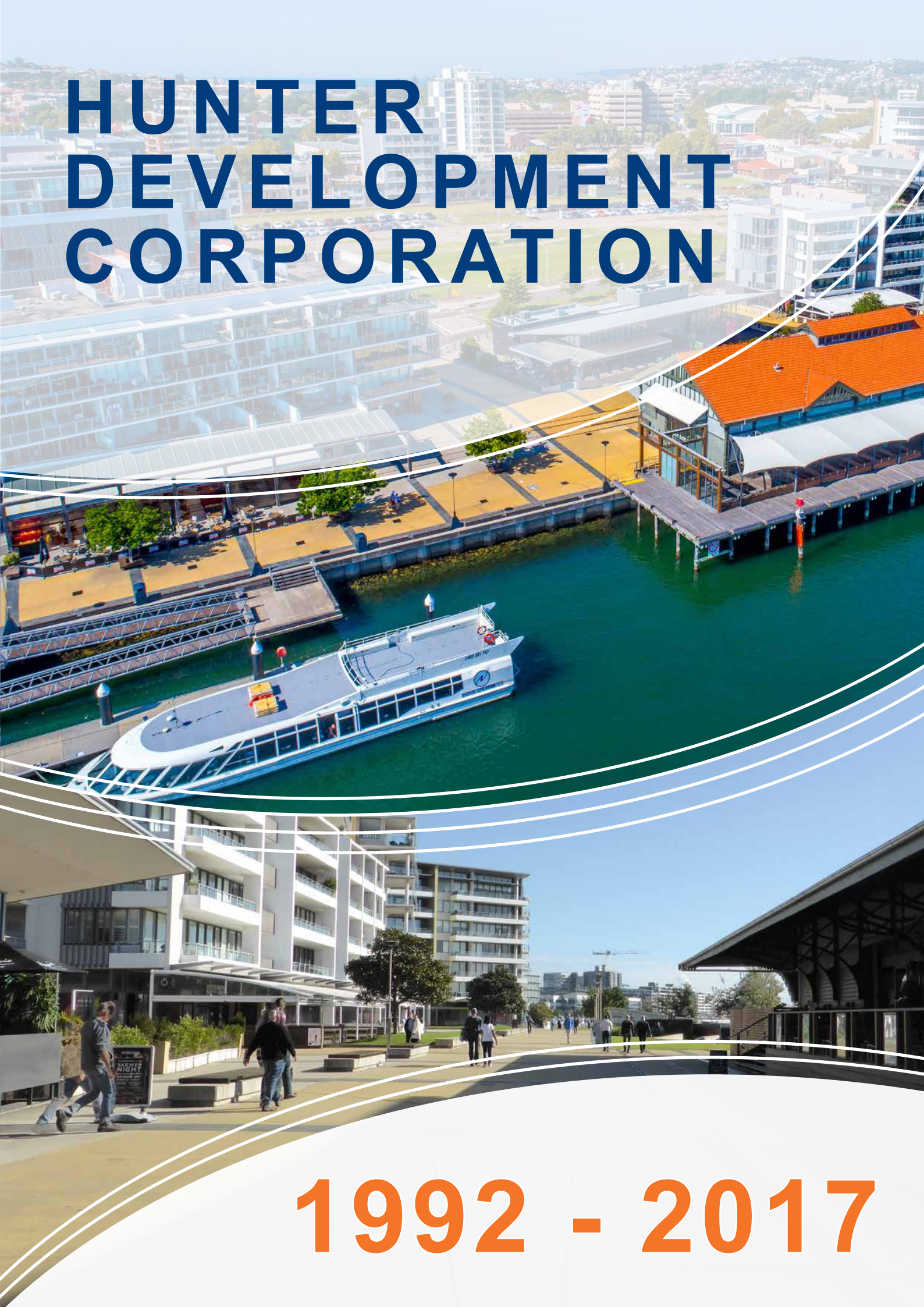
APP CORPORATION

Property and infrastructure professional services consultancy APP Corporation has announced the appointment of **Peter Allen** to General Manager of their Northern NSW operations. Born and bred in Newcastle, Peter has been with APP for the last 10 years as a key member of the Northern NSW senior team. He has a strong track record of strategically guiding project teams through complex and demanding projects.



SWS LAWYERS

Eadmund Izzard has joined SWS Lawyers as a consultant in the corporate and commercial team. Ead has over 15 years' experience advising clients on a wide range of IP commercialisation, corporate and commercial law matters. He has specific experience working as a lawyer in innovative and dynamic technology and healthcare environments.



HUNTER DEVELOPMENT CORPORATION

CELEBRATING 25 YEARS OF REVITALISATION

The Hunter Development Corporation celebrated its 25th year in 2017

The anniversary marks the establishment of the Honeysuckle Development Corporation in 1992, which was later merged with the Regional Land Management Corporation to form the Hunter Development Corporation.

Origins of Honeysuckle Development Corporation

The 1970s and 1980s saw a significant decline in the Newcastle CBD and inner suburbs, with population loss, physical degradation and sustained job losses. Jobs and people were increasingly moving to the suburbs. Regional retail complexes had caused the demise of the CBD's retail attraction. Many of its heritage buildings were falling into disrepair; the former rail yards lay abandoned, unkempt and contaminated. Much of the city was cut off from the harbour and the impact of heavy vehicles around the southern side of the port created tension and traffic. The harbour was the sole domain of industry and shipping. Cottage and Throsby Creeks were little more than polluted channels. Empty wool stores lined the bank of Throsby Creek. Unemployment exceeded the NSW average and the employment base was dominated by secondary industry jobs, which were facing global and technological challenges.

In 1978/79 both the NSW Planning and Environment Commission and the Newcastle City Council recognised the problems facing the CBD and stated in a report to council that "this decline is undesirable in terms of maintaining the regional role of the CBD, minimising journey to work times and

distance, utilising to the fullest extent the existing public utility services and infrastructure and promoting an effective transport system."

Ten years later in 1987 in another report to Council following the release of the 1986 census data, the Planning Service Division again stressed that this decline had continued and called on government to invest in housing strategies, to develop a Social Strategy Plan, to make appropriate changes in human service provision and development controls and institute more coordinated planning.

The success of the Bicentennial Newcastle Foreshore project completed in 1988 opened the community's mind to the potential of opening the city to the harbour. The possibility of extending the foreshore promenade east and redeveloping the under used rail yards and shipping yards for urban uses was conceived and nurtured. The Honeysuckle Project provided the hope that the CBD could begin to attract retail and office developments lost over decades; that the inner city could be rebranded as an attractive and vibrant residential alternative; that the harbour could become a place for people as well as industry; that improved public transport could open the city to both the harbour and to the potential of relocated public and

1993
Historic Divisional Engineer's Office restored

1991
Concept masterplan developed

1992
• Honeysuckle Development Corporation established
• Honeysuckle Development Corporation Board adopts masterplan

1994
49 fishing fleet berths built at new Marina Realignment and reconstruction of Hannell Street



CELEBRATING 25 YEARS OF REVITALISATION

1995
• New Cowper Street Bridge opened
• Restoration of Wickham School
• Historic Lee Wharf A building restored

private sector employment; that the combination of access, affordability, harbour views and heritage buildings might be enough to attract investment and people back to the CBD.

The NSW Government provided \$2 million through the Property Services Group, and with the support of Newcastle City Council, began the consultation and investigations that resulted in the development and adoption of the ambitious Honeysuckle Concept Master plan.

While surveys showed high community support for the Concept Master plan the project was unfunded. Moreover, extensive ground work was needed to establish the costs of remediation, the suitability of the site for higher density development, the cost and complexity of heritage restoration and the feasibility of specific land uses. It was also clear that the market did not have an appetite for large scale investment in Newcastle. The financials would not "stack up" without investment in planning and site preparation by government.

The Concept Master plan became the basis on the NSW government's application to the Federal Government for Building Better Cities (BBC) funding. Newcastle became the only non-metropolitan city to secure BBC funding in 1992.

The Honeysuckle Development Corporation was constituted on 29 May 1992 under the Growth Centres (Honeysuckle Development Corporation) Order 1992 which was made under the Growth Centres (Development Corporations) Act 1974.

1997
Honeysuckle Development Corporation became loan and revenue funded

The order set aside certain land in the Parish of Newcastle, County of Northumberland as a growth area, to be known as the Honeysuckle growth centre and constituted the Honeysuckle

1996
First dwellings at Carrington complete

Development Corporation to promote, co-ordinate, manage and secure the orderly and economic development of the growth centre.

The Act also allowed the development corporation to: manage and survey land vested in it; demolish buildings within or adjoining the growth centre they possessed; locate or relocate utility services; set apart land as sites for building or works or religious, charitable or municipal purposes; subdivide the land; construct roads; erect, alter, repair and renovate buildings; and, improve the land so it would be fit to be used.

The Honeysuckle Development Corporation's specific charter was to coordinate the redevelopment of surplus government railway and port related land along four kilometres of harbour front adjacent to Newcastle's central business district. The Corporation's key objectives were to: prepare and market the Honeysuckle site; provide new and improve old infrastructure to encourage private sector development on the Honeysuckle site; stimulate development in adjacent areas; ensure the community has access to the harbour foreshores; create publicly owned and accessible places on the Honeysuckle site; and, make Newcastle's central business district an even more attractive place to live, work and visit.

2001
Linwood residential Stage 1 opened

2002
• Breakwater Apartments opened
• Ibis Hotel
• Sparke Helmore moved to Honeysuckle House

2003
• Crowne Plaza Hotel opened
• Marina Apartments opened
• The Cove Apartments opened
• Linwood residential Stage 2 opened

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Hunter Development Corporation and expanded responsibilities

In July 2007 the NSW Government announced the formation of the Hunter Development Corporation through the merger of the Honeysuckle Development Corporation and the Regional Land Management Corporation.

On 18 January 2008 the boundaries of the growth centre were expanded under the Growth Centres (Hunter Development Corporation) Order 2008. The growth centre was to include land within the local government areas of Cessnock, Dungog, Gloucester, Great Lakes, Lake Macquarie, Maitland, MidCoast, Muswellbrook, Newcastle, Port Stephens, Singleton and Upper Hunter as at 1 January 2008 (following local government reforms in 2016 Great Lakes and Gloucester merged with Greater Taree to form the new MidCoast council). The Honeysuckle Development Corporation was renamed the Hunter Development Corporation (HDC) and continued as the same legal entity as that constituted under the 1992 Order.

2004

- Regatta Quays residential opened
- Harbour Square opened
- The Boardwalk residential and retail opened

The Hunter Development Corporation's role was expanded to facilitate economic growth in the region consistent with the Lower Hunter Regional Strategy released in 2006.

The Hunter Development Corporation's mission was to act as a key driver in the development and renewal required to meet this growing demand for jobs and homes

across the Region. The Corporation was to help facilitate development by the private sector on key State land holdings under its control to ensure certainty of investment to the private sector and maximum value for the people of the region and the State.

Although Honeysuckle has remained its signature project, Hunter Development Corporation has also been involved in a number of other key sites, many of which are still evolving as centres of economic growth and improved community amenity.

2005

- The Source Café Linwood opened
- Riverwalk Commercial Centre opened

These other key sites include:

- Intertrade Industrial Park, the former BHP Steelworks site
- Kooragang Island
- Tomago - former rural land adjacent to the Tomago Industrial area.
- West Wallsend - land formerly owned by BHP on the outskirts of Newcastle and Lake Macquarie
- Newcastle City Centre.

In more recent years, Hunter Development Corporation has also expanded its responsibilities to include services for a number of vital programs.

These include:

- Administration of the Newcastle Port Community Contribution fund
- Administration of the Newcastle Mines Grouting Fund
- Administration of the Hunter Infrastructure & Investment Fund
- Monitoring and reviewing progress of the Hunter Regional Plan 2036

2006

- Lee Wharf promenade and pontoon opened
- Linwood Stage 3 opened
- Forum Gym opened in historic railway workshop
- Hunter Water headquarters opened
- Lee Wharf residential Stage 3 opened
- PricewaterhouseCoopers building opened

2007

- Hunter Street Community Health Centre opened
- Honeysuckle Development Corporation merges with RLMC to create Hunter Development Corporation (HDC)

Honeysuckle Precincts

Honeysuckle has been a major success in urban renewal.

Currently around 88% of the 50 hectares of land has been developed, generating some \$2.38 billion in economic activity.

The development zone is made up of seven distinct precincts: Carrington, Cottage Creek, Honeysuckle, Hunter Street, Linwood, Marina and Wickham.

- **Carrington** is designed to be the epitome of an inner-city suburb enjoying the inner-city revival. It is here that the 4 km stretch to Nobbys begins with a meander through Throsby Creek's famous mangroves. This precinct is now complete and no longer an active redevelopment precinct.
- **The Cottage Creek Precinct** is the main commercial centre of Honeysuckle, with the Sparke Helmore Building, GHD Building, Hunter Water Corporation Head Office and the NIB head office housing busy offices. Doma Group's 7,000 sqm office tower at 18 Honeysuckle Drive has been recently opened. Colliers International and Southern Cross Austereo are current tenants, with others to move in soon. The Doma Group is also currently planning to build two major developments – a \$45 million four star hotel to be located next to Hunter Water's headquarters and a residential development at 21 Honeysuckle Drive incorporating 1, 2 and 3 bedroom apartments and individual waterfront townhouses. Facilitating commercial activity in the Cottage Creek Precinct is part of Honeysuckle's objective to encourage around the-clock activity in the CBD, enabling this hub on the harbour to become the gateway to the city of Newcastle.
- **The Honeysuckle Precinct** has been designed to be the Region's foremost social gathering place, with a collection of restaurants, cafes, public space, live entertainment and cultural activity making it a vibrant destination where there is always something happening. Within this precinct, Harbour Square is a wide area of open space, while the Boardwalk, offers an assortment of restaurants and casual bars and cafes. On the water, Honeysuckle features the Harbour Square Boat Dock and the Lee Wharf Pontoon, designed to be attractions for tourism, charter and private vessels. The Lee Wharf development has a mixture of lifestyle retail shops, cafes, restaurants

and residential opening to the foreshore promenade. It also features Worth Place Park by the harbour and the Chifley Serviced Apartments building. Nearby, the heritage-listed railway workshops provide living history as they are adaptively re-used. The Newcastle Museum, which takes up several of the heritage buildings, has been an extremely popular drawcard since opening in mid-2011. The two restored Lee Wharf cargo sheds are home to the ever-popular Honeysuckle Hotel and the Maritime Centre.

