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From the Editor



This issue includes a Leadership & HR feature and comes at a time of major changes in the industrial relations legislation landscape, particularly the Closing Loopholes reforms.

With continued inflationary pressures, higher interest rates, reduced profitability and increased insolvencies, business will be hit with IR changes that will make it harder to do business and employ people.

The entire bill runs to hundreds of pages and is much too complex to fully cover its implications to all businesses in this column

but some of the concerns include:

- Increased compliance costs for business which is already swamped with red tape.
- Sudden increased labour costs for some businesses who will have to decide whether they can absorb these costs in a challenging economic environment, pass on costs to customers and thus increase inflationary pressures or to reduce employment numbers.

- Terms such as Employee-like Forms of Work that will capture work arrangements that were not originally intended.
- Increased union power, including increased rights for union officials to enter a workplace without notice, even though 90% of workers in the public sector are not members of union. It can also be argued that unions will have an incentive to draw out disputes to force them to arbitration to seek what they consider to be the best outcome.

The changes in this bill do represent major changes for many businesses and the onus is on business owners and managers to understand the implications for their business.

For many businesses it is advisable to consult an IR specialist to fully understand the implications for their situation. There is also bound to be a significant increase in Fair Work Commission applications.

One of the challenges for IR legislation is that it tries to cover the myriad of different businesses and working situations with a one size fits all approach. Unless the legislation is incredibly well-crafted this inevitably leads to reduced flexibility and reduced incentive to employ, producing negative impacts for the very people it is designed to protect.

Unfortunately, the Closing Loopholes legislation has too many issues of concern to be considered well crafted.

Garry Hardie
Editor and Publisher

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New and improved sport and recreation amenities for Broke in bicentenary year

Works have begun on an important upgrade to Broke Recreation Ground to deliver improved sport and recreation amenities as the village celebrates its bicentenary this year.

Singleton Council has secured over \$750,000 to reconstruct three deteriorated asphalt courts, the amenities and flood lights on the site, with the project commenced on 13 February.

The project has been funded by the NSW Government's Stronger Country Communities Fund and a Severe Weather and Flood grant.

Justin Fitzpatrick-Barr, Council's Director Infrastructure and Planning Services, said these much-needed improvements to this well-used community asset could not have come at a better time.

"What a fantastic project to be able to deliver to the village of Broke during its bicentenary year, one that will support the health and wellbeing of this community for years to come," he said.

"The condition of the courts has declined over the years, made worse by the severe flooding and wet weather events the village experienced in 2021 and 2022.

"After consulting with the community on what they want their recreation ground to look like, we're pleased to get to the construction phase and begin delivering that vision.

"Council recognises the value sport and recreation play in supporting the wellbeing of our community, which is why we are dedicated to upgrading and building sporting infrastructure and facilities across our local government area."

The project will include the reconstruction of the former multipurpose court into a new tennis court, complete with a practice wall, and the former netball court into a full-sized multi-court for basketball and netball. The existing tennis court will be



Marco Cortesi

refurbished and complete with new posts, net and line marking.

The amenities block will be demolished and replaced with a large outdoor BBQ and seating area to match the existing shelter while the flood lights will be upgraded to a new LED system.

Not only will upgrading the lighting to LED have greater efficiency outcomes in terms of power usage and emissions, but the previously coin operated lights will move to a system that will allow users to control them using a mobile phone app, making hiring the courts easier than ever.

Council has awarded the tender for this project to Court Craft, the same company that delivered Singleton's first full-sized, outdoor basketball court last year.

Works at Broke Recreation Ground are expected to be completed by June, weather depending.

The recreation ground upgrade comes on top of a huge program of Council works in and around Broke in the past 12 months including the \$1.8 million repair of extensive flood damage to Broke Road, funded by Transport for NSW's Disaster Recovery Funding Arrangement, almost \$1 million in repairs to flood damaged streets in the Broke village and a \$800,000 upgrade to a section of Broke Road at Mount Thorley, funded by the NSW Government's Resources for Regions program.



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BLUESCOPE DISTRIBUTION'S NATIONAL PRODUCT, PROCESSING AND SOLUTIONS HUB

BlueScope Distribution's National Product, Processing and Solutions Hub at Unanderra is the 16th site for BlueScope Distribution in Australia, ideally situated mid-way down the east coast of Australia, and within close proximity to key suppliers and materials' sources. It's also based within a well-established intermodal freight region, further adding to logistical efficiency.

Since the site officially opened in May 2022, 'TheHub' has been supporting customers to deliver significant projects across several key industry segments.

According to Mick McPhan (National Manager Operations and National Products, Processing and Solutions Hub, BlueScope Distribution), the facility is well-placed to provide customers within the mining, oil and gas, defence, infrastructure, renewable energy, transport, and agriculture industries a holistic product and service offering that helps deliver significant projects Australia-wide.

"The aim of this capability is to help our Australian manufacturers grow and deliver more projects through a sovereign supply chain," said Mr. McPhan.

BlueScope Distribution's National Product, Processing and Solutions Hub is equipped with a dedicated project management team that works closely with customers to simplify manage complex supply chains typically associated with major projects. This unique one-of-a-kind solution can support steel-intensive projects with complex processing and component manufacturing, including steel kits ready for product assembly.

Currently, the National Products, Processing & Solutions Hub utilises a state-of-the-art Micro Step multi-functional processing line to deliver both plasma and oxyfuel plate cutting capability including complex variable bevels, counter bore and drilling and tapping capabilities rounded off with a variety of marking functionalities including etching, laser and inkjet marking.

"We have large, modern plate processing facilities, straight plasma cutting, complex variable bevelling and thermal cutting. We can handle all weld preparation work for downstream fabricators. We ink jet mark, drill, tap and counter sink," said Mr. McPhan.

"The facility can also support projects by offering solutions such as supplying material in kit form, ready for final assembly and installation by customers."

The site intends to now invest in a new state-of-the-art CNC laser cutting machine. With innovative technology that will enhance the site's capability to process a range of steel and aluminium products, further strengthening its capability to support its customers to grow by providing them with efficiencies and ready-to-manufacture on time and to specification.

"Many of our customers also tell us that floor space within their own operations is vital. Offering customers semi-finished components often saves them considerable floor space and frees up their own labour," said Mr. McPhan.

As well as offering the added capacity to handle significant projects and the convenience of dealing with a single provider for product, processing and service solutions, BlueScope Distribution's National Product, Processing and Solutions Hub is home to a dedicated team who are well credentialed to offer complete and customised end-to-end solutions, depending on customer requirements.

The team's industry expertise, technical know-how and local product and processing knowledge incorporates many skillsets, which customers can benefit from throughout their projects. BlueScope Distribution encourages customers to invite the team to become involved in each project early on, so that they can better assist at the design and specification stages and provide a single point of contact throughout the lifespan of a project.

A further benefit of the facility is its centralised project management services, which help coordinate the complex supply chains that are typically associated with large steel intensive projects, providing supply chain certainty.

"Our collaboration with our trusted partners is incredibly important. We are part of the broader BlueScope group and have a well-established partnership with Bisalloy Steels and blast and prime partners. We work together closely to ensure all aspects of a project's requirements can be met and well-coordinated to ensure we maintain a lean supply chain," added Mr. McPhan.

BlueScope Distribution continues to remain customer-focused, investing in new capabilities that drive service innovations and increase capacity well into the future. "We have listened to our customers and are proud to be working on plans to deliver the next phase of investment at TheHub," explained Mr McPhan.

Regional reference group to influence Hunter Transmission Project

EnergyCo has launched a regional reference group (RRG) to help inform the planning and design of the Hunter Transmission Project (HTP), which is one of the State's most critical energy projects.

The reference group will play a significant role in facilitating discussions between EnergyCo and the Hunter region community on the new transmission line, which is needed to transport clean energy from the Renewable Energy Zones (REZs).

The reference group consists of an independent chairperson (former Cessnock Mayor and Hunter Joint Organisation Chair Bob Pynsent) and nine members including:

- three council representatives from the relevant local government areas, one each from Cessnock, Lake Macquarie and Singleton Councils
- three regional representatives from the business, Aboriginal and environment sectors
- three community representatives, one from each of the relevant local government areas (as above).

The reference group will provide a platform for discussions on crucial aspects of the HTP including the project design, community views, minimising impacts on landholders and the environment, and maximising benefits for the Hunter community.

The HTP is a multi-billion-dollar investment that will help provide energy security in NSW for generations to come. It is crucial for the electricity needs of the State.

The project involves construction of a new above-ground 500 kV transmission line spanning 115 km from Bayswater to Eraring. Early engagement for the HTP continues ahead of an extensive approval pathway during 2024/2025.

"Forming the regional reference group demonstrates our commitment to genuine community engagement".