- **Hunter Street Precinct** offers accommodation for visitors to the city as well as to residents at the Cove Apartments. These developments have been the catalyst for revitalisation in Newcastle's City West, with the community health centre consolidating this culture change with the Hunter Street Precinct becoming a convenient and colourful mix of commercial, retail and residential uses. It also features a 1,000 sqm park on Hunter Street which links the Community Health Centre and the Hunter Institute of Technology. The former Empire Hotel site, which the Corporation purchased in 2010, will soon be transformed by the local Catholic Diocese into a residential development incorporating affordable housing.
- **Linwood** has been designed as a peaceful piece of Honeysuckle showcasing the latest in architectural excellence, with innovative terrace house design fitting into the waterfront village and forming a community around landscaped foreshore parkland and a casual café.
- **The Marina Precinct** has been designed as a unique maritime experience. Headquarters to the Newcastle Cruising Yacht Club (NCYC) this Precinct features 200 marina berths, shipyard maintenance facilities with 40-tonne travelift and hard-stand, a commercial centre with ship's chandler, yacht broker, cafés and beauty clinic, Newcastle Fishermans Co-operative operates a seafood processing and retail store as well as supplies for the Newcastle's commercial fishing fleet which have their own marina berths. Work on the Marina Precinct was finalised following the completion of the Glasshouse commercial office building on the Wickham waterfront and the Newcastle Cruising Yacht Club's new clubhouse in late 2008.
- **Historic Wickham** is home to heritage-listed buildings and sites. The redevelopment of the aging, semi-industrial area has provided a catalyst for re-vitalisation of the inner-city community.

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Current Status

The Honeysuckle project complements the \$500 million-plus Revitalising Newcastle program, both sharing objectives of revitalising the city by opening it up to the harbour, creating new homes and employment opportunities and public spaces for people to enjoy. The Honeysuckle project is 88% complete with 6 hectares remaining to be developed.

2009

- The Glasshouse Commercial office at Wickham opened
- Chifley Serviced Apartments opened

KEY OUTCOMES

- 7,800 jobs generated
- \$338 million in public sector investment
- \$863 million in private sector investment
- \$2.38 billion in economic activity generated
 - Homes for 2,300 people
 - Offices for 3,250 workers
- 3.5 km of harbour seawall reconstructed
- 5.7 km of shared cycle/ pedestrian pathway
- Throsby Creek dredged

2010

Honeysuckle Hotel opened in historic Lee Wharf Cargo shed

Other Sites

Former BHP Steelworks site

Since the early 2000s, Hunter Development Corporation and its predecessor the Regional Land Management Corporation has been remediating round 150 hectares of the former BHP Steelworks site at Mayfield to bring new life to this valuable land parcel that feature excellent road and rail links as well as deepwater frontage to the Hunter River.

The port-side portion of the site, comprising of the 90 hectare portside site and 10 hectare intermodal site, is now being managed by the Port of Newcastle.

Hunter Development Corporation currently manages the 52 hectares fronting Industrial Drive, known as the Intertrade site.

Stage One of the remediation was completed in mid 2008. The second and final stage is well underway and is expected to be finished later this year. Infrastructure works and industrial subdivision will follow.

This land will be suitable for general industry, freight and commercial uses, with plenty of room for a wide range of port related industrial development.

The former BHP Steelworks site will be a major economic driver for decades to come.

CELEBRATING 25 YEARS OF REVITALISATION

Kooragang Island

Adjacent to Port of Newcastle, this site comprises 1,300 hectares with good rail and roadtransport links.

Almost 100 hectares are already occupied by companies including HiFert, Graincorp, Tomago Aluminium, Sims Metal, Toll Transport, Barclay Mowlem, BOC Gases, John Holland and Custom Transportable Buildings.

More than 800 hectares are zoned for environmental protection, with the remaining 400 hectares suited to a range of activities including an expansion of coal loading capacity and other large-scale industrial development.

The Newcastle Coal Infrastructure Group (NCIG) constructed a third coal loader which commenced operations in 2010.

Tomago

Adjacent to Port of Newcastle, this site is on former rural lands and comprises 545 hectares of land suitable for both light and heavy industry on a large scale and developers requiring large, uniform and level land sites. It is situated adjacent to the Tomago Industrial Area, which is an older industrial area.

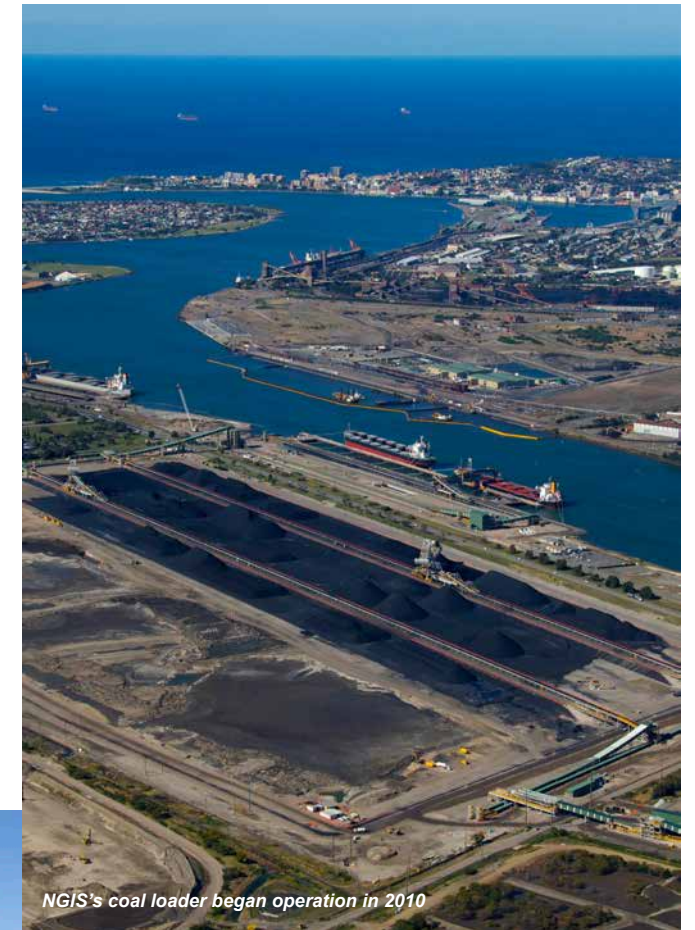
In 2010 the Corporation sold a 240-hectare site adjoining on Tomago Road to WEPL Investments Pty Ltd. The site is adjacent to the 108-hectare industrial subdivision which includes 66-hectares sold to NSW/ ACT Caterpillar dealer Westrac to establish a \$120 million service, training and apprentice facility employing 300. As a State Significant Site, future development proposals will be assessed by the Department of Planning.

Around 237 hectares of land has been set aside for environmental conservation.

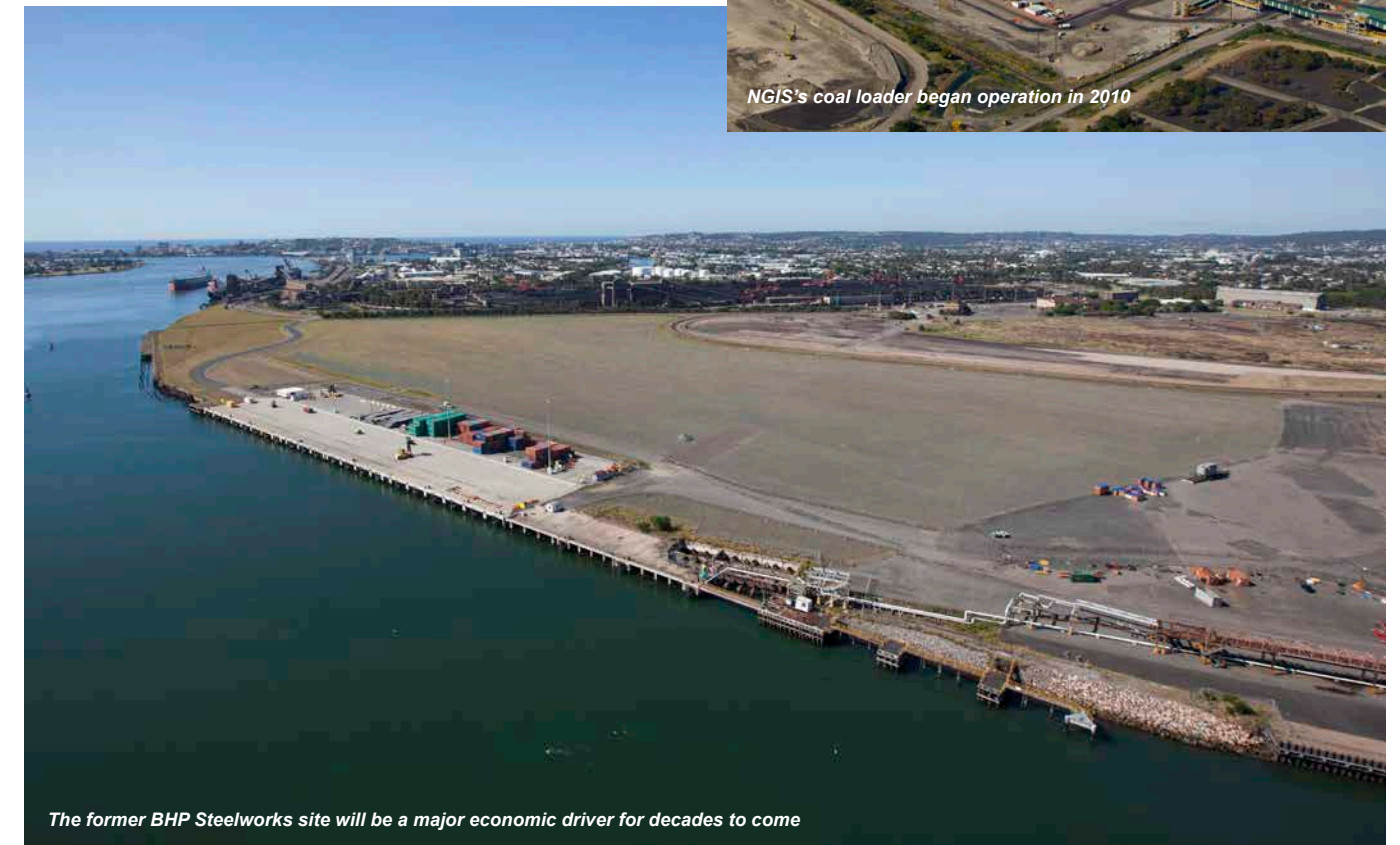
Hunter Development Corporation has completed activation of this land and no longer manages it.

West Wallsend

Formerly owned by BHP, this land comprises 1,545 hectares and is situated on the outskirts of Newcastle and Lake Macquarie's existing suburbs. It is currently earmarked for corridor preservation for the planned Lower Hunter Freight Corridor and environmental offsets.



NGIS's coal loader began operation in 2010



The former BHP Steelworks site will be a major economic driver for decades to come



Silo Restaurant & Lounge and Silo Catering

18/1 Honeysuckle Drive Newcastle, NSW 2300
T 02 4926 2828 F 02 4926 3838
mark@silolounge.com.au



silolounge.com.au



Features

- Stunning harbour side Honeysuckle location
- Several unique venues to choose from
- Local produce and wines on offer
- French style lounge bar area
- Exclusive caters for maritime centre

Located on Newcastle's Honeysuckle boardwalk and nestled between the Chifley Hotel and the Crowne Plaza, Silo Restaurant & Lounge has well and truly secured themselves a prominent position over recent years, within the corporate and tourism industry.

We have catered for numerous corporate events and our clients have been impressed by our location, professionalism, high service standards, personalised service, and quality local produce.

Silo Restaurant & Lounge has a proven ability to provide both a pleasurable and memorable experience, individually customising your event to meet your needs.

ROOM	AREA (M ²)	HEIGHT (M)	THEATRE	BANQUET	COCKTAIL	CLASSROOM	BOARDROOM	U-SHAPE	CABARET	ACCOMMODATION
RESTAURANT	210	3.5	80	80	200	80	50	40	–	–
MARITIME CENTRE	400	6	60	80	300	60	30	30	–	–

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Sam Arnaout, IRIS Capital CEO

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Jonathan Craig, GWH Build

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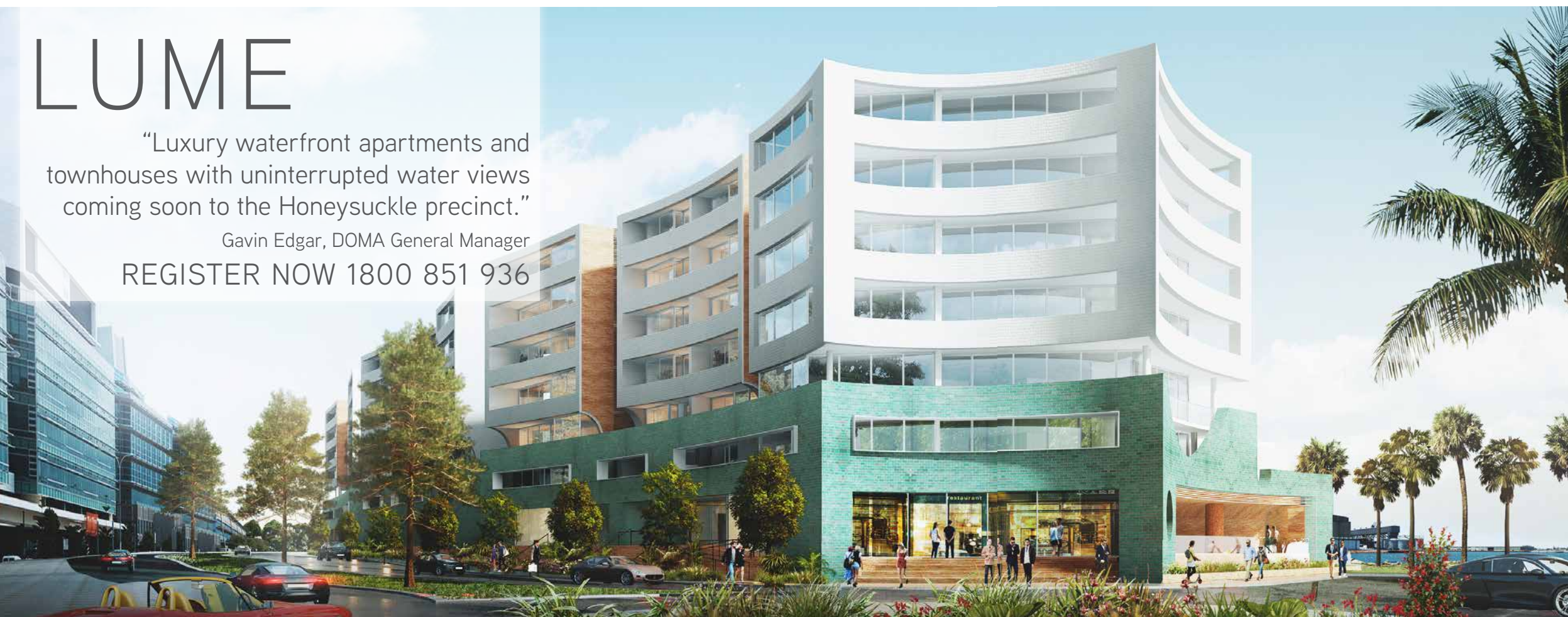


LUME

"Luxury waterfront apartments and townhouses with uninterrupted water views coming soon to the Honeysuckle precinct."