James Hay, EnergyCo Chief Executive

For a full list of the regional reference group members, visit <https://www.energyco.nsw.gov.au/projects/hunter-transmission-project/working-community>

James Hay, EnergyCo Chief Executive said "Forming the regional reference group demonstrates our commitment to genuine community engagement. By incorporating local perspectives, we want to make sure the Hunter Transmission Project is developed with care and input from the Hunter region community.

"The regional reference group will serve as a valuable platform for collaborative decision-making about the HTP, which is a vital once-in-a-generation electricity infrastructure project with many benefits to the Hunter region. The benefits include clean and reliable electricity, community development through local projects and employment opportunities for the Hunter community."

Bob Pynsent added "The Hunter region has always been crucial for our State's energy security. The Hunter Transmission Project builds on this history and will leverage our region's strengths. It means more local jobs and investment for our communities as we repower our energy system.

"I look forward to working with the other reference group members and the broader Hunter community to ensure the best outcomes for our region."

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Working with partners to control the skies

Controlling almost 4 million square km a mission, the Royal Australian Air Force has established its position in the skies.

For the first time, air force experts have gathered in Australia to share solutions on Airborne Early Warning and Control (AEW&C) of the skies. The Royal Air Force (RAF) and the United States Air Force (USAF) joined Australian partners for the E-7 Wedgetail Trilateral Working Group meeting at RAAF Base Williamtown from February 5 to 9.

The E-7A Wedgetail provides Australia with one of the most advanced airspace capabilities in the world, while its AEW&C system provides battlespace surveillance, and command and control of air, sea and land assets.

Established in 2022, the trilateral agreement is a commitment of the RAAF, USAF and RAF to work together under an E-7 Joint Vision Statement towards collaboration and interoperability.

Flight Lieutenant Adam Beasley, a RAF exchange officer and E-7A Wedgetail mission computing system asset manager, said these regular engagements supported the RAF and USAF fleets in the move towards further cooperation.

"My position here is a reflection of the three nations' drive towards the establishment of a cooperative program under the Air Force Chief's E-7 Joint Vision Statement," Flight Lieutenant Beasley said.

"Since signing the Joint Vision Statement in 2023, the USAF have established a sizeable footprint of personnel across operations, maintenance and support to assist with the introduction of the USAF E-7 Wedgetail. The UK have continued with their acquisition program ahead of the first aircraft delivery this year.

"In the short term, the joint intent is cooperation on the E-7 Wedgetail's introduction to service for the RAF and USAF; in the

longer term, to cooperatively pursue a common interoperable capability."

Project Director Group Captain Darren Spee said cooperation with Australia's close partners would deliver wide-ranging benefits both now and into the future.

"Future advanced AEW&C will bring some really exciting capabilities to us. Developing it together with our partners will share development costs and provide some economies of scale that will make it affordable," Group Captain Spee said.

During the event, partners had the opportunity to tour RAAF Williamtown E-7A Wedgetail operations, maintenance and support facilities, and to conduct familiarisation with the aircraft itself.

Locations of new public preschools revealed

Families across the Hunter region are set to benefit as the NSW Government reveals the biggest expansion in childhood education in NSW history. The Government is investing a record \$769 million investment to build 100 new public preschools across NSW, including 12 in the Hunter region.

New public preschools to be built in the Hunter include:

- Booragul Public School
- Cessnock Public School
- Ellalong Public School
- Gillieston Public School
- Kearsley Public School
- Kurri Kurri Public School
- Maryland Public School
- Nulkaba Public School
- Shortland Public School
- Tenambit Public School
- Teralba Public School
- Weston Public School


Co-located at public primary school sites, the new public preschools will be built over the next three years in areas of greatest need across NSW.

The public preschools will improve access for families across NSW, with sites selected by a NSW Department of Education Panel, overseen by an independent chair and probity advisor, based on rigorous assessment criteria which considered educational need, child development and socioeconomic data, preschool demand, infrastructure feasibility and insights gained through consultation.


Co-locating public preschools with existing schools will ensure children are ready for kindergarten and will assist busy working families with cost of living pressures, help avoid the double drop off, make the transition to school as seamless as possible.

This is part of the NSW Government's investment in early childhood education, which includes a \$60 million commitment to build and upgrade 50 preschools on non-government school sites in areas of greatest educational need. The NSW Government has also committed up to \$29.4 million to expand the number of early childhood workers in NSW through a scholarship program, which has seen a record number of applications. The Government has also provided \$17 million to support capital works for early childhood services in areas of need.

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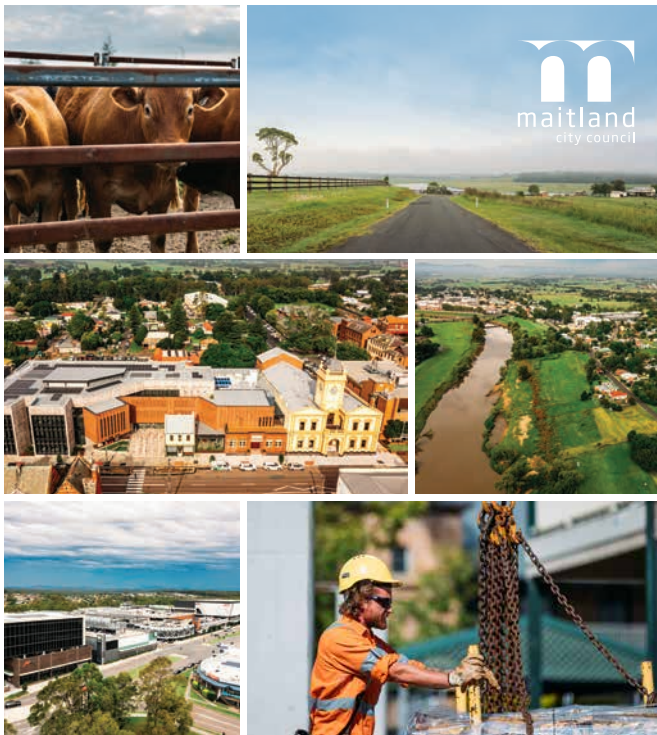
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Maitland City Council aims to empower and support local businesses. If you're doing business in Maitland, stay up to date by subscribing to Business Matters. This monthly newsletter covers relevant news, industry updates, what's on for business, grants, and funding.

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MAKING MAITLAND INCLUSIVE, ACCESSIBLE AND WELCOMING FOR ALL

Maitland City Council is committed to improving access to services, facilities, and employment opportunities, creating more liveable places and inclusive communities, recognising the rights and contributions of people with disability, and championing diversity in our community.



This is why we are proud to sponsor a new Access and Inclusion Award category in this year's Hunter Region Business Excellence Awards. The award aims to recognise businesses across the Hunter that endeavour to improve access and participation for people with disabilities. The award is in line with our recently adopted Disability Inclusion Action Plan, which outlines how we will work with the business community to promote the benefits of disability inclusion.



Applications are open until Sunday 31 March. If your business has made great strides for your customers or staff in the areas of access and inclusion, we encourage you to apply <https://mait.city/HRBEAwards>





City of Newcastle implementing Strategic Sports Plan

Councillor Margaret Wood, Councillor Peta Winney-Baartz, Lord Mayor Nuatali Nelmes, Councillor Elizabeth Adamczyk, City of Newcastle Executive Manager Community and Recreation Lynn Duffy and CEO Jeremy Bath attend City of Newcastle's 2024 Sports Summit.

More than \$20 million has been invested into upgrading and expanding Newcastle's sporting facilities during the past three years as City of Newcastle (CN) moves forward with the delivery of its Strategic Sports Plan.

Representatives from sporting codes across the city were updated on the progress of the Plan during the third annual Sports Summit in February, which was established by CN in 2022 to support a more collaborative relationship with local sporting groups.

Newcastle Lord Mayor Nuatali Nelmes said CN was kicking goals in the implementation of its 10-year Strategic Sports Plan, which was designed to address future demand and inform the ongoing supply, maintenance and upgrade of sporting infrastructure across the Local Government Area.

"City of Newcastle is committed to upgrading sporting facilities across the community for the benefit of all, which is why we've invested more than \$20 million during the past three financial years to enhance our sportsgrounds and amenities," Cr Nelmes said.

"This includes everything from field layout, drainage and irrigation upgrades to major projects such as the stage one redevelopment and stage two planning and design of No.1 Sportsground and a \$1.25 million upgrade at Myers Park.

"We're also delivering on our promise to develop more inclusive, accessible and female-friendly facilities and amenities, with upgrades completed at Lugar Park and major grandstand redevelopment projects almost complete at Darling Street Oval and Passmore Oval.

Chair of CN's Sports Infrastructure Working Party, Councillor Peta Winney-Baartz, said that implementation of the City's Strategic Sports Plan, adopted in 2020, is progressing well.

"Since adopting the Plan, I'm pleased to say that we've implemented or are progressing 84 per cent of its 93 recommendations, working collaboratively with sporting clubs across the City to ensure we cater for the needs of our community now and into the future."

Cr Winney-Baartz said CN also provides funding to assist sporting codes with minor capital works projects.

"With ongoing changes to representatives on sporting committees it's important to hold regular workshops and forums with the sporting community to keep them up to date with City of Newcastle processes," Cr Winney-Baartz said.

"This includes educating them on future funding opportunities such as CN's Recreation facilities grants, which allow groups to apply for grants of up to \$10,000 to help upgrade existing facilities or develop new ones.

"Nine projects will be delivered in 2023/24 following on from successful grant applications last year, including new artificial turf wickets at Ballast Park in Stockton, new grandstands for the New Lambton Eagles at Alder Park, as well as creating the region's first 18-hole disc golf course at Beresfield.

"We're proud to work closely with our sporting clubs to ensure our community has continued access to high quality sporting and leisure opportunities."

Councillor Margaret Wood, co-chair of CN's Access and Inclusion Advisory Committee, said the Strategic Sports Plan 2020 also aligns with CN's Disability Inclusion Action Plan.

"This plan ensures that City of Newcastle commits to advocating for the equal rights of all, providing services, programs, events and facilities that are respectful and inclusive of people with disabilities, their families and carers," Cr Wood said.

CN manages 63 sportsgrounds venues, which are home to 152 fields that span over 370 hectares.

The Sports Summit brought together representatives from all codes that utilise CN's outdoor facilities, providing an opportunity for them to learn about council processes relating to fees and charges, ground allocation, project works and grants.

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Media training business rebrand aligns with expanded training services

A leading Hunter based media training business has a new name to better align with its expanding communication skills training programs.

Media Training Matters is now called Peak Presenting. The business is still owned and run by experienced communication professionals Melinda Smith and Craig Eardley.

Ms Smith said the rebrand better fits the broader range of presentation skills and other communication skills it has been providing since establishing two years ago.

"We still provide media skills training and coaching for media spokespeople as well as marketing, public relations and corporate communications professionals who work with media," Ms Smith said.

"There is strong demand for presentation skills training by current and emerging leaders as well as people in professional services," she said.

"We have also been providing other communications skills training in areas such as personal brand and profile raising as well as issues and crisis management."

"Whichever program we deliver has the value add of participants being able to use the tips, tools and skills they gain in many areas of their professional and personal lives."

Mr Eardley said the excellent feedback from clients and participants is due to the customisation and practicality of all workshops and coaching programs.

"Our media and presentation skills programs are a safe and supportive space for people to challenge themselves and have some fun."

"We work with client's learning and development and communication teams to customise each program to meet the objectives and skill levels of organisations and participants."



"Our simple formula and practical tools and tips help people to quickly and effectively prepare for and deliver a media interview or presentation."

"Presentations and media interviews are more effective when you are clear on your objective, audience and key messages. The more in control you feel, the more effective the delivery."

"We also help people to know their style. Being authentic and having a conversation with an audience delivers better results."

Melinda Smith is a former television journalist, news presenter, and radio broadcaster. She established and still runs her own strategic communication consultancy following a three-decade career working in the media, corporate communication and public relations.

Craig Eardley has almost 30 years' experience in communication and public relations. After working for several Sydney and Hunter organisations in media, communication and community relations roles, he established his own communication consultancy 20 years ago.

For more information on media training, presentation skills training and other communication skills training or to download the free "7 Tips for Presenting at your Peak" guide visit www.peakpresenting.com.au



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Hunter councils to partner on drought resilience planning

A ground-breaking new drought resilience plan to be conducted by neighbouring councils in the Upper Hunter, will deliver an integrated, evidence-based strategy to build resilience, mitigate and adapt to future drought impacts across the region.

The grant for \$450,000 from the Regional Drought Resilience Planning Program, jointly funded by the Australian Government and NSW Government under the Future Drought Fund, will see Singleton, Muswellbrook and Upper Hunter Shire councils work together with their communities to develop and start to deliver the plan.

The draft Upper Hunter Drought Resilience Plan will present:

- Historical and predicted impacts of drought for the region
- An evidence-based, triple-bottom-line strategy to mitigate or adapt to future drought impacts
- A prioritised list of actions and pathways to build drought resilience specific to the Upper Hunter, that address the needs of the community

The draft plan will be provided to the CSIRO for independent review before being published on the Department of Agriculture, Fisheries and Forestry website.

Minister for Regional NSW Tara Moriarty said the expanded program in NSW aims to help agricultural communities forward-plan to prepare for inevitable periods of reduced rainfall.

"This acknowledges each region in NSW is different and requires a tailor-made approach to drought preparedness to be truly effective. Having community-led Regional Drought Resilience Plans will help set them up for success."

Mayor of Singleton, Cr Sue Moore said the program's focus extended beyond immediate drought response, encompassing long-term planning and community-led solutions.

"The key objective of the plan is to come up with practical solutions to support our communities prepare for and respond to drought," she said.

"Community engagement is a key element of this project, and this program really underscores the importance of customised resilience plans that cater to the specific needs and characteristics of each region.

"As a collective, Singleton, Muswellbrook and Upper Hunter Shire councils are absolutely dedicated to leveraging this grant to enhance our drought resilience capabilities, securing a sustainable and prosperous future for our region."

Mayor of Muswellbrook Shire, Cr Steve Reynolds said all three communities would be in a stronger and more adaptable position thanks to this investment into drought resilience planning.

"With hotter, drier conditions on the way in parts of Australia, it's vital our region is equipped with the right tools to be more resilient to drought, and to bounce back quicker," he said.

"The Upper Hunter area is unique, and our plan will be too – I look forward to our region coming together to share their experience and knowledge to build an integrated plan with locally tailored actions to prepare for future droughts.

"This plan is about our entire community - and not just our farmers - and how we can best work together to be resilient when the next drought inevitably arrives.

Mayor of Upper Hunter Shire, Cr Maurice Collison said the program identified regions in NSW to develop drought resilience plans that could be implemented by councils and their communities to manage future risks.

"Securing this crucial funding marks a significant step forward for our communities by allowing Singleton, Muswellbrook and Upper Hunter Shire councils to approach drought resilience proactively and collaboratively by integrating local insights and expertise into a comprehensive strategy that addresses our unique environmental challenges," he said.

"This initiative represents our combined commitment to not just endure but also thrive in the face of climatic challenges — it's

about ensuring that our community's needs and voices are at the forefront of our resilience planning.

"This funding also reinforces our commitment to our agricultural sector by supporting the community through periods of scarce rainfall."

QR code solution to preserve life stories and family history for future generations

Aeonian, founded by Hunter Valley based mother-daughter duo Leah and Anna, has introduced a new approach to remembering the lives of our loved ones with their custom metal plaques featuring QR code technology.

This initiative was inspired by their own journey in capturing the rich history of their father and grandfather when he passed away. This experience emphasised the impact that stories and legacies can have on our lives, the importance of recording family history so that it is not lost and the way that such remembrance can help with the grieving process.

The Aeonian metal plaque, designed to be attached to headstones, gravestones, monuments and memorials, features a special QR code. This unique code, links seamlessly to a secure digital record containing a person's photo and life story.

Leah and Anna understand the importance of preserving memories, and Aeonian offers a range of options to do just that. Families can choose to draft their own stories, utilise an existing eulogy, or opt for a supported package where the Aeonian team assists in crafting a personalised and heartfelt life story.

"Just a few years ago many of us weren't familiar with QR codes but following Covid we saw an opportunity to celebrate family history and remember our loved ones by embracing this technology. The majority of people have a smart phone and internet connection, with our tasteful plaque that is all you need to connect with the life stories of loved ones," said Anna.

Everyone has a story to be told, and with Aeonian it is easy to record this story, share it with others and make it available for generations to come in a digital format with a plaque that's made to last.

Leah and Anna see great potential in the Aeonian technology; beyond a tasteful memorial for individuals and families, it could be a fantastic opportunity to record key moments and events, and the lives of treasured, famous or infamous characters from rural and regional towns – creating an innovative and interactive tourist attraction for areas rich in history but without resources such as a museum.

"We would love to partner with local councils, cemeteries and historical societies so that we can continue to preserve and celebrate the legacies of this wonderful region – and beyond – for many years to come. Although our headquarters are in the Hunter Valley, NSW our Aeonian plaques can be posted anywhere in Australia," said Leah.



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Funds raised to educate refugee women and children

In February Turnbull Hill Lawyers held their second annual fundraiser with Zara's House at the Cooks Hill Gallery last month, raising over \$12,000. The money raised will be used to fund the pre-school bilingual program, which prepares refugee children for Australian schooling, whilst their mothers utilise the other literacy programs offered.

Partner at Turnbull Hill Lawyers, Rani Gandha, said it was a pleasure to be able to support such important programs.

"Zara's House do incredible work for refugee women and children in our community," Ms Gandha said.

"Helping ensure the kids are cared for and learning helps mothers take advantage of all the services Zara's House has to offer... they've created such a warm and welcoming community.

"A lot of these women can't read or write their mother tongue, which makes it extremely difficult to learn how to read and write English."