Gavin Edgar, DOMA General Manager

REGISTER NOW 1800 851 936



COLLIERS INTERNATIONAL NEWCASTLE

Established more than 16 years ago, our Colliers International Newcastle office is a leading provider of real estate services throughout the Newcastle, greater Hunter and Upper Hunter, Lake Macquarie, Port Stephens and Central Coast regions.

We bring a wealth of experience to the sale and leasing of all asset sectors, together with a strong property management portfolio. Our Newcastle team are recognised nationally for their unparalleled reputation and outstanding service across commercial, industrial, retail, bulky goods property, residential project marketing, and hotels and leisure, together with providing in-depth analysis and value add opportunities for development sites.

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Other major responsibilities

Newcastle Port Community Contribution

The Newcastle Port Community Contribution is an initiative to provide funding for new community infrastructure around the Port of Newcastle. The Hunter Development Corporation administers the NPCC and makes recommendations to Government on projects to be funded.

Under the long-term lease of the Port of Newcastle, a minimum of \$1 million per year is made available. The initiative aims to support the costs of improving and maintaining landside infrastructure and community amenity in the environs of the Port of Newcastle.

Earlier this year the following grants worth \$1.265 million were made:

- \$500,000 to Stage 2 of the redevelopment of one of Newcastle's most recognized landmarks, Nobby's Lighthouse;
- \$500,000 for weather-proofing, landscaping, and heritage interpretation works at the historic Carrington Hydraulic Engine House;
- \$170,000 to launch the historic steamship William the Fourth (crane the historic vessel into the water and dock at a home berth to be constructed at Lee Wharf, Honeysuckle);
- \$50,000 to the Honeysuckle Community Group for the 2017 Winter Heat Festival; and
- \$45,000 to the Carrington Community Council for construction of new cricket nets.

These are very worthy projects that will enhance the port environment for tourists and locals alike.

The next round of funding opened for applications in April 2017 and recently closed. A healthy number of applications were received and an announcement on future projects will be made soon.



Nobbys Lighthouse - Hannah Rose

Hunter Infrastructure & Investment Fund

Through the Hunter Infrastructure and Investment Fund (HIIF) the NSW Government has funded projects worth almost \$450 million since 2011.

The projects are located across the Hunter from Lake Macquarie, to Newcastle and Port Stephens, to Maitland and the Upper Hunter.

The Hunter Development Corporation has coordinated the funding program and continues to oversee the delivery of remaining projects under the Fund.

The recent Budget allocated \$75 million to the HIIF to enable the progression of existing projects such as those announced in late 2016 and also the Newcastle Mines Grouting Fund.

The most recent tranche of projects announced in late 2016 totalled \$50 million and included the following eight projects:

- \$9.823 million Hunter Innovation Project Newcastle
- \$12.7 million Newcastle Cruise Terminal. The cruise terminal project has already commenced with a major upgrade to the mooring bollards earlier this year resulting in bookings for the largest cruise ships ever to come to Newcastle. In the near future, we expect new designs for the Cruise Terminal building to be unveiled and construction on the new facility could commence in early 2018.
- \$10 million Newcastle International Hockey Centre redevelopment Broadmeadow
- \$1.469 million White Park Recreation and Equine Centre Scone
- \$5.5 million Maitland Regional Sportsground Complex Stage 2
- \$5 million Multi-purpose Complex Broadmeadow
- \$3.208 million Hunter School of Performing Arts Broadmeadow
- \$2.3 million Westpac Rescue Helicopter Service Belmont Base.



Newcastle Mines Grouting Fund

The \$17 million Newcastle Mines Grouting Fund is administered by Hunter Development Corporation.

Mine subsidence affects the majority of the city area. It impacts most development particularly for proposals that exceed three storeys in height. The costs to investigate and grout pose a significant upfront financial burden that is often difficult to define at due diligence and feasibility stage. The cost can often seriously compromise development feasibility to the extent that the project does not proceed due to the lack of certainty around this unique development constraint.

The objective of the Fund is to provide financial certainty for proponents of development within Mine Subsidence districts in the Newcastle CBD and provide greater investment confidence in comparison to the historically ad hoc site by site analysis and treatment.

2016

- New residential development proposed for 21 Honeysuckle Drive at Lee Wharf
- NSW Government announced University of Newcastle presence will expand to Honeysuckle and rail corridor land at Civic

2017

- New commercial and residential buildings at 18 Honeysuckle Drive opened
- HDC announced a new Hotel and residential development

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Hunter Regional Plan 2036

The Hunter Regional Plan 2036 is the product of extensive consultation with councils, stakeholders and the wider community, conducted around a discussion paper (Lower Hunter) released in 2014 and a draft plan released in 2015. The feedback from these consultations was integral to finalising the Plan released in November 2016. It acknowledges the importance of the region and provides a 20 year blueprint to achieve four goals for the region:

- The leading regional economy in Australia
- A biodiversity-rich natural environment
- Thriving communities
- Greater housing choice and jobs

To deliver the Hunter Regional Plan 2036 all levels of government, the private sector and the community will have to work together. The Plan needs to be incorporated into each stakeholder's future activities.

The Hunter Development Corporation has the important responsibilities to deliver, coordinate and be accountable for achieving the vision and goals of the Plan. The Hunter Development Corporation will listen and work with all stakeholders and the community to make sure that growth is aligned with infrastructure and delivered in the right places at the right times.

They also take ownership for implementing the Plan. In the short term, it will develop a Greater Newcastle Metropolitan Area Plan and oversee action on planning for land along the Hunter Expressway; global gateways; economic changes in the Upper Hunter; and the protection of regionally significant biodiversity corridors.

Looking towards the future

The Hunter Region and particularly Newcastle is witnessing unprecedented levels on investment and development that is making major contribution to the growth of the local economy as well as providing major new quality community and lifestyle spaces.

Hunter Development Corporation has been a key participant in this process through the precincts it has developed and is continuing to develop. It also plays a vital role in the administration of a number of important programs.

A major project in the medium future will be on 2 hectares of land the University of Newcastle has secured at Honeysuckle, adjoining the former heavy rail corridor. The University is developing a high level master plan for the development of its CBD sites, which will consider options including next generation teaching and learning facilities, campus support services, student accommodation and publicly accessible zones for community engagement. Subject to the finalisation of business cases and development approvals, construction could commence from late 2018.

The prospects for the Region are extremely strong and there will be many opportunities and challenges to maximise these benefits for business and the wider community.

The Hunter Development Corporation will continue to make major contributions to the process of revitalisation across a range of sectors in the Hunter community. This includes preparing the way for a new era of industrial activity, for new residential and employment opportunities, delivering environmental outcomes as well as recreational and social benefits.

Support for 2018 Hunter Investment Prospectus now open

Hunter Business Publications is now taking support for the 2018 edition of the Hunter Investment Prospectus. We hope you will consider joining us in promoting the Hunter Region as a smart business investment & lifestyle choice. If you would like find out more about helping to promote the Hunter Region and your organisation as well as identifying your organisation as an active supporter of the region, please contact **Garry Hardie** on (02) 4925 7760 or garry@HBRmag.com.au

Have you viewed the 2017 edition of the Hunter Investment Prospectus yet?

Published by Hunter Business Publications in conjunction with RFA- Hunter, this 100 page publication is a leading tool in promoting the Hunter Region as a smart business investment & lifestyle choice.

It is available as a high quality hard copy book, on business card style USBs and on the internet at <http://rdahunter.org.au/hunter-region/hunter-investment-prospectus>

The Hunter Investment Prospectus is a major undertaking and is only possible through the support of organisations that value the promotion of our region. They also have the opportunity to promote their own organisation and identify themselves as an active supporter of our region.

We thank the following supporters of the 2017 Hunter Investment Prospectus:

GOLD SUPPORTERS

Glencore, Hunter Development Corporation, Hunter Research Foundation Centre, Hunter Star Motors, MidCoast Council, NSW Department of Industry, Port of Newcastle, Robert Crawford Real Estate, University of Newcastle

SILVER SUPPORTERS

Ai Group, APP Corporation, Cessnock City Council, Chandler Macleod, Dowling Commercial, Eaglereach, Evoke, Fourwalls Commercial, Hunter TAFE, Hunter Valley Training Company, Hunter Water, HunterNet, Knight Frank, McNamara Adams, Moray & Agnew, NCP Printing, Newcastle Airport, Newcastle City Council, Newcastle Grammar School, North Construction, Pinpoint Computers, Port Stephens Council, Raine & Horne Commercial, Scorpion International, Singleton Council, Tony Cant Real Estate

BRONZE SUPPORTERS

GHD, Hunter Region BEC, Hunter Business Chamber, Hunter Land, Orica, The Business Centre



BUILDING BETTER PLACES FOR PEOPLE



HDC AREA OF OPERATION

Hunter Development Corporation (HDC) is a State Government agency working to stimulate economic growth and create thriving communities in the Hunter.

HDC encourages new investment in homes, businesses and public spaces for the community by undertaking land preparation activities such as remediation, mine subsidence grouting and provision of infrastructure and services.

HDC's area of operation includes the ten local government areas in the Hunter.

For further information
phone 4904 2750

www.hdc.nsw.gov.au



**Hunter
Development
Corporation**

Newcastle attracting billions in investment

The renewal of Newcastle is now in full swing, with billions of dollars of both private and public investment transforming the “capital of the Hunter” into a modern city that is becoming well placed to face the challenges and opportunities of the decades to come.

After decades of relative investment neglect, investment in the Newcastle CBD has been gaining momentum rapidly in recent years.

The map opposite, courtesy of Colliers International, shows 44 of the major projects in the greater CBD of Newcastle and provides a stark illustration of the comprehensive nature of the revitalisation process.

In an interesting comparison, a similar map produced just three years ago included just 12 projects, which at the time we thought was impressive.

The wide array of projects covered in the current map includes:

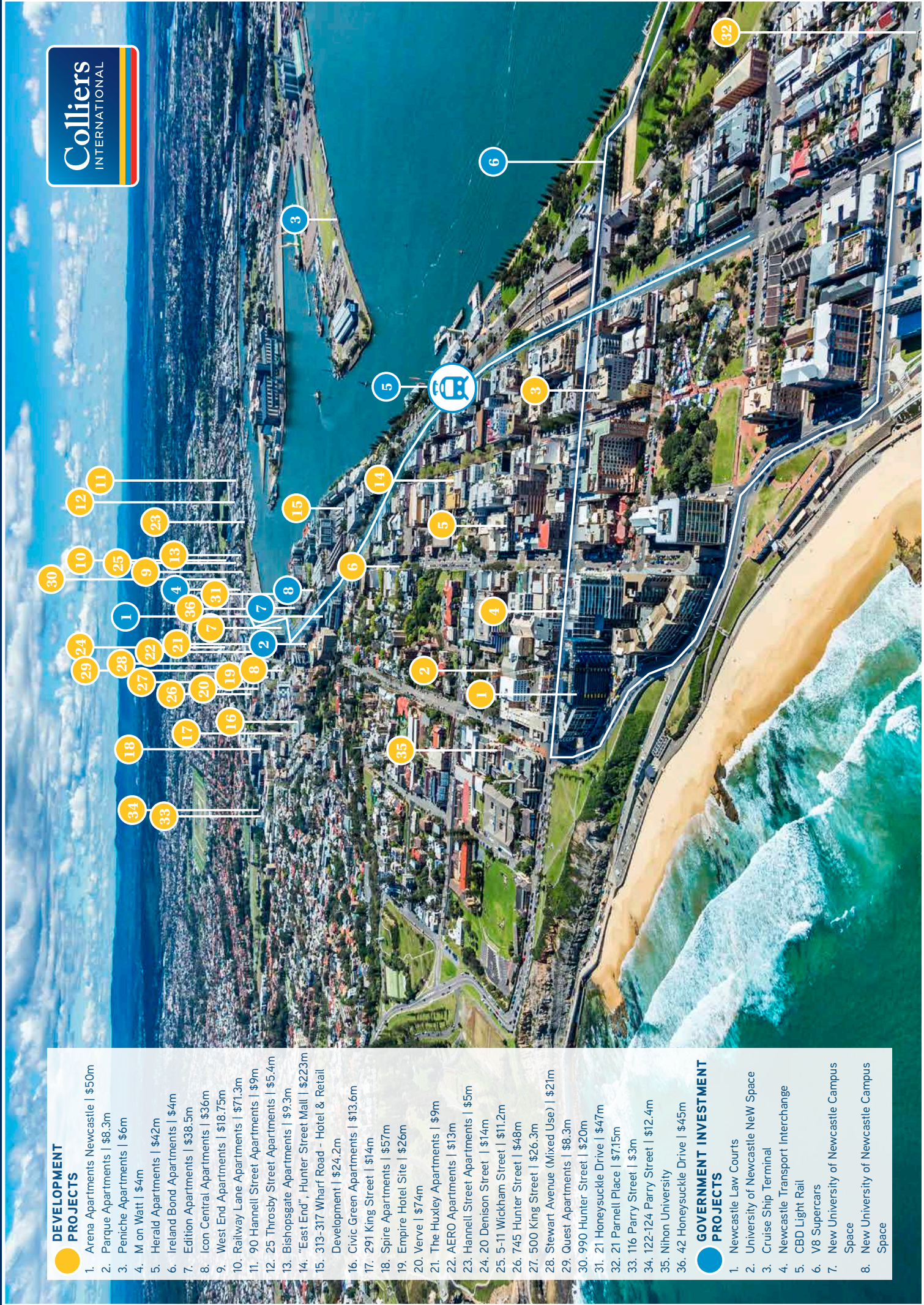
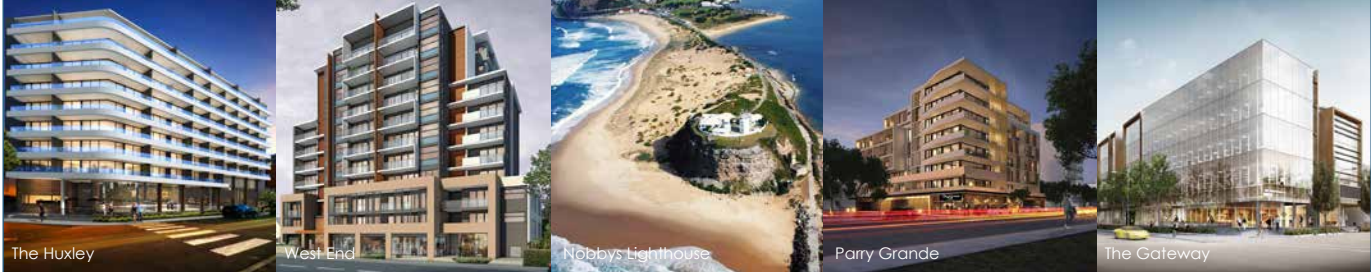
- **21 Honeysuckle Drive / Lume Apartments** - a \$47 million project creating 154 new dwellings and 226 sqm of commercial/retail space.
- **42 Honeysuckle Drive** – a \$45 million development incorporating a 149 room 4 star’ hotel, 62 residential apartments, five serviced apartments, 1020 sqm of commercial/restaurant area and hotel car parks that have scope to be made publicly accessible.
- **990 Hunter Street** - a proposed \$20 million mixed use development featuring commercial use on the ground floor with residential dwellings above.
- **Arena Apartments** – a \$50 million residential development overlooking Newcastle Beach with over 200 apartments
- **CBD Light Rail** - a \$510 million project designed to provide a frequent and reliable travel option throughout the city centre.