Ms Gandha said it was heartening to see local businesses and community members give so generously to the fundraiser.

"We had such a positive response from the community, which goes to show how important the work they do at Zara's House is."

Sister Diana Santleben of Zara's House said the entirety of the funds raised would go towards the early childhood bilingual education program.

"With this we can offer these little ones possibly the only pre-schooling they will receive," Sr Diana said.

"Their mothers meanwhile are able to access the Zara's House classes each day in English, Mother Language Literacy, preparation for citizenship, handcrafts and sewing, and introduction to micro-business."

The list of donors and sponsors is available at www.turnbullhill.com.au/articles/zaras-house-fundraiser/



Wanda McInnes-Fogg and Farida Baramgayabo

Major step forward for Maitland HealthStays

Maitland HealthStays is a groundbreaking project of the Rotary Clubs of Maitland. It will provide convenient, economical, and quality accommodation for patients, their families and carers, who travel to Maitland from rural and regional areas, for healthcare, including cancer treatment. HealthStays has entered into binding arrangements to acquire the commercial property at 34 Turton Street, Metford.

"For those needing accommodation while here for medical treatment, the site is ideally located, being within minutes of

Maitland Hospital, specialist medical providers, bus routes, Victoria Street Station, and Green Hills Shopping Centre," said Rotarian Trevor Lynch, Chair of Maitland HealthStays.

HealthStays already has conceptual architectural plans for staged redevelopment of the Metford site. Stage 1 will deliver a specialised, 14 bedroom accommodation facility with common rooms and quality fit-out.

"We have now begun the detailed design and approval phase funded by monies raised. The Rotary Golf Day on March 24 will add substantial support to this work and to developing submissions for major grant funding," Trevor said.

"The need for this project was identified a few years ago and reinforced by the 2022 NSW Parliamentary Inquiry into regional health," he added.

The Inquiry found that rural and regional residents have inferior access to health and hospital services, face significant financial challenges in accessing diagnosis, treatment, and other health services, and have significantly poorer health outcomes, greater incidents of chronic disease and greater premature deaths.

The project is being driven by dedicated Rotarians and professionals.

"We are actively engaging with our State and Federal MPs, NSW Health Minister Ryan Park, Hunter New England Health, NSW Health Infrastructure, and pursuing community and corporate funding, including through the new Rotary Foundation CSR Grants program," Trevor said

The first funding target is \$2.5 million to execute the property purchase, while Stage 1 will cost around \$6 million to complete.

"We have incredible support from our Rotary clubs, other charities, federal and state representatives, local business and professionals, and we are confident we can achieve those targets and deliver this vital project," he added.

Pathways Program sets local talent up for career success

Maitland City Council has welcomed 15 local students and young professionals, providing them with the opportunity to gain practical experience and mentoring through its 2024 Pathways Program.

The Pathways Program, which has been running for several years, provides participants with structured training in areas such as accounting, business administration, civil engineering and cyber security.

The program places participants in one of five categories: traineeships, apprenticeships, cadetships, internships and graduate positions, ensuring individuals at various educational stages receive on the job learning tailored to their chosen careers.

Maitland Mayor Philip Penfold expressed his enthusiasm for the initiative saying, 'the Pathways Program not only provides valuable insights into the workings of local government but also equips participants with the skills and knowledge required for their chosen career paths.

'This tailored approach ensures that the program aligns with the individual career aspirations of each participant.'

The program is designed to support Council's objective of nurturing a skilled and innovative workforce that delivers an optimised service to the community of Maitland.

A notable number of past trainees, cadets and graduates have continued to pursue further opportunities at Maitland City Council.

Maitland City Council General Manager Jeff Smith said "The programs structured training, diverse categories and tailored approach reflect our commitment to nurturing the next generation of leaders and professionals.

"Over the years, we've had numerous success stories of past participants who have continued to thrive, not only within Council but also in exciting opportunities beyond."

To learn more about the Pathways Program and explore opportunities, visit mait.city/work-programs.

Charter for Small Business

The NSW Government has launched the Charter for Small Business which gives small business owners a seat at the table and a genuine say in the way government supports businesses across the state. The Charter commits to a stronger partnership with small business and sets out the key principles and actions on the way which the NSW Government will work on with the sector.

The Charter for Small Business is the first of its kind in Australia and reflects the economic and social value that small businesses bring to NSW.

The NSW Government has undertaken extensive stakeholder engagement with peak industry bodies and community organisations to ensure the Charter for Small Business reflects the needs of businesses.

The Charter for Small Business includes six key principles and commitments to support its implementation and application in NSW:

- Clear and strong focal point to support small business to start, grow and thrive.
- Stronger engagement on new policy and regulation.
- Listen and respond to red-tape and other pain points.
- Boost government procurement from small businesses.
- Introduce and report on metrics and identify opportunities for supporting small business policy, regulatory and economic settings.
- Deliver key actions and commitments to timeline.

The Charter for Small Business closely follows on from the government's launch of the Service NSW Business Bureau, which is a key source of advice and personalised support for small business. The Service NSW Business Bureau will oversee the Charter for Small Business, to ensure its commitments and actions benefit the sector.

There are more than 850,000 small businesses in NSW which make up 97% of all businesses in the state. NSW small businesses

employ 1.7 million people, which is around 43% of the state's private sector workforce.

Minister for Small Business Steve Kamper said "Having worked in the private sector for more than 30 years, I understand how important it is to work with business owners to make being in business easier."

"The Charter for Small Business is a nation-leading agreement which reflects our commitment to work in lockstep with small businesses across NSW to inform our policies and programs."

"We don't want businesses getting stuck in the mud with government transactions, red tape and paperwork. Every delay costs time and money, 2 things small businesses can't afford."

"People in NSW can confidently count on the NSW Government to support our business environment and help small businesses to navigate compliance obligations."

Business NSW CEO Daniel Hunter said "Business NSW continues to welcome the Minister's support for small business and positive engagement with SMEs on initiatives like procurement reform, the Service NSW Business Bureau and now the Charter for Small Business.

"Our members often tell us that managing government permitting and form-filling is one of the most challenging tasks for their business.

"We want government to not just to listen but to respond to and address red-tape pain points. We believe the new Charter for Small Business will work towards addressing this issue.

"The aim should be to reduce businesses' need to access concierge services to navigate processes because the processes themselves are becoming more straightforward.

"The Business Bureau – which Business NSW supported when it was launched in October last year – can build on the best-in-class products from Service NSW, which did so much for NSW during the tough times of Covid."

Planning a business FUNCTION?

WORK PARTY, CONFERENCE, MEETING, WORKSHOP, EXPO OR OTHER BUSINESS EVENT



View the 2023-24 Hunter Business Function Guide for information on venues and supporting services.

www.hbrmag.com.au/2023-hunter-business-function-guide

Port Stephens students receive \$40,000 boost from scholarships

Mayor Ryan Palmer joined representatives from 17 local businesses to present a total of \$40,000 to support talented and inspiring local students as part of the Port Stephens Mayoral Academic Scholarships.

At a ceremony on Thursday 15 February, 20 deserving young people were awarded \$2,000 to use towards their first year of tertiary education in support of their career aspirations.

Mayor Palmer said the range of fields being studied by the applicants this year has been impressive, including education, nursing, medicine and science.

"This is an opportunity to thank our future leaders for their persistence and hard work during a particularly stressful time completing their HSC," Mayor Palmer said.

"The scholarship recipients were selected based on their academic merit, achievements, and performance in an interview process.

"These scholarships wouldn't be possible without the generous support of local businesses who sponsor this event. Many of our sponsors have been involved with the Mayoral Academic Scholarships program for many years with some providing funding for 2 scholarships," he added.

This year's sponsors included Ampcontrol, BAE Systems Australia, Business Port Stephens, Club Lemon Tree (2x scholarships), Destination Port Stephens, Enrich HR, Hunter Land, Hunter Readymixed Concrete, McDonald Jones, MOJO Homes, Newcastle Airport (2x scholarships), Raymond Terrace Bowling Club, Salamander Bay Recycling, Soldiers Point Bowling Club, The Wests Group (2x scholarships), Tomago Aluminium and Weathertex.

"I'd like to thank all our sponsors for supporting the future leaders of Port Stephens, and for helping them grow their professional networks – invaluable for both business and student," Mayor Palmer said.

"To all of the scholarship winners, good luck stepping into your studies and achieving all your goals in 2024 and beyond," he added.

Project team appointed for Maitland Mental Health Facility

The delivery of a new mental health facility on the Maitland Hospital campus has taken a key step forward with the appointment of the project team to commence planning and design.

The project team was appointed following a competitive tender process and includes Bates Smart as the architect to design the facility, Turner and Townsend as the project manager, and MBM as the cost manager.

Early planning is now underway with the master plan and a concept design expected to be ready in mid 2024.

The new facility will offer rehabilitation models of mental health care and include general and forensic mental health services to provide accessible and expert care for the Hunter and surrounding communities.

Combining the new mental health facility with the Maitland Hospital will provide better wrap around support for people seeking treatment for mental and physical health issues.

As part of the project, some services currently located at the Morisset Hospital campus will be relocated to the new Maitland Mental Health Rehabilitation facility once it is completed.

The project is being delivered by Health Infrastructure in partnership with Hunter New England Local Health District, as part of the NSW Government's \$700 million Statewide Mental Health Infrastructure Program, an initiative to support mental health care reform across the state.

Minister for Mental Health Rose Jackson said "We know how

important it is to ensure regional communities have access to wrap around mental health support. This project milestone brings us one step closer to delivering this crucial support for the Maitland community.

"There will be more opportunities for staff, clinicians, people with lived experience of mental health and the broader community to have input on shaping the new facility as the project progresses. This is crucial to ensuring it can best meet the needs of communities across the region."

Member for Maitland, Minister Jenny Atchinson said "Maitland is an important hub in the Hunter region – it is great to see this investment in our local community by the NSW Government.

"The addition of a mental health facility in our emerging health precinct will provide vital services for people in Maitland and surrounding areas."

Consulting and technology platform company founded in the Hunter

AuditCo has launched their new subsidiary company - Loop Compliance & Management Systems.

Loop is a consulting and technology platform company that specialises in building and implementing management systems to help clients comply with ISO standards and HSE and other regulatory requirements, as well as improving operational efficiency. Loop services include Quality Management, Safety Management, Environmental Management, ESG consulting, custom operations platforms, and Process Automation and AI advisory.

Management Systems - Their team builds and implements management systems that are tailored to specific needs, helping clients to comply with local and ISO management system standards while improving operational efficiency.

ESG Services - They provide ESG advisory, consulting, assessment and reporting services to help their clients navigate the complex landscape of environmental, social, and governance issues. Their team is dedicated to helping organisations achieve their sustainability and broader ESG goals.

Process Automation and AI Advisory - Their Process Automation and AI advisory services help clients leverage the latest advances in technology to drive business growth and efficiency. From simple tech solutions designed to automate operational tasks, to Chatbots to advanced AI Agents, which provide insights and guidance that help clients stay ahead of the competition and achieve their business goals.

Custom Operations Platforms - Loop helps clients develop custom operations platforms that are tailored to their specific business needs. The platforms are designed to streamline workflows, reduce duplication, and optimise efficiency, driving business growth and profitability.





WEBBER ARCHITECTS

Webber Architects' Associate, **Luke Keating** is now a Registered Architect having completed the registration process with the NSW Architects Registration Board formally acknowledging his skills, knowledge and capabilities across the core areas of Professionalism, Communication and Environmental Practice for Architecture in NSW. As a Project Team Leader he offers depth of experience from project initiation through to design delivery through construction.



HMRI

HMRI has announce the appointment of **Donna-Maree Vinci** to the Board. Donna-Maree is currently a Non-Executive Director with NGM Group, Hunter Water Corporation, and Capricorn Society, and has Board, Strategic Advisory and C-suite experience in Finance, Tech and Education. She is a Graduate Member of the Australian Institute of Company Directors, a Fellow of the Governance Institute of Australia and has an Environment, Social and Governance Leadership Graduate Certificate.



PKF SYDNEY & NEWCASTLE

PKF Sydney and Newcastle has appointed **David Pring** as a partner in their Newcastle Tax division. A highly accomplished tax professional with a proven track record in delivering strategic Tax solutions, David's knowledge and experience is a perfect complement to their existing team. With an extensive background in advising private companies and family-owned businesses, David has a deep understanding of the nuances and unique characteristics affecting these groups.



NEWCASTLE AIRPORT

Newcastle Airport has announced the appointment of **Mark Young** as the newest member of its Board of Directors. Mark brings a wealth of experience and a proven track record in the aviation sector. Mark's career spans over three decades, including a significant 10-year tenure as Managing Director of Adelaide Airport. He is an experienced non-executive director formerly with the South Australian Tourism Commission, the Australian Airports Association and the Airports Council International. direction.



HMRI

HMRI is delighted appointed **Claire Robbs** to their Board. Claire is currently Chief Executive of Life Without Barriers, is the Deputy Chair of Community Council of Australia, a cofounder of Alliance20, founder of the Allies for Children, and has significant Board and Strategic Advisory experience. Claire has an Executive Masters in Business Administration, a Graduate Diploma in Psychology and a Bachelor's Degree in Social Work and Social Policy.



LAMBOURNE PARTNERS

Lambourne Partners has announced that **Sheree King** is now a Provisional Financial Advisor. Sheree has over 8 years of experience in Financial Planning including Client Services Manager, Para planner, and Associate Advisor. Sheree is also currently the Secretary of the HYP Board.

LET US
KNOW ABOUT
YOUR
PEOPLE!



PROSPERITY ADVISERS GROUP

Prosperity Advisers Group has appointed **Charlotte Morgan** to the role of HR Manager. Charlotte is an Australian HR Institute (AHRI) qualified HR Business Partner with more than 20 years' experience working in the finance sector across the UK and Australia. Prior to Prosperity, Charlotte was Executive Manager, Human Resources at CBA. Charlotte brings expertise covering stakeholder management, strategic workforce planning, talent acquisition and recruitment strategy, HR policy and procedure, and data analytics.

We would be pleased to receive information about your new appointments. Just email around 80 words on the employment plus a high resolution head shot to **editorial@HBRmag.com.au**

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



COMING EVENTS.....

22 March 2024, 6:30 pm – 11:00pm

HunterNet Cooperative

The HunterNet Industry Excellence Awards

Venue: Newcastle City Hall

Cost: Apprentice/trainee - \$176

General Admission - \$198

Table of 10 - \$1980

<https://hunternet.com.au/event/hunternet-industry-excellence-awards/>

26 March 2024, 12:00 pm - 2:00 pm

Business Hunter

Business Hunter Infrastructure

Venue: Merewether Surfhouse

Cost: \$125 – \$180

<https://events.humanitix.com/bh-infra-march>

9 April 2024, 9.00 am – 3:30 pm

HIA

Builders Coach Workshop

Venue: HIA Office, Mayfield West

Cost: Member \$110 - Non member: \$220

<https://hia.com.au/awards-and-events/events/workshop/hunter-nsw/2024/workshop-mayfield-west-apr09>

16 April 2024, 4.00 pm – 8:00 pm

HIA

Industry Info Roadshow

Venue: Club West, Taree

Cost: Members: \$50 – Non Members: \$100

<https://hia.com.au/awards-and-events/events/trade-night/new-south-wales/2024/hia-information-session-taree-apr16>

7 May 2024, 7.00 am – 9:00 am

HIA

Trade Breakfast

Venue: HIA Office, Mayfield West

Cost: Members: \$25 – Non Members: \$50

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2024/hia-information-session-mayfield-west-may07>

8 May 2024, 5.00 pm – 7:00 am

HIA

Trade Night

Venue: Club Foster

Cost: Members: \$25 – Non Members: \$50

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2024/hia-information-session-forster-may08>

28 May 2024, 5.00 pm – 7:00 pm

HIA

Trade Night

Venue: Maitland Toyota

Cost: Members: \$25 – Non Members: \$50

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2024/hia-information-session-mayfield-west-may28>

30 May 2024, 5.00 pm – 7:00 pm

HIA

Trade Night

Venue: Scone Mitre 10

Cost: Members: \$25 – Non Members: \$50

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2024/hia-information-session-scone-may30>

27 August 2024, 9:00 am - 3:30 pm

HIA

Finance and Admin Workshop

Venue: HIA Office, Mayfield West

Cost: \$110 – \$220

<https://hia.com.au/awards-and-events/events/workshop/hunter-nsw/2024/workshop-mayfield-west-aug27>

23 September 2024, 8.30am – 2.30pm

Regional Angel Investor Network

RAIN PitchFest Newcastle – Session 1

Cost: Free

<https://www.eventbrite.com/e/rain-pitchfest-newcastle-session-1-tickets-826219443597>

26 September 2024, 8.30am – 2.30pm

Firewire Digital

Newcastle SEO Conference 2024

Venue: Rydges Newcastle

Cost: \$375

<https://www.firewiredigital.com.au/newcastle-seo-conference/>

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We would be pleased to receive basic information as above for consideration for inclusion in a coming issue of **HBR**. Advertising opportunities in HBR and the HBR email newsletter are also available.

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Navigating psychosocial hazards in the workplace: Prioritising employee wellbeing

In today's fast paced and demanding work environments, the focus on employee wellbeing extends beyond physical safety to encompass psychosocial hazards. These hazards, which stem from the design and management of work, have the potential to cause psychological or physical harm to employees. While physical hazards have long been a primary concern in workplaces, there is now widespread acknowledgment across industries of the critical health risks posed by psychosocial hazards. Recent cases in Australian Courts have underscored the legal responsibilities of employers in addressing psychosocial hazards. These cases have highlighted the need for workplaces to have robust procedures in place to prevent and minimise such hazards. It is imperative for employers to recognise the importance of prioritising the elimination and mitigation of psychosocial hazards to ensure the wellbeing of their workforce.