- **East End (Hunter Street Mall)** – a massive \$223 million development incorporating around 500 one, two and three bedroom apartments, 4,900 sqm of space for ground-level cafes and boutique retail, and around 2,700 sqm of office space.
- **Empire Hotel site** - a planned \$29 million 14 storey development containing 128 residential units with affordable housing, commercial office space and retail at ground floor.
- **Gateway 2 / Stewart Avenue (Mixed Use)** - a \$21 million five storey, 9,400 sqm commercial office building on the corner of Stewart Avenue and Hunter Street, Newcastle.
- **Herald Apartments** – a \$42 million development offering apartments (1, 2 and 3 bedrooms) in the heart of the inner city of Newcastle.
- **NeW Space** - the University of Newcastle’s new \$95 million city precinct incorporating 14,000 sqm of floor space for around 320 staff and 3,500 students.
- **Spire Apartments, Marketown** - a \$57 million project encompassing three residential towers of seven, five and four storeys on top of Marketown in Newcastle West.
- **Verve** - a \$130 million 19 level project offering studio, one, two and three bedroom apartments as well as a five bedroom penthouse across four apartment precincts.
- **West End Apartments** - an \$18.75 million residential development with 42 one bedroom apartments, 76 two bedroom apartments, 4 three bedroom apartments and 4 commercial suites.

The following pages provide more details on some of these projects as well as covering issues of interest in the renewal of Newcastle.



Leading the Renewal of Newcastle



City promoted by Organisation for Economic Cooperation and Development

The Paris-based OECD recently approached Newcastle Lord Mayor Nuatali Nelmes to submit an article on the city's commitment to sustainable economic development for publication in the multi-lateral body's 2017 Yearbook.

The city of Newcastle is fast emerging as a smart, liveable and sustainable city.

It's indeed an honour for a local government leader to explain in the OECD's year book how, as a fledgling "smart city", we're harnessing the digital and knowledge economies to tackle the challenges or modern urban life.

Collaborations between government and education and private sectors see an era of post-industrial decline rapidly giving way to a future of tech innovation for a regional population of 750,000.

As a council committed to sustainable development and open and collaborative leadership, we are helping transform a former steelworks town into a smart city brimming with opportunities in the technology, health, education, aerospace and defence, and renewable energy sectors.

From building a tech hub in our city's civic heart and promoting science, technology, engineering and mathematics (STEM) subjects through libraries and grants, to installing safe, separated cycle ways and photovoltaic solar arrays - the sustainability imperative is foremost in mind.

Since a successful trial of sensor technology to help diners find parking and provide business insights on a popular restaurant strip two years ago, our smart city vision has quickly taken shape.

The above partnerships and support from Australia's Commonwealth Science & Industrial Research Organisation (CSIRO) and Cisco and IBM have positioned us for success.

Meanwhile, strategic planning and a light rail project are breathing new life into the city's CBD to attract record investment in housing.

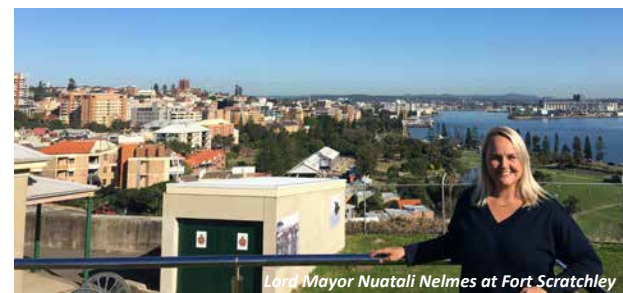
What's to come will eclipse even these successes.

An innovation partnership between Newcastle City Council, the University of Newcastle (UON) and local business improvement groups promised great things. The Hunter Innovation Project (HIP) features construction of an innovation hub for researchers, industry and entrepreneurs to commercialise ideas and promote economic development.

The centrally located incubator, which follows sharp growth locally in co-work spaces, incubators and accelerator programs, will help several sectors -- including advanced manufacturing, health technology, renewable energy and education -- capitalise on the digital and knowledge economy.

The AU\$18 million HIP also includes technology to help council run the city more efficiently, whether through energy efficiencies like smart lighting, targeted bin collections or parking space allocations. This hardware, including the use of sensor technology, promises business and tech developers valuable insights and free Wi-Fi for some 2,000 students at UON's new inner-city campus.

For the full article <http://www.oecd.org/forum/oecdyearbook/business-brief-newcastle-in-australia-an-emerging-smart-city.htm>



Lord Mayor Nuatali Nelmes at Fort Scratchley

Gateway Project Stage 2 under construction

The Gateway Project Stage 2 at 12 Stewart Avenue, Newcastle West is currently under construction and is expected to be completed September-November 2018. Around 50% of the seven level car park is complete.

The development is located within 100 metres of the new Newcastle Transport Interchange (currently under construction and is within 300 metres of Marketown Shopping Centre, providing more than 70 national and specialty shops and services.

The Gateway Project Stage 2 has been designed to achieve high levels of energy efficiency and sustainability over the life of the buildings, targeting a 4.5 star NABERS rating, and creating a benchmark in environmental building in the area. The buildings are designed with functionality in mind and incorporate environmentally sustainable design principles.

Redevelopment of Newcastle cruise ship terminal to drive tourism growth

Newcastle will soon host larger cruise ships and more passengers thanks to the redevelopment of the city's new cruise terminal.

After inspecting the installation of new mooring bollards for the cruise terminal, Minister for Planning and Housing, Anthony Roberts, said: "This important piece of tourism infrastructure will reap millions of dollars in economic benefit for Newcastle and the Hunter region."

Mr Roberts visited the Channel Berth to view the construction of new mooring bollards.

"The State and Federal Governments' \$800,000 investment in new mooring bollards will enable larger, heavier cruise ships carrying up to 3,900 passengers to dock at Newcastle," Mr Roberts said.

"That has made it possible for Newcastle to secure two bookings for the Royal Caribbean vessel Explorer of Seas.

"She will make two calls to Newcastle and the Hunter region in February 2019 carrying 3,900 passengers per visit – this is more than 1,000 extra tourists per visit," said Minister Roberts.

Installation of the bollards is the first stage of construction of the \$13.5 million new cruise terminal facility for Newcastle and will be completed by mid-next year.

The Turnbull Government's investment of \$400,000 in the upgrade of the mooring bollards at the Newcastle Port comes from the Tourism Demand Driver Infrastructure program.

Installing the bollards involves driving 12 steel piles – each is about 14 metres long – into the ground at the Port of Newcastle's Channel Berth, providing a strong foundation for the bollards, to which ships will tie.

Mr Roberts said construction of the \$12.7 million Newcastle Cruise Terminal building, funded by the NSW Government, will commence in early 2018 and is due for completion by the end of that year.

"The new cruise terminal is a key part of NSW Government's program to revitalise Newcastle and will contribute around \$26.7 million to the local economy and an additional 76 jobs through construction and flow on effects".

Eighteen cruise ships will visit Newcastle Port alongside the infrastructure upgrades, between February 2017 and November 2018.



Explorer of the Seas pool deck

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NeW Space bringing new life to Newcastle CBD

July 2017 is a major milestone in the life of the University of Newcastle with doors opening on their City education precinct, NeW Space.

Around 320 staff moved in on 3 July, with 3,500 students commencing study at the landmark building on 24 July with the commencement of Semester 2.

The \$95 million project was funded from three sources:

- \$30 million from the Commonwealth Education Investment Fund
- \$25 million from the NSW State Government administered by the Hunter Development Corporation
- \$40 million from the University of Newcastle

Located on the corner of Hunter and Auckland Streets, the striking NeW Space building includes 14,000 sqm over nine floors with 2316 sqm of teaching space, 2390 sqm of learning space and 4370 sqm of office space.

The concept design for NeW Space creates an innovative, vertical campus.

The vision was to provide a gathering place for the University and for Newcastle – a place for creative exchange, for meeting, for enhancing the business of the city – as well as a great place for students and academics to learn and research.

It includes:

- Business and Law programs
- Digital library services and information commons
- Collaborative learning and research spaces
- Work integrated learning
- Facilities for industry, professional and community engagement, and
- Social spaces.

The Green Building Council of Australia has awarded the NeW Space project a 5 Star Green Star – Education Design v1 Certified Rating, which represents 'Australian Excellence' in environmentally sustainable design. It is the first building in the Hunter to be awarded a 5 Star Green Star rating from the Green Council of Australia.

Providing a "next generation" learning experience, the new city campus will be attractive to both domestic and international students as well as an excellent option for students who work and study part time. The facility supports online and blended learning as well as technology enabled delivery models of teaching. Collaborative spaces are also incorporated to enhance the overall student experience. NeW Space also provides increased opportunities to be associated with research in the city.

As well as the major advantages for students, NeW Space also provides significant benefits for the community, including:

- During construction employment on site was up to 200 people and with major flow-on for local manufacturing, supply, transport and support services.
- Increasing numbers of domestic and international students attracted to the city and surrounding suburbs
- Increased student numbers in the CBD lead to flow-on

spending in the local economy

- More people on the streets out of normal business hours will make the city more vibrant
- Encouraging further investment in the CBD
- Attracting associated businesses such as cafes and restaurants, travel agents, bookshops, banks and other financial institutions that can also service the broader community.

APP Corporation was appointed as the project manager for NeW Space in 2013 after conducting a competitive tendering process.

A team of architects, consisting of leading Melbourne firm Lyons Architecture and prominent local firm EJE Architects, were appointed and produced the unique design which is sure to be a landmark for both locals and visitors to Newcastle.

Hansen Yuncken was awarded the Principal Contractor in April 2015 after a lengthy and in-depth tender process that included EOI, RFP and RFT processes. The company has successfully completed many previous contracts for the University and also some of the Hunter's most awarded buildings.

The unique design of NeW Space

The University of Newcastle's NeW Space Project provided architects Lyons Architecture and EJE Architecture with an extraordinary opportunity to create a world-class, technology enabled campus that will be a catalyst for remaking both the physical and cultural heart of the City of Newcastle.

Their intention when designing NeW Space has been to deliver a great gathering space where the life of both the city and the University can be brought together. It will create spaces for students and academics to meet and gather in a variety of ways, both formally and informally, and many places where students can self-organise to create their own sense of community. The building will indeed be like a campus, diverse and 'open' for business in the fullest sense of the word.

The design is made up of many of the qualities of the Newcastle Civic Precinct, with active 'learning' frontages to Hunter Street, vistas and pedestrian linkages that connect key parts of the city, including a laneway that creates a vibrant and creative location.

The architects' aim is to create beautiful, functional and engaging spaces where people not only want to stay for a while, but also want to revisit time and time again. The very nature of the surrounding civic precinct presents a range of exciting possibilities for community engagement with the NeW Space building.

On a broader scale, it seeks to create a seamless public domain both in, around and through the precinct. NeW Space will form a connection with the surrounding area, joining King and Hunter Streets and flowing through to the harbour edge to the north and up to the lower north slope of Cooks Hill to the Gallery, Library and Conservatorium lined to the south. The NeW Space building will also boast a unique 'inflection' in its configuration, which will unlock views of Nobbys, the Hunter River mouth and the Town Hall clock tower.



In conceiving the NeW Space design the architects have remained mindful of the Civic's existing landmarks, and many of the building's elements are designed to reflect an appreciation for these key assets. For example, the prominent view to the City Hall from the corner of Hunter and Auckland Streets is protected in perpetuity by creating a diagonal space through the building form. This space also acts as a pedestrian linkage between this primary corner and Christie Place, and beyond to Civic Park and the Art Gallery. At a local scale, the form of the building to Hunter Street (expanding over the City Hall vista) inflects in the direction of Nobbys – drawing this key Newcastle landmark directly into the form of the building.

On arrival from Hunter Street, a learning hub is highly visible and provides the students with many 'choices' – grabbing a cup of coffee at the café, lying on the grass outside with their laptop, studying into the central axis gathering space, sitting at a large table with friends for some group work or just heading directly into a lecture.

The idea of the campus being open at the lower levels is further reinforced by a high level of interconnectivity vertically through the building, facilitated by escalators, lifts and open stairs – which together form a concept of the 'vertical campus'. A series of 'urban rooms' orientated toward key features of the surrounding Newcastle context are a highly visible in the external form of the building, further reinforcing this idea of the vertical campus. As breakout areas for students, research staff and other academic staff, they are designed to reflect the 'openness' of the University.

The design seeks to meet the University's vision to provide a world-leading learning facility that will be a magnet for local and international students, academics and the community of Newcastle."

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Even gran is on the net

Evelyn King
Newcastle Now

When your 95-year grandma is flitting around on Facetime and monitoring and rebuking her great-grandkids about inappropriate posts on Facebook, in between doing her on-line University art course ... you start to get the feeling that something big is happening.

And yet, despite the fact that a recent PricewaterhouseCoopers' study told us that businesses could increase turnover by up to 18% over ten years by using more digital technology, RDA Hunter tells us that even though 90% of Hunter businesses can access the internet, less than half have a website and less than a quarter use the web to sell goods and services. Bye-bye major local, national and global markets.

And yet we know there are opportunities out there to be had for the taking - in particular when creative meets digital.

Newcastle Now Business Improvement Association (BIA) has partnered with the University of Newcastle to complete a 'mapping' study of the creative industries in the region. Led by academics Phillip McIntyre (musician) and Susan Kerrigan (film-maker), their report will be finalised by August. The findings may surprise many.

While, as a region, we have long-celebrated our artists and performers, it seems as if we are less likely to recognise our strengths in architecture, design, television, radio, film, fashion, publishing or popular music let alone in software applications, I.T., green tech, the Internet of Things, virtual reality, advanced manufacturing or digitally-enabled approaches to delivering solutions to the issues of health, education, city management or transport logistics.

Many of us are missing what's happening under our eyes. To some extent that's because these businesses don't operate in the public eye. They aren't retail. They don't produce their goods in factories or big buildings. Many work in shared spaces to minimise the risk of bricks and mortar premises because in the early days of such businesses, income streams can fluctuate wildly. Many of them don't need anything but a laptop and a connection to operate internationally focused businesses.

This is the knowledge economy, sometimes called the weightless economy because it exchanges intangibles – intellectual property, software, high-value information. It relies on I.T. and telecommunications. It can cost a lot to create intangibles (money and high-value talent) but then they are cheap to distribute and people are hungry for them.

The Hunter's 'innovation ecosystem' is also being 'mapped' as an offshoot of the region's surge to embrace innovation and to begin to understand that 'intangible' products are real things. That 'eco-system' provides support through networks, industry clusters, business incubators and funding. The mapping project will help get that support to the people who need it so they can get to bigger markets, more quickly. And create jobs, good jobs, right here.

Newcastle Now BIA holds a view that the creative industries play a major role in innovation and that creative people can help transform businesses and develop new products, services or 'intangibles' we haven't even thought of yet.