As concerns surrounding psychosocial hazards continue to escalate, FiveSeven have noted an increase in workplace investigations and mediations. This rise can be attributed to the breakdown of the psychological contract between employers and employees when the risk to employees' health and safety is not adequately addressed. In such instances, employees may feel compelled to lodge complaints or pursue avenues such as work cover claims, particularly if they can demonstrate that their workplace has failed to mitigate the identified risks.

Workplace investigations and mediations play a crucial role in addressing issues related to psychosocial hazards. These processes serve as vital mechanisms for identifying and resolving conflicts, grievances, and issues that impact employees' wellbeing. By engaging in thorough investigation and mediation processes, employers can effectively address concerns raised by employees and work towards fostering a safer and healthier work environment.

Workplace investigations involve impartial and thorough examinations of complaints or allegations related to psychosocial hazards. These investigations aim to uncover the root causes of workplace issues and determine appropriate solutions to address them. By conducting comprehensive investigations, employers can demonstrate their commitment to addressing employee concerns and promoting a positive work culture.

Mediation, on the other hand, offers a constructive approach to resolving conflicts and disputes arising from psychosocial hazards. Through mediation, parties involved in workplace conflicts have the opportunity to engage in open dialogue facilitated by a neutral mediator. This process allows for the exploration of underlying issues, identification of common ground, and collaborative development of solutions. Mediation can help restore trust and communication among employees and between employees and management.

Incorporating mediation and workplace investigations into organisational practices demonstrates a proactive approach to addressing psychosocial hazards. By prioritising these processes, employers signal their commitment to fostering a supportive and inclusive workplace culture where employees feel valued and heard.

By engaging FiveSeven's accredited consultants to conduct thorough investigations and mediations, employers can effectively address concerns raised by employees and promote a fair and unbiased examination and evaluation.

For more information on workplace investigations, mediation, or if your business just needs help navigating the HR practices in your business, you can schedule a complimentary 30-minute consultation at www.fiveseven.com.au.



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New right to disconnect sends employers to voicemail

Richelle Farrar
Moray & Agnew Lawyers

A new law recently passed both Houses of Parliament which will introduce a right for employees to disconnect from work into the Fair Work Act 2009 (Cth) later this year.

How will the new right operate?

While the initial right to disconnect proposed by the Greens contained a rigid prohibition on employers contacting their employees outside of work unless an exception applied (such as an emergency), significant changes had to be negotiated before the relevant law was agreed to in the Senate.

As a result, rather than an outright prohibition on out of hours contact, the right to disconnect will now give employees the right to refuse to monitor, read or respond to emails, messages, calls or other forms of work-related contact or attempted contact from their employer outside of their working hours unless such refusal is 'unreasonable'. The right will also similarly extend to reasonably refusing out of hours work-related contact by third parties such as clients and suppliers.

If a dispute arises about whether out of hours contact should reasonably be responded to and it is unable to be resolved at the workplace level, the relevant employee or employer may apply to the Fair Work Commission for a stop order. This can require (as the case may be):

- the employee to stop refusing out of hours contact, or
- the employer to stop making or enabling out of hours contact, or to refrain from taking disciplinary or other action against the employee for refusing contact.

It will also be unlawful for employers to take adverse action against employees who reasonably refuse out of hours contact.

When can contact be reasonably refused?

Determining when out of hours contact with employees can be reasonably refused is critical to the right to disconnect.

The new law contemplates that the factors relevant to this determination will include (without limitation):

- the reason for contact
- how contact is made
- the disruption caused by the contact
- any compensation provided for being contactable out of hours
- the employee's job role and responsibility, and
- the employee's personal circumstances.

Other factors that may also be relevant to this determination could include whether:

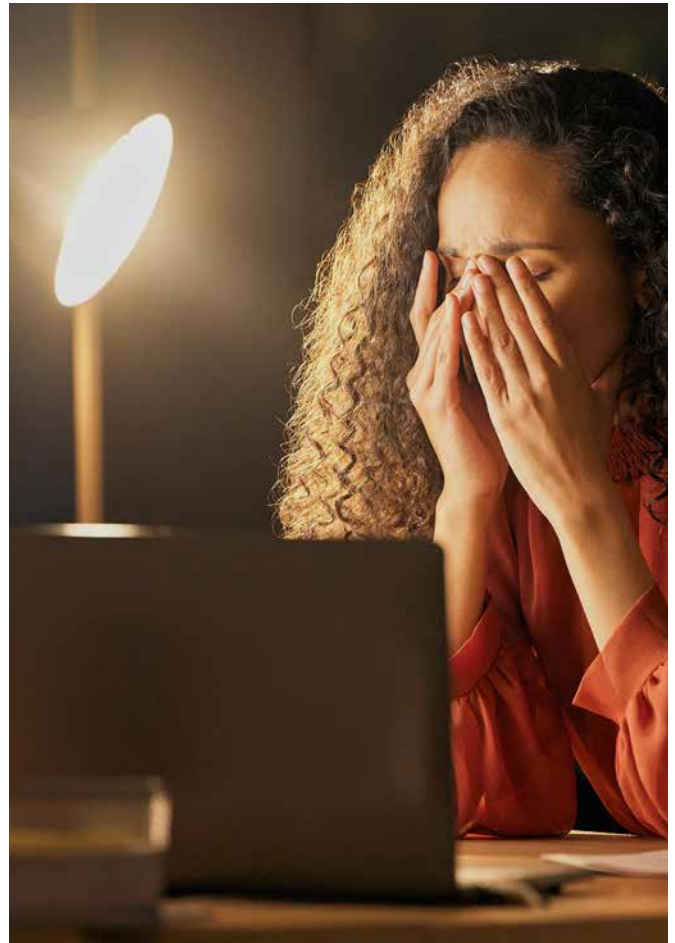
- out of hours contact is an inherent requirement of the role (for example, within organisations that operate across different time zones)
- the employee's contract requires them to work reasonable additional hours or be 'on call', or
- the employee has a flexible work arrangement entitling them to attend to work and personal requirements as necessary.

However, it will not be reasonable to refuse out of hours contact that is required by law.

How should employers prepare?

Many business groups remain critical of the introduction of the new right to disconnect, and the Coalition has already foreshadowed that it will seek to repeal it if elected.

Having said that, the right currently remains on track for commencement in around six months' time (or 18 months' time for small business employers with fewer than 15 employees), so it is now important for employers to:



- assess relevant organisational needs and the out of hours contact reasonably required in the circumstances of each role
- update position descriptions to ensure they accurately reflect current contact requirements
- address out of hours contact and the right to disconnect in policies and template employment contracts
- train managers and employees on the new right and how the organisation intends to manage it, and
- consider the ability to disconnect from work from a cultural perspective, including whether out of hours contact poses risks to health and safety, burn out or job satisfaction.

For further information contact Moray & Agnew Lawyers on (02) 4911 5400, email newcastle@moray.com.au or visit www.moray.com.au



Richelle Farrar is Special Counsel – Workplace at Moray & Agnew Lawyers with over 10 years of experience. Working alongside her clients' management, human resources and legal teams, Richelle provides strategic advice and representation that is tailored to meet their individual workplace circumstances. Richelle has a deep understanding of the dynamic laws, jurisdictions and legal concepts that govern workplace relations matters. Richelle is also a skilled workplace advocate with a strong record of achieving positive litigation outcomes for her clients in the Federal Courts and the Fair Work Commission.

Apprentice innovation enhances workplace safety

Two HVTC apprentices have been recognised for their innovative approach to reducing manual handling in the workplace.

Riley, a 3rd Year Certificate III Engineering Mechanical Apprentice and Blair, a 3rd Year Certificate III Electrotechnology apprentice, joined forces to develop a Pipe Roller System as a safety initiative for their host employer, South32. The aim was to reduce the risk of hand injuries, limit back strain, assist with the prevention of burns and heat related injuries and to enhance productivity. It incorporates the following features:

Electric Motor Drive: This provides consistent and controlled rotation of the pipe for precise and uniform welding. This eliminates the need for manual rotation, reducing the physical strain on welders and ensuring a more consistent weld quality.

Variable Speed Adjustment: Variable speed control allows welders to adapt to the specific requirements of the welding project, as different welding processes and materials may require different rotation speeds.

Foot Pedal or Hand Start: Having both options gives welders flexibility in how they initiate and control the rotation of the pipe, accommodating their individual preferences and the nature of the task at hand.

Trolleys with Adjustable Rollers: Provides support and stability for the pipe to maintain alignment and prevent slippage. These rollers can be positioned to match the diameter of the pipe, ensuring it's securely held in place during welding.

Drive Mechanism with V-Belt: The use of a V-belt drive mechanism can help ensure smooth and reliable power transmission from the motor to the rollers. V-belts are known for their durability and efficiency in power transmission applications.

Consistent Weld Quality: The controlled and consistent rotation of the pipe contributes to a higher quality weld, as it minimises the likelihood of uneven or distorted weld seams.

The project was managed by the two apprentices from the initial concept through to the design, manufacturing and testing, with support from both the Electrical and Mechanical Engineers on site at South32.

Blair was in charge of wiring and mounting of the electrical box, securely mounting the electric motor and the control box onto the trolley frame, installing safety guards and placing appropriate safety stickers and labels on the equipment. Riley managed the metal cutting, welding and machining of core components, including wheels for mobility, the machined adjustable rollers to accommodate variations in pipe diameters, the adjustable Earth clamp (spider clamp), machined pulleys for the V-belt Drive and the adjustable leaning post.

In addition to the safety benefits, the use of the electric motor-driven pipe rollers significantly improves productivity by reducing the time and effort required for manual rotation. This allows welders to focus on the welding process itself, resulting in faster and more efficient work.

The project has been a big hit on site, with more requests from other workshops to have a Pipe Roller System built for their areas. As a result of their efforts, Riley and Blair were named HVTC's Apprentices of the Month in December and were also nominated for HVTC's 2023 Safety Champion.

The apprentices worked on this project together over a period of time, demonstrating not only teamwork and innovation, but also the value of providing apprentices with opportunities for cross-skilling.

Local expertise National strength

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Together we are stronger

We often say that “many hands make light work” but, even more importantly, many hands can deliver “stronger work”. Workplace design and office fit-out company Evoke Projects examines the role of teamwork and collaboration in building a stronger business.

Business advantages of teamwork

Business leaders need to bring the right skills together to build a high performing team. Like a finely tuned engine, when all the components work well together, true synergy is achieved.

Maggie Wooll from BetterUp coaching highlights ten business advantages of teamwork¹

1. Brings new ideas
2. Helps solve problems
3. Motivates unity in the workplace
4. Builds morale
5. Promotes learning and development
6. Teams innovate faster
7. Teams self-monitor
8. Provides improved efficiency and productivity
9. Creates healthy competition
10. Promotes workplace synergy

Working together and building a strong team goes beyond business results. Stanford University research showed that people who perceived their work as a joint project with others had the following characteristics over a control group of individuals working alone:²

- Persisted 48% to 64% longer on a challenging task
- Reported being more interested in the project
- Reported less project fatigue
- Became more “engrossed in the task”
- Had higher performance

Employees are also happier, more motivated and enjoy higher job satisfaction.

The enemies of teamwork

Even the best collaboration attempts can be thwarted by the enemies of teamwork. Watch out for these common problems:

Lack of a goal – True collaboration is teamwork that drives everybody towards a common goal. A ‘meeting’ is neither teamwork nor collaboration on its own. Ensure that everybody understands the short-term and long-term goals.

Quiet performers/strong personalities – Excellent contributions from quiet people can easily be missed. They may not feel confident speaking out, or strong personalities can dominate the conversation. Leaders should proactively seek out contributions from everybody and build a culture where failure is not feared. Encourage and involve every team member for the strongest collaboration results.

Office design – If the office has not been designed with opportunities for collaboration, people will have to make more effort to arrange formal get-togethers in meeting rooms. Clever office design makes it easy to collaborate both formally and informally.

Office fit-out – Collaboration can happen outside of meeting rooms. Team pods, breakout areas and courtyard/balcony work zones in the workplace fit-out will increase interactions and group time together.

Too many emails – Proper collaboration time requires a clear head. A cluttered inbox equals a cluttered mind. Be mindful of who really needs to be copied on an email. Install software that allows employees to turn off notifications and emails at certain times of day.

Outdated technology – If file sharing and video conferencing are important tools for your business, investment in good



technology is paramount. Free file sharing software may seem attractive, but if people find it difficult to use or there are storage limitations, this can hamper proper teamwork.

How your workplace design and office fit-out can support collaboration

Create opportunities for informal collaboration throughout the office fit-out – The larger the organisation, the more important it is to create these opportunities. Consider how people move around the office. Having a primary wider aisle encourages people to take that path as they move around, increasing the likelihood of informal chats. Locate the breakout areas centrally so that more people utilise them. Include a mix of seating and tables in the breakout area fit-out so that short meetings can take place.

Ensure your office fit-out supports hybrid work patterns – With a mix of remote working and office days, the office design and technology need to work together for proper collaboration. Consider how best to include remote workers in meetings. Can they see the whiteboard or notes that are being used? Are their faces clearly visible to everybody in the meeting, or are they just a little square in the corner of a computer?

Breakout areas to improve social barriers – Personality, cultural and generational factors can interfere with collaboration. Getting to know co-workers on a personal level helps to build relationships. Lounge areas, booths, breakfast bars, courtyards and roof gardens are perfect breakout spaces within a workplace fit-out to encourage people to interact informally. Add feature walls, inspiring company branding, phone charging outlets and biophilic office design elements to make the breakout area attractive.

Add better acoustics to the office fit-out – White noise, acoustic partitions, soft materials and carpets are great sound absorbers. A kind acoustic setting will encourage people to speak freely without feeling that everybody in the office is listening. Soundproof work zones are good for private meetings or loud brainstorming sessions.

For workplace design and fit-out ideas that help you be stronger together, please call Evoke Projects on 1300 720 692.

1. <https://www.betterup.com/blog/importance-of-teamwork>

2. <https://iands.design/articles/44953/designing-collaboration-post-covid-citing-from-parker-clifton-b>. in <https://news.stanford.edu/news/2014/september/motivation-walton-carr-091514.html>

Top ways to solve staff retention concerns

Paul Callinan
Recruit Personnel

There's plenty of talk about the ever-changing face of employment in Australia, in fact retaining staff has become as critical as acquiring them.

Attrition rates and the competition to retain skilled professionals is prompting businesses to revisit their retention strategies and has seen the rise of the counter-offer over the last 18 months.

As job seekers' preferences evolve, so has their expectations around a role and workplace. Flexibility, career growth opportunities, and a strong work-life balance emerged as pivotal factors influencing candidates' decisions.

It's a good time to review your employment and HR strategies to see if you are on track with your annual targets.

Here are five things you can do to secure your staff.

Check in with Your Team:

Feedback is your best friend. Take some time to chat with your team. Find out what's working, what's not, and listen for any great ideas they might have. It's a goldmine for improvements.

Boost Skills and Careers:

Investing in your people. Offer training, mentorship, or career advancement opportunities. When your team grows, your business grows too.

Rewards that Matter:

Happy employees are key. Review your employee's pay and perks. Make sure they are competitive to market rates to keep your team motivated and committed long-term.

Balance Work and Life:

Focus on keeping the balance. Offer some flexibility – maybe

remote work or flexible hours. And don't forget to support mental health. Happy, healthy employees are the heart of a thriving business.

Keep the Conversation Going:

Communication is king. Keep the lines open between you and your team. Share goals, updates, and keep alignment between your business goals and those of your team.

Other considerations might include mentoring & development programs for your future leaders, making your workplace more diverse and inclusive, staying tech-savvy, and of course, keeping everyone safe and healthy.

By taking these steps, you'll be setting your business up for success in the long run and creating a great culture making it easier to recruit when you need to. So, let's get cracking and make this year the best one yet!

For further information contact Recruit Personnel on (02) 4934 9900, email paul@recruitpersonnel.com.au or visit <https://recruitpersonnel.com.au>



Paul Callinan is General Manager at Recruit Personnel and leads the team with his extensive knowledge of the local area and local businesses. Being a third generation Maitland person, Paul knew soon after he graduated from university that he wanted to be in the business of helping the local community and so set out to do so. With over 25 years working in recruitment, there's not a lot that you can't ask Paul. He's a straight shooter and will tell you as it is. In any given day, Paul can be interviewing for a CEO position or placing a boilermaker – it's just a matter of a quick superman-style shirt change.

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Mastering expectations: The cornerstone of effective performance management

Sam Robinson
LKS Quaero

As a leadership and management consultant, I see firsthand the pivotal role that setting expectations plays in the success (or otherwise) of any organisation. Without clear expectations, people cannot be held to account, and leaders may find themselves faced with outcomes that deviate from the intended path. Expectation setting is the cornerstone of effective performance management – here’s how to get it right.

A comprehensive model for expectation setting

Expectations can take various forms, ranging from the broad vision of the organisation to the specific tasks assigned to individual team members. The latter needs to link back up to the former. A good model for setting expectations for tasks is to include context, purpose, output, resources, and time. By providing this consistently, workers gain a clearer understanding of how their work fits into the broader organisational context and so do it more effectively. This is a much surer bet than “just do it”. Context sets the stage, purpose clarifies the why, output defines success, resources determine the tools available, and time determines the when. This model, when effectively communicated, aligns everyone towards a common goal, fostering clarity and accountability. Set SMART goals and you get smart outcomes.