Digital Granny's great grandchildren think she's pretty awesome even if her visits to their 'private' Facebook world have resulted in some uninvited chats about 'nice' language and 'nice' photos.



It would be good if some of those 75% of Hunter businesses that don't use the internet to sell stuff or talk to their customers could follow her lead and get with it!

P.S. You can't 'unfriend' your great grandmother!

Work begins on shared community vision for Newcastle

Newcastle City Council is working on the next community strategic plan to guide Council spending and priorities for the next 10 years.

Residents, ratepayers, businesses, government agencies and community groups from across Newcastle are all invited to take part in planning for the next decade and beyond.

The Newcastle 2030 community strategic plan will provide an overarching vision for the city, informing Council's delivery plans and annual budgets for years to come.

Lord Mayor Nuatali Nemes said this is the opportunity for people to make a real and lasting contribution to how our city will develop from now until Newcastle 2030.

An extensive face-to-face and online community engagement program gets under way this week to find out what matters most regarding the services and facilities Council provides.

Community workshops have been held across the city, as well as face-to-face surveys of visitors to community events, libraries and other Council venues.

Cr Nemes said there was also a strong focus on engaging the community via social media and the internet.

"We are delivering an innovative community engagement program in which we aim to include every group and demographic within our diverse city for input including those who sometimes miss out on having their say.

"Central to community engagement is a tailor-made digital engagement hub, where people can quickly and easily go online to tell Council what they want and what ideas they have for the city."

"We want people to connect with us, tell us what means most to them and let us know what they want Newcastle to be like in 2030," Cr Nemes said.

"We're seeing a period of great change, innovation and improvement across the city and now is the time for a fresh plan to help Newcastle thrive and prosper into the future."

Interim CEO Jeremy Bath said an innovative online budget simulator will launch in July and will show users in real-time how changes to spending in one area impact the budget in another area.

"People will be able to submit their budget simulations to us to make clear where their priorities lay. The beauty of the budget tool is that the community will have the same pool of funds Council uses to create the actual yearly operational plan. They'll see how adding spending in one area reduces the amount of money left for the rest of our services."

Prizes will soon be offered for the most innovative, interesting and popular ideas posted to Council's digital engagement site.

Council adopted its first Newcastle 2030 community strategic plan in 2011 and this plan must be updated at least every four years.

Currently, the plan has seven strategic directions reflecting our community's needs moving into the future, these are:

- * Connected city
- * Protected and enhanced environment
- * Vibrant and activated public places
- * Caring and inclusive community
- * Liveable and distinct built environment
- * Smart and innovative city
- * Open and collaborative leadership

Cr Nemes said feedback from the community would help determine whether those seven directions were still relevant and whether they should be changed or added to.

The first stage of community engagement will run until the end of July. A second stage will begin later this year, prior to the draft Newcastle 2030 plan going on public exhibition for comment in April/May 2018. It is due to go to Council for adoption in mid-2018.

Landmark homes in the sky to transform Newcastle

Construction is about to commence on Newcastle's landmark Verve Residences in Newcastle West.

Project developer, Miller Property Corporation, has appointed PRD's development division, Newcastle New Projects, to be co-agents for the twin tower, 197 apartment project at 464-470 King Street.

PRD's appointment follows the announcement that BLOC will build the \$130 million development.

PRDnationwide Newcastle & Lake Macquarie Director Mark Kentwell said it was a special honour to market what will be Newcastle's landmark building for years to come.

Mr Kentwell said Verve is one of a number of transformational developments Newcastle New projects is involved in.

He said Verve Residences are the most spacious, stylish and diverse "homes in the sky" ever offered in the city.

Created by acclaimed architects Hill Thalys and CKDS, the 19 level, Council approved, project has studio, 1, 2 and 3 bedroom apartments as well as a 5 bedroom penthouse across four apartment precincts. Features include two high speed lifts, a sky garden, extensive harbour and city views as well as Newcastle's first 24-hour residential concierge.

"If you've been dreaming of the perfect lifestyle and location open your eyes now and act quickly because it is here at Verve," Mr Kentwell said.

"The design and operation of Verve is very metropolitan, Manhattan like, which is new to Newcastle," he said.

Mr Kentwell said remaining residences will be in hot demand by downsizers. He said the development is already heavily owner occupied because people are realising what a unique living experience in the sky Verve will be.

"Verve will ignite the West End. With limited availability, now is the time to act."

"With Marketown Shopping Centre, Honeysuckle, galleries, museums, and the harbour and light rail so close by, Verve will be the centre of a vibrant, transforming city."



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Major construction to commence on light rail

The Minister for Transport and Infrastructure Andrew Constance has confirmed that major construction for Newcastle Light rail will start on Hunter Street in September.

"I am pleased to say we are ready to crack on with this great project, which means in less than two years light rail will be built, commissioned and running – a huge win for Newcastle," Mr Constance said.

"The team here has developed a tailored construction schedule to suit Newcastle that focuses on getting in and getting out and minimising disruption to residents and businesses."

Light rail construction will be broken down into ten construction zones with each zone remaining open to pedestrians but closed to traffic, allowing crews to get in, get the majority of the work done as fast as possible and minimise inconvenience.

"This construction approach has not only allowed the team to shave about three months off the construction time, but also means we are able to give some more certainty to those inconvenienced by construction," Mr Constance said.

"Yes there will be disruption, but by early 2019 Novocastrians will be reaping the benefits of frequent, reliable light rail services and enjoying a revitalised Newcastle."

Revitalising Newcastle Program Director, Michael Cassel said traffic will be temporarily diverted around construction zones during the build, and Honeysuckle Drive, Wharf Road and King Street will be available for road users to get around the city centre.

"Newcastle's city centre will remain open for business during construction and locals and visitors should keep coming into town," Mr Cassel said.

"Pedestrian access to businesses will be maintained and we'll be hosting events and regular attractions – around food, fashion, arts and culture – to ensure people continue to come into the city."

"Novocastrians are renowned for coming out in numbers and supporting their local community and local events."

"I'm asking Novocastrians to imagine a future for Newcastle that is energised and vibrant, that opens up business and employment opportunities so our kids can stay and make a go of things in Newcastle."

The first construction zone will be on Hunter Street, between Auckland and Darby streets, with work starting in September.

Leading architects design first major mall redevelopment

Newcastle based award winning architectural practice CKDS Architecture will be instrumental in shaping the first major redevelopment project of the city's Hunter Street Mall.

Newcastle City Council voted unanimously in favour of a two storey addition to the historic premises located at 176 Hunter Street. Constructed in 1907 the building, known as The Centre, was originally used as a piano warehouse.

The project marks the first milestone for developer Iris Capital's, East End mixed-used site that stretches four city blocks from Newcomen Street to Perkins Street, including the historic former David Jones building.

CKDS Architecture's director, Stuart Campbell, said the project is significant as the building was designed by Frederick Menkins, one of the most prominent and prolific architects responsible for some of Newcastle's most important structures.

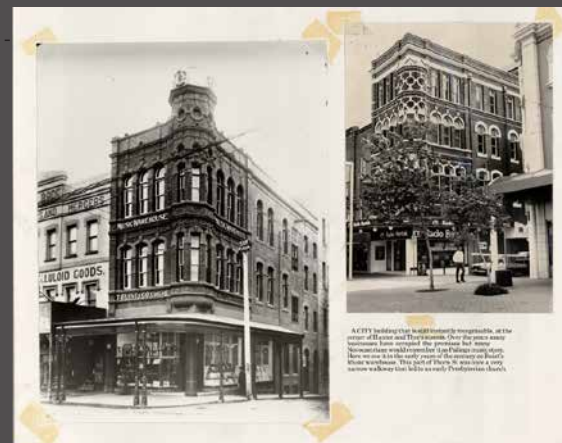
"We've made sure the proposed works respond to the historic proportions and features of the existing building to improve the streetscape character of the mall," Mr Campbell said.

"It is a fully integrated mixed-use design that includes retail, café bar, commercial suites and two high-end residential units."

Under Senior Associate Joel Chamberlain's guidance, CKDS worked closely with Iris Capital to prepare a thorough and considered development application that ensures the ongoing viability and conservation of the heritage building.

Since it was established in 2007, CKDS Architecture has worked on major developments including the award winning Gateway Parry Development project, Eclipse Apartments and Verve Residences.

"This is an incredibly exciting time for the renewal of Newcastle and we're looking forward to being part of this important development," Mr Campbell said.



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115 King Street, Newcastle

An empty space is a lost opportunity

Since 2008, Renew Newcastle has been working with property owners with high rental vacancies in the CBD. Matching empty spaces with temporary 'custodians' until the property is rented by a paying tenant.

The activity brought by a temporary tenant improves the appeal of a property and has added life and vibrancy to the city's heart kick starting change, and growth in the area. The shop fronts in the mall are now 90% commercially leased and the area is attracting business and residential interest.

"Attracting interest in the city from developers is part of our overall renewal plan", say Renew General Manager, Christopher Saunders.

"The recent changes to the use of David Jones building is a clear example of how Renew Newcastle's temporary activation increases the potential of a property," Saunders said.

The Emporium in the former David Jones building made a long and fruitful contribution to Newcastle's revitalisation. It's temporary tenants creating an iconic tourist and shopping destination bowing gracefully from its role in the city's redevelopment when the time came.

The Emporium alone has enabled 39 creative businesses to blossom, 22 of them progressing into ongoing business ventures. Five taking on commercial leases in the city. Other past participants have built a reputation that has launched them into bigger pastures. An early Renew project, Conversant Media, sold their business late last year for over \$11m.

A recent independent economic report stated Renew's activity contributed over \$3m to the Newcastle community in 2016.

The Renew Newcastle 30 day rolling licence agreement is a way around the default framework of leasing properties. It is unique to Renew Newcastle giving property owners the confidence to 'lend' their vacant properties while they remained untenanted.

Renew Newcastle manages the short-term use of the building, pays necessary insurances, and takes over basic maintenance, finds and manages the temporary tenants until either party wish to exit the agreement.

It's a vibrant way of collaborating that is being sought in cities around Australia and globally from Sheffield to Bangkok making the Renew model Newcastle's biggest cultural export of the past decade.

Locally though, Renew participants continue to operate in 27 underutilised office and studio spaces above street level in the CBD and are expanding to Newcastle West and Hamilton and have the ability to bring the benefits of temporary tenancy to other needy suburbs.

"We are constantly looking for additional property owners who see the benefits of housing temporary businesses," said Saunders.

Operating from the ground up and collaborating with those who share a vision of giving back to their community Renew Newcastle has become a leading player in the cultural change bringing Newcastle to life.



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Revitalisation – what will it mean for Newcastle?

Steve Dick
Raine & Horne Commercial

Don't get me wrong I loathe the idea of being labelled a naysayer. As a real estate agent, we always seek the positives and find some benefit, or gleaming attribute, in everything we do and market. However, above all I like to think of myself as a realist, a proud Novocastrian and I will speak up when I see inequities or feel someone is being duped.

For example, I spoke up when Newcastle's Local Environmental Plan was being manipulated by Urban Growth about the GPT site. My reaction had nothing to do with being anti-development. Rather it was unfair on owners who hold parcels of land with development potential in other areas of the CBD, who followed the rules and made purchases based on Council's Newcastle City LEP 2014.

Taking on self-interest

Likewise, I spoke up when the Friends of King Edward Park and Newcastle University Legal Centre prevented the reuse of the old bowling club land. This would have created another beautiful place to relax and observe our wonderful coastline. A place where thousands of people annually would have enjoyed themselves, and many would have been employed.

The hypocrisy was too bizarre – a self-centred interest group was given far too great capacity to further its cause thanks to the assistance of the University. Don't forget this support came from an institution that developed a massive new building with only five car parks. Don't get me wrong, I really like the NeW Space Building and what the University is seeking to do with the additional land.

I have consistently taken a strong stance on the light rail, and especially when we were lumbered with a concrete platform to hold the rails that were to sit 100 mm above the road surface. This would have prevented the reactivation of Hunter Street – the supposed goal of shifting the railway.

Revitalising Newcastle is a long-held dream of many Novocastrians. However, the next twelve months will see whether the smart videos and artists' impressions deliver anything like the dream and image being promoted.

Revitalisation – the Light Rail & Parking

Until connected to a greater transport link, the Bus & Light Rail Network is worthless infrastructure. Promoted as carrying 150 commuters every 8 minutes in peak time, the 2.7km long track will consume a large part of the \$510 million allocated to the program.

The big losers will be the workers and students of the city who will have to adjust their commuting behaviours, as the concept of 'Park & Ride' becomes the custom. Almost Ubersque in its thinking, the low-cost solution to all day parking may revolve around using the dormant capacity of the on-street suburban spaces, which are free and close to bus stops and stations. The short-term users will also suffer as spaces close to their destinations in the city are removed. There will be a need on the part of commuters to adjust their thinking about where to park and how far, is too far, to walk.

The big winner will be private transport operator Keolis Downer, especially if they can design a system of routes that are meaningfully timed thereby increasing patronage and triggering the special bonuses for them.

Unfortunately, 'park and ride' is here to stay, however on the upside it may impact housing values near stations and major bus routes such as Adamstown, Broadmeadow, Kotara, Waratah, Mayfield and Warabrook. Similarly, housing in the city with parking will be impacted by a significant change in the perception of the value of parking.

Cycleways must be part of the matrix

Cycleways will take on more importance as part of Newcastle's evolving transport matrix. The proposed cycleway designs are well-considered with the changes proposed being safe and predominantly segregated from cars, trucks and motorcycles. The trouble is that funding for the cycleway is not being delivered as part of the \$510 million but must be funded from traditional sources. Let's hope that funding can be delivered sooner rather than later, and before the space to build a cycleway is lost.

Easy access to the city via safe segregated cycleways may see properties in Lambton, New Lambton, Kotara, Georgetown, Hamilton North and Waratah grow in value.

Hunter Street could be chapel for retail

This is becoming the elephant in the room. Before the catch phrase was changed to "Revitalising Newcastle", the railway line along Hunter Street was promoted as a "reactivation". The reactivation aimed to mimic Melbourne's famous Chapel Street, where cars, trams, and pedestrians safely share the famous retail strip.

In my opinion diversity is central to a vibrant strip shopping precinct. In Chapel Street, it's possible to have a start-up business right alongside an international retailer. You have many landlords, each with different needs and desires for their tenant. It's a very different model to a shopping centre that has just one owner.

The Chapel Street model would have been perfect for Hunter Street. However, RMS and Transport NSW persuaded the Minister that it was too dangerous, and that NSW motorists wouldn't be able to adjust to the new driving paradigm. Also raised as a reason was that, the private operator will probably run on strict timetables over its 2.7km long track. It will make it difficult for a tram to wait for a motorist to reverse park? Really?

Now that Hunter Street will lose most of its kerbside parking and we won't have our very own version of Chapel Street, let's hope that the space that is left, is used to turn tired footpaths into attractions. Before the light rail, our council had plans to transform Hunter Street into a tree-lined boulevard with wide footpaths. Will this vision be possible or funded by Revitalising Newcastle? If Hunter Street is to flourish, and not become a strip of empty shops, our footpaths need plantings, benches, tables and chairs, and whatever else is needed to create an attractive human environment.

The streetscaping and beautification component of the Light Rail project will do more for property values and encourage more tenants to be located on Hunter Street than the Light Rail itself. Sadly, what we are looking at is the same dreary old Hunter Street with a brand-new set of rails and the same footpaths. It won't be very inviting!

Lack of empathy

What will thirty affordable units achieve? The subject of affordable housing is sacrosanct, and a taboo subject not to be criticised for fear of creating offence. The facts are that \$100,000 of the Building Better Cities funding will be allocated to each unit in the guise that they will provide nurseries for low paid workers in the city. Spare a thought for the businesses already on Hunter Street, the bridal shops, printers, pubs, coffee shops, barber shops, hamburger joints, optometrists, hobby shops, boutiques and the businesses located above street level. They aren't able to access or be offered government funding to support their operations during the difficult construction period.

How many of these existing businesses will not survive, how many families and relationships will break down due to the pressure brought to bear by the financial hardships caused by the construction closure. Newcastle is not Sydney! We don't have hundreds of thousands of pedestrians being pushed onto the sidewalk from the bowels of the earth, and sucked back in daily to and from a subway.

Surely if money can be found for a nursery to house low-paid workers, surely Building Better Cities can help those businesses in the city, who will take most of the pain so we can all benefit from a revitalised Newcastle.

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



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

Quality architecture a feature of new Honeysuckle buildings

Designs for new buildings at Honeysuckle unveiled recently feature high quality architecture that will make a great contribution to the streetscape and the city centre's urban renewal says the Hunter Development Corporation (HDC).

HDC CEO Michael Cassel said the Corporation wanted to set a high standard of built form and public open spaces for the remaining development at Honeysuckle.

"HDC will be setting a high standard for new buildings and public spaces to inspire residents and visitors alike," Mr Cassel said.

"Not only will 21 Honeysuckle Drive bring 154 new dwellings and 226 sqm of commercial/retail space, it will involve high quality finishes for the 4,130 sqm of public open space at Worth Place Park West and the 8 m-wide public promenade on the water's edge.

"HDC will be commissioning an updated design of the Worth Place West public domain with landscaping to be aligned with construction of the new buildings," Mr Cassel said.

This will be Doma Group's second development to commence construction having completed 18 Honeysuckle Drive earlier in the year. Doma Group's General Manager of Development, Gavin Edgar believed that the SJB Architect's designed building brought a new level of quality to the Honeysuckle precinct and was a feature of their selection by HDC.

"Doma wants to be involved in high quality projects that attract people – we feel this design will really achieve that," Mr Edgar said. "Most apartments will have uninterrupted north facing water views and sales agents Colliers International was already assembling the VIP buyers list" he said.

The release of the artist impression of the \$58 million residential development at 21 Honeysuckle Drive, to be marketed as "Lume Apartments" coincides with a development application being lodged with the Department of Planning.

The development will consist of three dual-height buildings – seven stories fronting Honeysuckle Drive and two stories facing the harbour.

The 154 residential units, consisting of a mix of one, two, three and four-bedroom units, also includes ten terrace-style

dwellings and ground floor commercial/retail units to activate Honeysuckle Drive.

The buildings will also feature 320m² of communal space featuring a gymnasium, swimming pool and common room.

It will also include two levels of car parking providing 190 car park spaces and parking for 222 bicycles.

Pending development approval, construction on the project could commence late in 2017 or early in 2018.

Doma Group were also recently awarded the national Property Council of Australia Innovation award for their Little National Hotel in Canberra. This award winning hotel model was part of their winning proposal on the most recently tendered HDC land at 42 Honeysuckle Drive and becomes the fifth development project for the group in Newcastle.



BIG SHEDS by Raine & Horne Commercial



13b Old Punt Road TOMAGO

Area: 9,267m² (approx)
Sale: \$10,500,000
Lease: \$950,000pa + OGs + GST



27 Kalinya Close CAMERON PARK

Area: 3,164m² (approx)
Sale: \$4,200,000
Lease: \$350,000pa + OGs + GST



9 Old Punt Road TOMAGO

Area: 9,744m² (approx)
Sale: \$10,500,000
Lease: \$950,000pa + OGs + GST



39 Bonville Avenue THORNTON

Area: 2,642m² (approx)
Lease: \$198,000pa + OGs + GST



112 Stenhouse Drive CAMERON PARK

Area: 1,870m² (approx)
Sale: \$2,200,000
Lease: \$200,000pa + OGs + GST



2 Stenhouse Drive CAMERON PARK

Area: 2,125m² (approx)
Sale: \$2,200,000
Lease: \$200,000pa + OGs + GST

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The Coates Hire Newcastle 500 showcasing the Hunter

The Coates Hire Newcastle 500 has exceeded all expectation with tickets sales unprecedented for any new Supercars event in history as the people of the Hunter vote with their feet.

The event will be the biggest of any major weekend in the Hunter with a crowd of up to 150,000 expected across the three days for the grand final of the Supercars season.

Legendary Australian rock band, Cold Chisel will headline the inaugural Coates Hire Newcastle 500 on Saturday, 25 November - their only mainland-Australia show for 2017.

This show marks the first time Cold Chisel has played in Newcastle since their massive Light The Nitro tour back in 2011 (which remains the biggest grossing tour ever by an Australian-based band).

"Newcastle has always been great to us," says front man Jimmy Barnes.

"When we were starving in our early days, we would drive up there and fill rooms, long before we did anywhere else. We got to learn our trade playing to wild and appreciative crowds in full rooms there. If we owe anyone anything, it's Newcastle."

Spiderbait, who recently celebrated their 25th anniversary with sell out shows around the country, have also been confirmed to take the stage on Saturday night at the inaugural event.

Thousands of locals flocked to a Supercars Community Day in April to secure the first tickets with a queue which stretched for more than a kilometre. The residents swarmed the venue for the inaugural Supercars race with an estimated crowd of more than 10,000 people voicing their support for the City's biggest major event.

Supercars CEO James Warburton said the overwhelming response was proof Newcastle had embraced the event and voted with its feet.

"There is an amazing show of support which demonstrates just how much this community wants it and how much it means to the region," Mr Warburton said.

Mr Warburton said the region would reap massive economic benefits and showcase Newcastle to the world in November.

"There are a lot of people thanking us but the credit should be reserved for Destination New South Wales and Newcastle City Council for their foresight in bringing the event here."

Supercars great Craig Lowndes has been overwhelmed by the fan support from across the region.

"The amount of enthusiasm and passion for this event is unbelievable. It's great now to be able to showcase Supercars on the streets of Newcastle."

Tickets for the Coates Hire Newcastle 500 are on sale now from Ticketek.

The Coates Hires Newcastle 500 is supported by Destination New South Wales and Newcastle City Council as a major regional event which will drive significant visitation and economic benefit to the communities of Newcastle and the Hunter.

Restoration works proposed for Newcastle Station

A development application for stage one restoration and maintenance works of Newcastle Station. Revitalising Newcastle Program Director Michael Cassel said the works, when approved, would bring the station back to life and deliver a great heritage outcome for Newcastle and the region.

"The community has told us it wants this restoration work done. We have listened to this feedback and are carrying out works that will permit the best opportunity for temporary uses," Mr Cassel said.

"The proposal covers a range of restoration works to enhance the station, return some of its amazing heritage features and preserve its character now and into the future."

"The works include heritage repair, reinstating original building features and opening up ground floor areas, as well as re-opening the station to Scott Street, as it was in the past."

"We will also be filling in the area between the platforms to create a large, usable outdoor public space, carrying out rust protection, bird-proofing as well as cleaning and fixing damaged renders, doors and windows," Mr Cassel said.

The works will pave the way for temporary activation of the site

until permanent future uses are determined later in the year.

Temporary activation is expected to commence later this year, subject to DA approval. An Expressions of Interest process in 2018 will identify future uses for the entire precinct on a long-term basis.

Light Rail depot in Newcastle's West End

The former Wickham Railway Station has come down to make way for a new light rail depot.

Parliamentary Secretary for the Hunter Scot MacDonald said the new light rail depot building will have a sleek, contemporary design that reflects the role light rail will play in the urban renewal and modernisation of Newcastle's city centre.

"A lot of the work on light rail has been happening behind the scenes, so it's great to see work starting on the new depot," Mr MacDonald said.

Revitalising Newcastle Program Director, Michael Cassel said Wickham Railway Station was the most recent station to be constructed on the former heavy rail corridor.

"Interestingly the Wickham signal box housed the equipment for Australia's first television equipped level crossing, with a closed circuit television link to the Hannell Street/Beresford Street level crossing from 1966," Mr Cassel said.

"Items of historical significance including signal box equipment and the original ticket window will be retrieved and stored, and archival recording of the station will be available in Newcastle City Council Library."

The removal of the old station was initially identified as part of the community consultation process for the Newcastle Light Rail Review of Environmental Factors. Community feedback was sought in April last year and plans for its removal were confirmed in August last year. The depot will be used for overnight stabling of light rail vehicles, operations and light maintenance work, and will include offices and a staff entrance fronting Stewart Avenue.

Light rail is being delivered as part of the NSW Government's \$500 million plus investment to revitalise Newcastle. The light rail depot is part of the broader Revitalising Newcastle program which can be viewed at revitalisingnewcastle.nsw.gov.



East End project a step closer

Iris Capital lodged a development application for the massive East End project in June.

Covering four city blocks (around 1.66 ha), the site was purchased from GPT Group / UrbanGrowth NSW in November 2016 for \$39 million.

The development will include around 500 one, two and three-bedroom apartments, as well as 4,900 sqm of space for ground-level cafes and boutique retail, and around 2,700 sqm of office space.

LET'S GET SERIOUS FOR A MOMENT

Matt Kerr
Pitcher Partners

Whenever I ask people about their most valuable asset the most common answer I get is "my home". Seriously – how do you think you can afford the home?

Your most valuable asset is being able to earn income. Without income think about what your life will look like.

Over the years, when I have asked people about this impact a common response is they don't care what happens to their family because "I won't be around anymore, so they can take care of themselves". It's people like this who need a reality check and wake up to themselves, stop being so selfish and get over their issues with self-worth.

Recently a very good friend of mine lost her husband and when asking how she was doing she told me "You never think it is going to happen to you, or if you do, you think you have years to think about it. As you know, Mike died suddenly at 48 and it has turned our lives upside down. The last thing I want to think about is how I am going to afford school fees, pay for the cars or the huge electricity bill. I am still just trying to mourn, be strong for the kids and re-evaluate my life situation."

The one thing insurance gives you is choice – a choice of what your life will look like if you can't earn income. There are things we have a choice about in life but other things can happen unexpectedly. For example, I was moving our horse between paddocks the other day and he kicked out, almost hitting me in the head – I certainly didn't choose that to happen!

One of the issues I see too regularly is people cancelling their policies as they get older, right at the time, statistically, when they will need it. Why? Because the premiums start getting too much. Get help to think about how your insurances should be structured so the premiums can be managed as you get older. The right advice can make all the difference.

What I don't understand is why people don't think twice about insuring their material possessions but struggle with insuring their lives. People need to shift their thinking and stop trying to equate life insurance with their value or self-worth, see it for what it is – a replacement of future earnings and supporting your loved ones.

For further information contact Pitcher Partners on (02) 4911 2000, email matt.kerr@pitcher.com.au or visit www.pitcher.com.au



Matt Kerr works for Pitcher Partners Wealth Management. He is a Chartered Accountant and a Certified Financial Planner. Matt has over 26 years assisting clients with their superannuation and personal finances. Matt is passionate about sharing his knowledge and experience with people to build relationships based on improving his clients' understanding of their options, giving them control to make decisions.

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INSURANCE IN SUPER – KNOW YOUR OPTIONS

Ian Morante
Nationwide Super

More than 70% of Australian life insurance policies are currently held inside of superannuation (<http://ricewarner.com/insurance-through-superannuation/>).

Whether or not this includes you at the moment, it's worth considering the pros and cons of having your life insurance within your super.

Most super funds offer life insurance for their members, but you need to be proactive in managing it to ensure you're covered for all of your individual needs. For example, the standard level of cover (often offered by default) may not be sufficient to meet the needs of you or your family. Often (depending on factors like your age and gender) life cover in super is only for \$100,000 or \$200,000, when in reality you may need closer to \$500,000 or \$1 million-plus to protect your family, depending on your circumstances.

Super funds typically offer three types of insurance for members:

- **Death cover (also known as life insurance)** - pays a benefit to your beneficiaries when you die, which can also generally be paid in advance if you are diagnosed with a terminal illness
- **Total and permanent disability (TPD) cover** - pays you a benefit if you become seriously disabled and are unable or unlikely to ever work again
- **Income protection (IP) cover** - pays you an income stream for a specified period if you can't work or can only work at a reduced capacity, due to temporary disability or illness

Often, funds will combine Death cover with TPD cover and provide it as a default in your membership, whereas Income Protection is usually offered as an optional extra. Like other insurance policies, you will pay insurance premiums, but within super they are deducted from your super account balance, rather than from your pocket.

The upside

While the insurance offering will vary from fund to fund, including levels of cover and premium amounts, there generally are benefits in getting your life insurance through super:

- It is easy to manage because premiums are automatically deducted from your super account and don't affect your cashflow



Ian Morante is CEO of Hunter-based super fund, Nationwide Super (formerly NSF Super). He has over 25 years' experience in the superannuation industry and holds a Bachelor of Commerce from Newcastle University, a Diploma of Financial Planning, a Diploma of Financial Services (Super), an Advanced Diploma of Financial Services (Super) and is a Fellow of the Australian Institute of Superannuation Trustees.

- No medical examinations are usually required for default cover
- It is often cheaper because super funds purchase insurance policies in bulk, and the super fund also receives a tax deduction for the premium payments, which it may return to your account as a tax rebate
- You can usually choose the amount you want to be covered for and can apply to increase, decrease or cancel your cover as needed
- Super funds often offer free online calculators or advice services, to help you work out what insurance cover is right for you

What to be aware of

The potential benefits may be significant, but you should also consider the following when working out the options that will suit you best:

- The types of insurance available usually don't include options like Trauma insurance, and therefore may not meet all of your needs.
- If your employer's super contributions stop or you move to a different super fund, your cover may end without notice.
- Tax may be payable on some benefits and there may be tax implications if your beneficiary is not a dependent.
- There can be delays in receiving benefits as the insurer pays the benefit to the fund first, who then distributes it to beneficiaries.
- The cost of insurance premiums are deducted from your super balance, reducing the money available to be invested for your retirement.

How much cover do you need?

The amount of cover you need is dependent on your own circumstances as well. A number of factors will need to be considered when deciding on the level of insurance cover you need and includes your life stage (single, married, children), what debts you would like to pay off, and what additional amount you would like to leave your family to

help meet their ongoing living costs.

The simple message is that regardless of your circumstances, getting your insurance arrangements right and reviewing them regularly is important – to ensure you are making the most of the insurance options available through your super.

This article was prepared by the team at Nationwide Super, located in Charlestown. Call the team on 1800 025 241 or email enquiries@nationwidesuper.com.au if you would like information on their insurance options.

This article contains general information only and has been prepared without taking into account your financial objectives, situation or needs. It may, therefore, not be right for you. Before you make any investment decision, we suggest you consult the relevant Product Disclosure Statement and/or seek licensed financial advice.

HAVE YOU GOT A RISK MANAGEMENT STRATEGY?

Michael Mahabeer
Prosperity Advisers Group

With the commencement of a new financial year, now is the time to stop and think about how your organisation has weathered the risks in the year gone by and plan ahead for the future. If you are one of those businesses that has fared well in 2017, then it could be down to a case of good risk management or good luck. Sound and effective Risk Management is the best way to manage your risks rather than relying on good fortune, especially as you try to navigate through the challenges ahead in 2018.

Risk is not only about threats but also about forgone or lost opportunities.

With change being a constant, businesses need to be agile to be able to respond to the challenging and evolving risk landscape. In the year ahead, being prepared + proactively adjusting + timely response = agile.

Risks to look out for in 2018

To be agile, you need to consider risk management a priority and devote appropriate time to risk management activities. Some of the top risks likely to be faced by businesses in 2018 include:

- New technologies (increased connectivity, nanotechnology, artificial

intelligence, drones etc.)

- Disruptive business models & innovation coming to market (e.g. Uber and the taxi industry, Airbnb and the hotel industry)
- Macroeconomic developments and government policy directions
- Cyber incidents and privacy breaches
- New regulations
- Negative events that can damage a reputation.

Risk Appetite Statement and Enterprise Risk Management Framework

Having in place an effective Enterprise Risk Management Framework supported by a Risk Appetite Statement should be an integral part of your business. Embedding of a risk culture within your organisation is the next step towards business success. A mantra that should permeate across your organisation should be: "Risk is everyone's business – not just the management team".

The risk appetite underpins your group's strategic and business planning process. It involves the board of directors or owners setting the risk appetite within which management operates, highlighting those decisions outside of risk tolerances which need escalation to the board or owners. This could mean management is not authorised to accept risks that are assessed as "Extreme" or "High" which requires board/owner approval. For example an offshore expansion or a new product development.

An Enterprise Risk Management Framework refers to the overarching structure by which the organisation organises itself for managing risks. These include things such as:

- Defining the Risk Response Strategy (determining appropriate actions such as avoidance, reduction, taking alternative actions, sharing or insuring or just accepting the risk)
- Articulating risk definitions and risk rating criteria
- Developing and actively maintaining a Risk Register
- Defining accountabilities and responsibilities for risk management
- Defining the risk management process for your organisation
- Using watch lists to monitor emerging risks etc.

The key is ensuring that the level of risk management sophistication is appropriate to your business and seen as a value adding aspect to running your business. It should never be a 'tick the box' approach or be in isolation to the core activities of the business.

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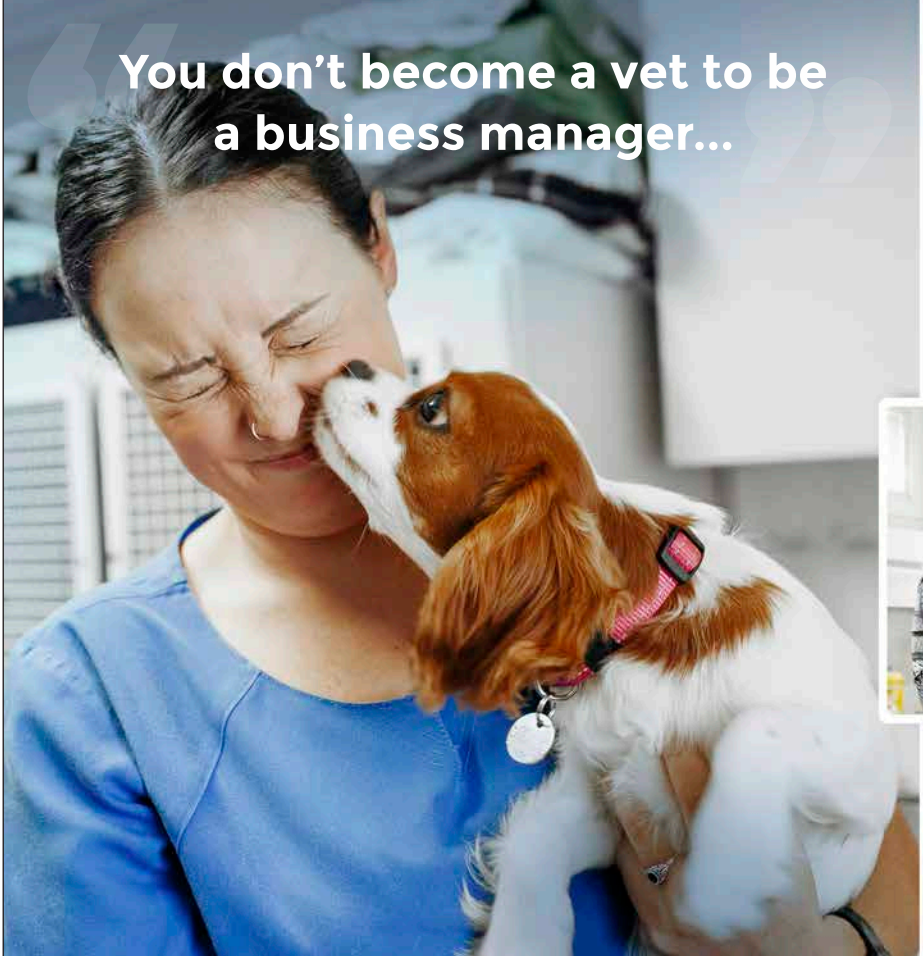
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Negative Events and Reputation Risk – Ethics Management

Managing your organisation's reputation and brand as well as demonstrating your commitment to being a good corporate citizen means having in place the necessary systems to enable this. It is very much a part of sound risk management.

One of the neglected areas in managing business risks is considering the impact of negative events on your reputation and on your business, especially in the area of ethics. All it takes is for a small issue or event to snowball out of control and the next thing you find is that you are embroiled in controversy and embarking down the road of managing an ethics-related media crisis.

The last twelve months have seen a number of high profile reputations damaged through ethical misconduct matters raised by whistleblowers. These organisations failed to put in place an appropriate mechanism for wrongdoing to be appropriately raised, especially from an anonymous source, with the result that some whistleblower's took the last resort which was to air their grievances through the media and bring events to a head.

Good governance on ethics starts at the top, and should pervade through an organisation, becoming an embedded part of your culture. Consideration towards introducing an external independently managed hotline for individuals to raise concerns should be a key consideration in the year ahead.

Reasons why Ethics and Ethics Risk Management should be on your agenda

- Sweeping new legislation is on the way. A Parliamentary Inquiry is currently underway looking at legislation change around Whistle-blower systems and protections;

- Engaging your people as an employer of choice. Active policies and procedures backed up by a hotline supports and encourages reporting of wrongdoing;
- Providing assurance to your stakeholders that you have the required systems in place for identifying damaging allegations within a safe environment and that these are properly managed before they snow ball out of control, thus protecting your brand;
- Demonstrating that you are a good corporate citizen who values the input from your staff and others relating to wrongdoing even if it means some short term pain.

Now is the time to consider your risk management, and Ethics management response for the year ahead.

For help in understanding your risks and developing appropriate strategies, including an independent whistleblower system, contact Prosperity Advisers on 1800 855 844 for a confidential discussion.



Michael Mahabeer is a senior adviser providing risk, assurance and ethics services to a diverse client base including private businesses, large corporates, state and local government and not-for-profit groups. Michael believes that when organisations actively manage their risks they become more competitive, agile and employers of choice. He has extensive experience with risk and internal audit across Australia and South Africa. In the last six years Michael has gained considerable experience working on fraud and whistleblower activities in the private and public sector.

WHY YOU NEED TO TAKE THE CYBER THREAT SERIOUSLY – OR RISK REPUTATIONAL AND FINANCIAL DAMAGE

Mark Bramley
Arthur J. Gallagher

You can easily be forgiven for downplaying the risk of a cyber-attack. After all, most of the headlines surrounding these attacks centre on major household brands, or top-end-of-town corporations. What does a small business have to worry about?

Well, unfortunately, there's plenty. Just think of the WannaCry ransomware attack that swept the globe in May, infecting nearly 250,000 computers in more than 150 countries! Australia was lucky to miss the worst of it, but there's no room for complacency.

Small business is definitely not immune. Fortunately you can be better prepared. Cyber security experts are aware of the common ways criminals gain a foothold in or attack organisations, and whether it's technical weakness, human error, or brute force there are some risks to look out for.

Malware: today's primary cyber threat, malicious software is constantly evolving, and now includes ransomware: a tool used to extort money out of businesses by locking them out of their devices or files and often threatening them with deletion.

Hacking: a 'hack attack' typically involves cyber criminals trying to modify or alter computer software and hardware, or steal sensitive information that they can later use to either damage stakeholders, or profit from on the open market.

Phishing attacks: criminals attempt to obtain sensitive information for malicious reasons through phishing attacks when they masquerade as trustworthy entities in electronic communications. Used as a first step, phishing attacks are becoming increasingly sophisticated.

DDoS attacks: through a Distributed Denial of Service Attack, cyber criminals essentially block access to a website they want to target by inundating it with traffic from multiple, compromised systems, rendering it inaccessible to users.

CEO invoice fraud: hackers assume the digital identities of C-Suite employees to influence others to break normal financial security procedures around paying invoices. This has the potential to disrupt any business that fails to follow stringent accounting sign-off processes.

Typical follow-up actions in the event of a cyber breach include forensic IT investigation, data restoration, replacement of compromised devices, legal representation, potential privacy fines and penalties, and of course, reputational damage.

Four simple ways to minimise cyber exposures

All businesses can minimise their cyber security exposures in the following ways:-

- Do not open attachments or click on links in emails from unknown senders
- Develop a cyber breach response plan, and educate all staff on what to do in the event of a breach
- Adopt best practice information security procedures, including firewalls, regular patching, application whitelisting, virus protection, restricted admin privileges, encryption and offsite data back-up
- Factor cyber insurance cover into your business's insurance program

Cyber insurance will not stop cyber-attacks from happening, but can be invaluable in helping to recover lost costs associated with such attacks – including loss of business income brought about by the inability to trade throughout the duration of the attack. As such, it should form part of every business's holistic approach to handling cyber security threats.

Make no mistake, cyber criminals are probably the greatest innovators in the IT space today. Your data has value, as does your reputation, so the better your security measures and safety nets, the better chance you have of bouncing back in the event of a breach.

A free guide to assist you in setting up a data breach response plan for your business is available at info.ajg.com.au/cyber-breach

For further information contact Arthur J Gallagher on (02) 4979 3333, email newcastle@ajg.com.au or visit www.ajg.com.au



Mark Bramley is Branch Manager at Arthur J. Gallagher Insurance Brokers at Sky Central, Charlestown. He has over 20 years' experience in the financial service sector in both banking and insurance services.

The phantom menace?

Why it's time to take cyber security seriously

Gone are the days when the threat of cyber-attack was 'someone else's problem' or a concern only for big business.

If your business holds client data, it has value to cyber criminals. That's why businesses of all sizes need to take cyber security seriously – or risk financial and reputational damage.

Cyber insurance should be part of every business's approach to minimising their cyber security exposures. It won't stop attacks from happening, but it can help recover costs associated with such attacks, including loss of business income.

Arthur J. Gallagher Insurance Brokers can help you find a cyber insurance solution to suit your business. Contact our Newcastle Branch on **(02) 4979 3333**, email newcastle@ajg.com.au or drop in and see us at **Sky Central, 123 Pacific Highway, Charlestown.**

Download your **free** cyber breach response guide at info.ajg.com.au/cyber-breach

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Arthur J. Gallagher

Leading cultural change

Adam Loong
Skildare

Arguably, the single most challenging task that any leadership team can be charged with is to change or align a company's culture. Most of us understand the significant benefits that a positive company culture provides to a business and the affect when the culture does not match this ideal. The test is, how do leaders successfully affect cultural change?

This article aims to provide some 'proven guidance to help leaders with this process and focuses on the three key requirements that leaders must instil in the workplace to have any success at changing their company culture. These three key requirements are:

1. Clarity,
2. Buy-In, and
3. Repetitiveness

Clarity

The end state of the Cultural change must be clearly communicated to everybody within the organisation. This is most commonly achieved through the development/refinement of the company values. Developing the company values and posting them on the website and painting them on the walls is not enough. The values must be defined and translated into specific



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behaviours that individuals are expected to display as a member of the organisation. This means that job descriptions, company policies and procedures need to accurately reflect these values. This will enable managers to set expectations and for individuals to have the appropriate clarity and framework to behave properly.

Buy In

Every leader within the organisation must have complete buy in to the cultural change. Let's be clear here - 'Buy in' means much more than 'accept'. Leaders must truly believe in the values and the culture they are trying to build whilst also being motivated to push through the inevitable naysayers. One of the most effective techniques to achieve buy in from the leadership group is to include them all in the development of the values and the design of their behavioural definitions.

Repetitiveness

Everybody knows that you can't change culture overnight, nor can you change it with a few well scripted value statements and a fancy new website. True cultural change, bought about by focused behaviour will only be achieved by starting small. Implementing changes on a small scale that are frequently and deliberately repeated, is the most effective, tried and tested method in achieving this desired outcome. Continuous execution of small (hence manageable) actions over time creates habits which leads to long term change. Starting with small changes increases the probability of achieving tangible outcomes quickly. This in turn, demonstrates to the entire organisation that the values, and the behaviours which they espouse, are supported by the leadership.

With these three key requirements in place, cultural change is an achievable and realistic outcome. The benefits stemming from building a reliable culture where employees have consistent and clear expectations in terms of behaviour and performance are immense and essential for long term business success.

For further information contact Skildare on (02) 4940 8743, email adam@skildare.com.au or visit www.skildare.com.au



Adam Loong is the CEO of Skildare. With over 20 years of experience operating and leading high performance teams within the Royal Australian Air Force and United States Air Force, Adam now leads the team at Skildare whilst providing specialised consultation to the Aviation and Defence Industry. Additionally, he supports the HR Team at Skildare by providing expert operational analysis and support to all clients to include the provision of Motivational Leadership Training, executive coaching and mentoring.

Five things leaders can do to foster engagement

Caitlin McMahon
performHR

For a number of years now, leadership studies have been telling us that organisations with engaged workforces experience lower absenteeism and turnover, and increased productivity and profitability when compare with similar organisations with lower engagement scores. We know that engagement is a win-win scenario for both the employer and the employee. So, what are some practical things leaders can do to foster employee engagement?

1. Inspire your people using the strategic vision

You have invested a lot of energy into developing the strategic purpose and vision of your business because you are passionate about it. Don't keep it all to yourself! Sharing your vision is a powerful tool for motivating people. Simon Sinek, the author of Start with Why: How Great Leaders Inspire Everyone to Take Action, says "there are only two ways to influence human behaviour: you can manipulate it or you can inspire it." Rather than always focusing on the what, try to talking to your employees about why they do what they do and how they are contributing to the overall success of the business. Linking individual roles to the broader organisational purpose brings meaning to employees' work.

2. Hire people based on your values set

Values, whether stated or simply implied, influence the way we work and how we make decisions. When hiring new employees, it is critical that you understand whether the potential new team member is aligned to your organisation's values. You can train for skills, but values are deeply ingrained in people and will have significant influence over the way they show up at work. By hiring people based on their value set, we can create a sense of belonging and shared ownership of the organisation's purpose.

3. Be authentic

Employees look to leaders to set the example for what is expected at work. Leverage your strengths, acknowledge your weaknesses, and show your employees that you are committed to learning and improving. Self-awareness is humbling, and by demonstrating an openness and understanding of yourself, it gives permission for others to follow suit. Don't forget the power of storytelling, either. Bring meaning and heart to every message you deliver to show employees that you truly care.

4. Communicate

Poor communication is often a top scorer in employee engagement surveys. Gallup research shows that consistent communication, no matter the method, leads to higher employee engagement. But again, it needs to be meaningful. Have conversations to set expectations, provide business updates and how individuals are contributing, share good news stories and praise behaviour that aligns with your values.

5. Listen

While you are constantly and consistently communicating your message, don't forget that it's a two way street. Your people are the ones on the frontline and will know a thing or two about their day job. Before you jump to conclusions and offer solutions, try to understand what makes people tick, and what ideas they might have for improvements. Employee lead change initiatives are an empowering practice that results in ownership, accountability and engagement. By setting the boundaries and providing a clear vision for what you want to achieve, employees can build their own solution to be proud of, champion and embed in the organisation.



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



As a Human Resources generalist with a special interest in Organisational Development, **Caitlin McMahon** is passionate about people, employee engagement, and continuous improvement. Connecting people to their purpose to find meaning in their work, and exploring leadership capability to promote high performing teams is something she has a keen interest in. Caitlin brings considerable experience working in blue collar industry, particularly mining and resources to the team at performHR.

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Whipper makes Savvy connection

Two of the Hunter's most trusted names in recruitment have joined forces, the result can only be great news for any organisation looking for great employees.

Gail Whipper and Kate Grob have done just that with Kate and her Savvy Staff team now a vital part of Whipper Recruitment.

Even though Gail and Kate had each run their own separate successful recruitment consultancies for many years, they were brought together in classic case of like attracting like.

Both share a genuine passion for their industry and its importance in helping clients to build a strong, resilient business through strong staff selection.

Both put the needs of the client at the very heart of all their dealings and don't hesitate to go the extra yard to get the best result.

And both believe that what separates an ordinary recruiter from a highly effective one is the 'care factor'.

That high level of care comes from having personally experienced the challenges of operating a successful business, with all its pleasures and pain. Gail and Kate have been in the trenches and know what it takes to survive and prosper, giving them a unique blend of experience and empathy that most recruiters simply don't have.

It's just one reason why so many of their client relationships have developed into long term friendships based on mutual trust and respect.

If that all sounds too good to be true, you probably haven't experienced recruitment the way it should be – personal, caring and totally professional.

To make your connection with Whipper Recruitment, talk to Gail Whipper, Kate Grob or Angela Clipperton.

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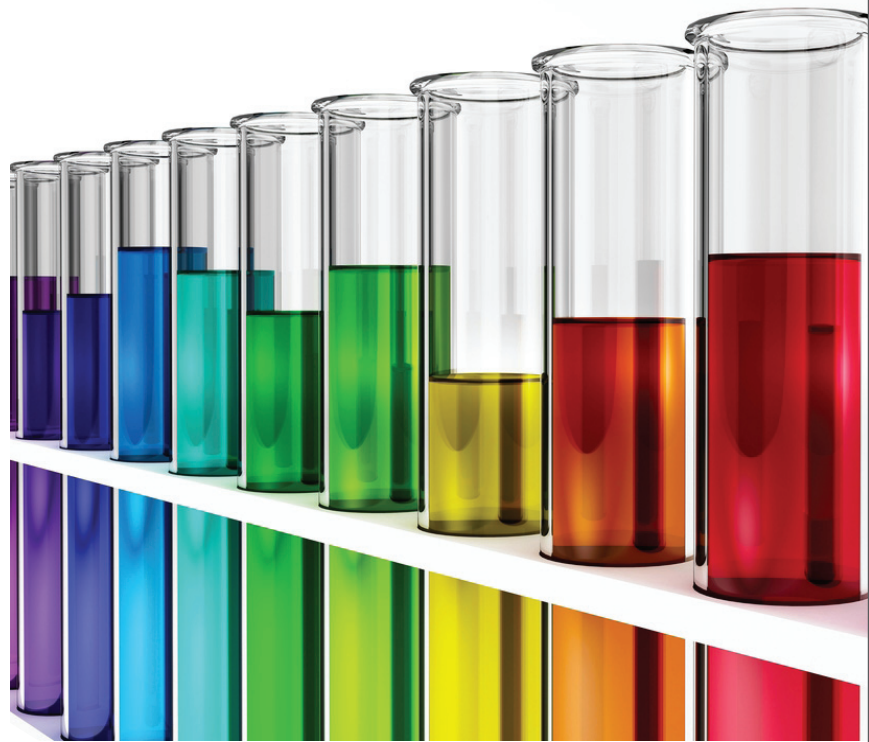
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Looping back to business leadership

More than six years ago, Geraldine Moran left the corporate world to start a charity. Along with her experience she took lessons that helped her to design a program to empower disadvantaged young people. Little did she know that the charity would help her to create a business leadership course.

With a focus on self-leadership, it helps "to strengthen the inner leader", so the individual can lead and support themselves then others. It has been developed to help business leaders manage change in a fast-paced evolving world.

At its core is mindset and behaviour strategies, however, its point of difference, is that it's based on Centre for Hope's five circles of community and its coaching methodology.

In 2011, Mrs Moran founded Centre for Hope as a helping hand for children aged 6 to 18 years identified by their schools at being "at risk". Her driver was to support young people and community to be the best they can be.

These young people were continually faced with multiple stresses through their home, school, peer and community interactions. Mrs Moran believed a support mechanism with the young person at the centre that rippled out to the parents, extended family, neighbours and community was the answer and she developed the five circles of community model.

It was the foundation for the in-school mentoring and coaching program, which was created from her years in corporate environments developing and delivering skills and strategies to cope with stress.

The program helped to build young people's self-worth, belief and resilience, create awareness there were options beyond their past experiences and support their goals and aspirations. In a safe space they learnt to approach challenges differently to create more empowered outcomes. In a short period of time, they stopped risky behaviours and started to share stories that explained their actions. They also started to engage and support others. Its success soon spread and this year it is estimated the program will support 1200 students in the Hunter and Sydney.

Through Centre for Hope's work, Mrs Moran saw simple strategies, if applied, and coupled with a support network were successful. These were lessons she used when adapting the program for adults.

Initially, Leadership Velocity program was created for principals and teachers who were under pressure due to the continually changing school environment. It was piloted with school leaders.

However, several corporate leaders were at the sessions and saw its value for the business sector. It was further developed to strengthen the individual's leadership skills that help develop team support and stability as well as stronger outcomes for the organisation, its community and industry.

Through a one-day workshop, the individual learns personal leadership skills and strategies in a safe environment. They are also supported through two months of follow-up coaching sessions to help transfer the knowledge into everyday behaviour.

The Leadership Velocity Program not only provides new ways to lead and respond to evolving needs of businesses, it also provides revenue for Centre for Hope and its ongoing work with disadvantaged young people.



The Matriarch of Recruitment in the Hunter Valley

In the late 1980's, highly respected Newcastle business stalwart the late Mrs Pat Callaghan (AO) affectionately referred to **EMERY H.R.** Director Margo Emery as "the Matriarch of Recruitment in the Hunter Valley".

During those burgeoning years of recruiting firms opening in Newcastle, Margo managed Forsythes Personnel (as it was then known), employing and mentoring many people in their entry into the field of agency recruitment including Beulah Richardson, Dawn (Knight) McLoughlin, and Paul Hankinson to name a few. Many of the people Margo has employed and trained over the years have gone on to very successful careers in recruitment; some in their own firms.

Now, with over 30 years' recruiting experience locally and nationally, Margo Emery has continued to earn her reputation for excellence in the field of recruitment through hard work, diligence and commitment, driven by her people skills and a desire to provide a service 'beyond all expectations' for both Clients and Candidates alike.

Last year Margo closed the Business Support Division of **EMERY H.R.** to enable her to concentrate on Executive and Senior Management recruitments. However, in doing so, as Margo was adamant that her Clients should still be able to receive all encompassing recruitment assistance in the manner they were used to, she has aligned herself with a

select few Human Resource firms with likeminded ethics and business practices to handle any temporary or Contract staff requirements her Clients may have, as well as assisting with any 'flow on' lower level permanent placements. Conversely Margo has also been able to assist some of these firms with Executive recruitment assignments, especially at CEO level, when the need has arisen.

EMERY H.R. is a niche business offering the unique service of recruiting on a 'fee for service/ hourly basis' rather than the more expensive % of income which mainstream recruitment firms offer. Margo's many repeat Clients appreciate not only the business model but also her total commitment to the recruitment process; the testimonials from high profile business leaders and companies on her www.emeryhr.com.au website are a true indication of her level of service.

Nearly 30 years on, Pat would be pleased to know Margo is still passionately maintaining her title...!



"You just can't get good people"...

Harry Raftos
Momentum

Have you ever said this? Normally you say this when exasperated by something one of your staff members has just done. Well guess what? You get the people you deserve.

It's human nature for us to blame others when something goes wrong in our lives and our businesses. So when you see an employee acting in a way that's contrary to your expectations of the position they hold, it's easy to blame them rather than ask yourself the following tough questions:

What system did I use to recruit this person?

Did you use a systematic recruitment process to bring this person onboard your Team or did you just employ your brother in law's first cousin's wife? We've all fallen into the trap of the "convenience hire". You're desperate for some help so you just throw a person at the problem.

Have I engaged and inspired them with my Vision?

When you bring on a new Team member, are you sharing your Vision and Goals for your business with them? Do they feel like they are a part of something bigger than their day to day job? In coaching hundreds of businesses over the last 16 years we have found that most employees are highly motivated by "brightness of future" but most business owners never provide it. The most common complaint we hear from employees is that they don't understand what is expected of them. The most common complaint business owners make is that their employees aren't driven to achieve the goals (that they've never shared with them).

Do they have a clear cut role description and key performance indicators?

In our experience most new employees are thrown in at the deep end. Yes they have a position description in their contract that's never referred to again. Most employees are unclear of exactly what's expected of them and how their performance will be measured. Once your Team have clear cut, objective kpi's to work to, they will surprise you with how motivated they are to achieve them.

Do I review this person's performance on a regular basis?

Most business owners review their employees every 1 or 2 years. This review is normally driven by a fear that they will lose the person if they don't raise their wages. Reviews are typically ad hoc and subjective. We recommend quarterly reviews. Why? Because once 12 months has gone by it's often too late to correct inappropriate performance or to keep your Team motivated. Quarterly reviews give you the chance to "catch your team members doing something right".

Do I provide my Team an opportunity to be heard?

Most business owners work too hard because they try to do all the thinking in their business. If you don't provide your Team members with the opportunity to contribute their own ideas, to think for themselves and to try new ideas, you will forever be trapped by your business.

To create a business that truly works without you, you need to develop great systems but most importantly you need to learn how to attract and keep great people.

For more information contact Harry Raftos at
help@momentumbiz.com.au



Harry Raftos and his partner, David Crook, have been award winning business coaches since May 2001. They have worked with hundreds of local businesses and have presented seminars and workshops to thousands of business people locally and internationally. They have been running First Friday Club since 2013 with an average 91 attendees each month. Harry grew up in small business, has two degrees from the University of Newcastle, has been self-employed in property development as well as worked for several years in sales and marketing with a multinational company.



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A young man from the Scotland moved to London to seek his fortune. After settling in for a couple of weeks, his mum calls him to check in. "How do you like the city so far, son?" She asked him. "Ma, it's just the most wonderful place in the world. There is so much to see and do. But my neighbours are curious folks. The bloke in the flat next door just pounds on the walls all hours of the night. And the woman in the other flat wails and screams through the night, yelling 'Make it stop!'" "Oh dearie," his mum replied. "They sound rather strange. I hope you're alright at home though."

The young man responds "Aye, ma, I don't let it get me down when it happens, I just take a nip of me whisky and keep playing me bagpipes."

A wife comes home late one night and quietly opens the door to her bedroom. From under the blanket, she sees four legs instead of just her husband's two.

She reaches for a baseball bat and starts hitting the blanket as hard as she can. Once she's done, she goes to the kitchen to have a drink. As she enters, she sees her husband there, reading a magazine. He says, "Hi darling, your parents have come to visit us, so let them stay in our bedroom. Did you say hello?"

The Soviet army is marching in Finland. They hear a voice from the other side of a hill "One Finnish soldier is better than ten Soviet soldiers."

The Soviet general sends ten soldiers. There is some gunfire then everything is quiet again.

The voice then says, "One Finnish soldier is better than one hundred Soviet soldiers."

The Soviet general sends one hundred Soviet soldiers. There is more gunfire and then silence.

The voice speaks up again and says "One Finnish soldier is better than one thousand Soviet soldiers."

The Soviet general then sends one thousand Soviet soldiers. There is a lot of gunfire and then silence.

After a while a Soviet soldier crawls over the hill and says to the general "Do not send more troops, it's a trap, there are two Finnish soldiers."

A man was driving along the road when suddenly a Ferrari whizzed past him and the driver inside yelled "Ever driven a Ferrari mate?" This angered the man, and accelerated to catch up to the Ferrari and give the driver a piece of his mind.

However as he was about to reach the Ferrari, it accelerated and the man just managed to catch the driver yell "Ever driven a Ferrari mate?" before the Ferrari left him in the dust.

Recognising that he was not able to match the Ferrari's speed, the man calmed down and resumed driving at normal speed.

A few kilometres ahead however, the man noticed the Ferrari upturned in a ditch. Curious at what might have happened, the man stopped his car and went to check out the crash scene.

Inside the upturned Ferrari, a weak and shaky voice came out: "Ever driven a Ferrari mate? Know where the brake is?"

Teacher: "If I gave you two cats and another two cats and another two, how many would you have?"

Johnny: "Seven."

Teacher: "No, listen carefully... If I gave you two cats, and another two cats and another two, how many would you have?"

Johnny: "Seven."

Teacher: "Let me put it to you differently. If I gave you two apples, and another two apples and another two, how many would you have?"

Johnny: "Six."

Teacher: "Good. Now if I gave you two cats, and another two cats and another two, how many would you have?"

Johnny: "Seven!"


Teacher: "Johnny, where in the heck do you get seven from?!"

Johnny: "Because I've already got a blasted cat!"

QUOTE OF THE MONTH

"Progress is impossible without change, and those who cannot change their minds cannot change anything."

- George Bernard Shaw



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