Expectations can also be set by Key Performance Indicators (KPIs), which serve as valuable compass points for both leaders and their team members. KPIs must be trackable through meaningful and measurable data, linking back up to organisational goals. If this data isn’t readily available, it’s crucial to establish means of obtaining it.

Building blocks of performance management: feedback and coaching

Effective expectation setting is the foundation of performance management. The next crucial step is to provide feedback – ad hoc and regular feedback sessions help to gauge performance against expectations. Constructive feedback not only identifies areas for improvement, but also recognises accomplishments, reinforcing positive behaviour.

Coaching is another essential leader skill for performance management. Leaders must actively engage with their teams, providing guidance and support to enhance individual and collective performance. A coach can identify potential challenges, offer solutions, and inspire continuous improvement. Coaching helps to improve specific skills, enabling members to make concrete steps in their learning and development.

Assertive feedback and recognition for better performance

Confronting poor performance is a necessary component of effective leadership. When expectations are repeatedly not met, it is crucial to address the issues promptly and constructively. Leaders must communicate clearly, identify the root causes of poor performance, and work with the individual to implement corrective actions. This approach not only preserves the integrity of expectations, but also supports individual growth.

Simultaneously, it’s vital to monitor and recognise good performance. Recognition can be formal or informal, but it should always be genuine and timely. Celebrating achievements motivates people and reinforces the connection between effort, results, and organisational success.

In our work as leadership and management consultants at LKS

Quaero, we emphasise that expectation setting is a prerequisite of effective performance management. By prioritising expectation setting, organisations lay the groundwork for sustained success and growth.

For more information on our leadership support and training options, contact LKS Quaero at enquiries@lksquaero.com or 02 4910 4048.



Sam Robinson is Managing Director of LKS Quaero. He works in leadership development, change management, organisational structure, and culture. Sam helps leaders to succeed by connecting people, relationships, systems, and structures. He has worked across the public, private, and not-for-profit sectors.

Ampcontrol welcomes record apprentice cohort in 2024

Ampcontrol has welcomed a record 56 new apprentices into the 2024 Ampcontrol Apprentice Program to support rapid growth across the business, further advancing Australian manufacturing.

The Apprentice Program, a stream of the Ampcontrol Careers Pathways Program, is undertaken over a nominal four-year period, combining part-time study with structured work experience in trades such as electrotechnology, fabrication, electronics, electrical fitting, mechanical fitting, and engineering.

With the acquisition of NSW and QLD based Androck Mining & Engineering in May 2023 and significant expansion in Western Australia, Ampcontrol has more than doubled its number of apprentices for 2024.

“At Ampcontrol, we are dedicated to creating avenues for individuals to join the workforce. With the drive to meet industry demand, we prioritise advancing STEM career pathways and career development for the next generation. Our apprentices are welcomed into an environment that promotes continuous learning and development along with growth opportunities,” said Mikhaila Halford, Ampcontrol Workforce Solutions Manager.

Ampcontrol Pathways Program is designed to help students acquire the necessary skills and experience to achieve a flourishing career in the field of STEM. The Ampcontrol Apprentice Program has a high retention rate, with 93% of apprentices who started in 2020 and finished in 2023 now in trade roles across Ampcontrol.

“Ampcontrol is expanding our operations throughout Australia, and we highly value the support provided by our apprentices to serve our customers better. We are encouraged to see our highest number of female apprentices ever within the program, paving the way for women in STEM. With our Pathway Programs continually expanding, we are helping to grow the workforce of the future, fostering new thinking within our business, and delivering innovative solutions to our customers,” says Leigh Stefanszyn, Ampcontrol Executive General Manager – People and Engagement.

Of the 56 new apprentices who joined the 2024 Ampcontrol Apprentice Program, 38 have started their apprenticeship in New South Wales, nine in Queensland, and nine in Western Australia. Of the total intake, nine placements have been secured by women. These apprenticeships cover a range of trades, including electrical, fabrication, mechanical fitting, and machining.

The 2025 Ampcontrol Apprentice Program intake will open for applications in May 2024. More information about Ampcontrol Career Pathways can be found on the website: <https://ampcontrolgroup.com/work-with-us/career-pathways>

Survey confirms record spending and mining jobs in the Hunter

Results from the latest NSW Minerals Council’s Member Expenditure Survey have confirmed mining’s continued critical economic role in the Hunter.

In the last financial year, participating mining companies supported over 15,300 jobs in the Hunter, an increase of over 1,700 jobs compared to the previous year, and the highest number of jobs reported in the 12 year history of the survey.

The same companies also directly injected \$8.2 billion into the Hunter economy in the last financial year - an increase of nearly \$2 billion on the previous year and the highest survey result ever reported.

This is also the fourth year in a row that direct mining spending in the Hunter has been over \$6 billion.

The \$8.2 billion of direct mining spending in the Hunter last financial year included almost \$1.9 billion on wages and salaries, and \$6.3 billion for goods and services purchased from over 2,700 mining supplier businesses across the Hunter region.

An economic analysis of these results found the \$8.2 billion of direct spending of the 28 participating mining companies in the last financial year contributed 25% of the GRP of the Hunter region’s economy during this period.

“Mining companies in the Hunter are spending at record levels, while also supporting a record number of Hunter jobs, highlighting the importance of mining for local mining



communities and the region’s economy,” NSW Minerals Council CEO Stephen Galilee said.

“These record results are a timely reminder of the need for policies that support a strong mining sector for the future of the Hunter.”






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Whitehaven welcomes 2024 graduates

On 5 February, Whitehaven Coal welcomed its 2024 cohort of graduates with a comprehensive two-day event. With 24 graduates joining Whitehaven in a range of disciplines, including engineering, operational technology, geology and environment, the event served as an immersive introduction to the company's values and operations.

Whitehaven's Graduate Program is a two-year development program designed to grow and develop the company's future leaders. Participants gain practical skills and training from both on-the-job learning experiences and formal development sessions as they rotate through a number of Whitehaven's sites and offices.

"We are thrilled to welcome our new cohort of graduates and provide them with a comprehensive introduction to the values and operations that define Whitehaven Coal," said Susie Cooper, Whitehaven's Graduate Lead.

"Our two-day event not only equips our graduates with the knowledge and skills they need to succeed but also instills in them a deep appreciation for the communities and environments in which we operate."

Day one of the event was dedicated to providing the new graduates with a holistic view of Whitehaven's history, core values, and key operational facets. Presentations by leaders from a range of areas within the organisation delved into critical topics such as safety protocols, environmental stewardship, cultural heritage preservation, and the financial dynamics of the mining industry.

"Emphasis was placed on Whitehaven's STRIVE values," Susie said. "Our STRIVE values underpin every aspect of the company's operations, and instilling the importance of safety, teamwork, respect, integrity, value and excellence from day one sets the tone for a culture of excellence and responsibility that we strive to uphold at every level of the organisation."

Day two of the event featured an insightful session on workplace respect, followed by a presentation by the 2023 graduate cohort, who shared their experiences and knowledge gained during their first year at Whitehaven.

In addition to the presentations, the event also included a cultural heritage tour led by members of the Gomeri Aboriginal People, providing the graduates with a firsthand understanding of the importance of land stewardship and cultural preservation.

"The tour underscores Whitehaven's dedication to sustainable mining practices and its positive impact on local communities, including employment opportunities and investment," Susie said. "The Grads found this extremely interesting, especially when seeing firsthand the effects of successful land rehabilitation."

Whitehaven hopes that each of the 2024 Graduates enjoys an exciting, challenging, and rewarding experience as they commence their two-year Graduate Program journey.



FTA: A Legacy of Excellence in Filtration Solutions and Beyond

Filter Technology Australia (FTA) has been a cornerstone of the filtration industry since its inception in 1997.

Founded by a local family with a commitment to delivering unparalleled quality, **FTA** has flourished under the stewardship of dedicated individuals. Recently, Chris Wells, an **FTA** employee of 17 years, took the helm, ushering in a new era of growth and innovation.

Specializing in stainless steel filtration systems, **FTA's** footprint extends far beyond Australia, with installations found on mine sites worldwide. Our systems are renowned for their ability to enhance component longevity, reduce fuel and oil expenditure and extend injector lifespan. With our headquarters in Thornton, NSW, our manufacturing facility is bolstered by a robust distributor network around the world, ensuring prompt and comprehensive support for our valued clients.

While filtration remains our core competency, **FTA** has evolved to meet the dynamic needs of various industries.

Our diversified portfolio now encompasses custom dispensing and refuelling stations, reel racks, light vehicle wash bays, service cart and water cart module rebuilds, piping systems, and more. This expansion underscores our commitment to delivering comprehensive solutions tailored to our customers' requirements.

Central to **FTA's** success is our amazing team, whose unwavering dedication fuels our continued growth.

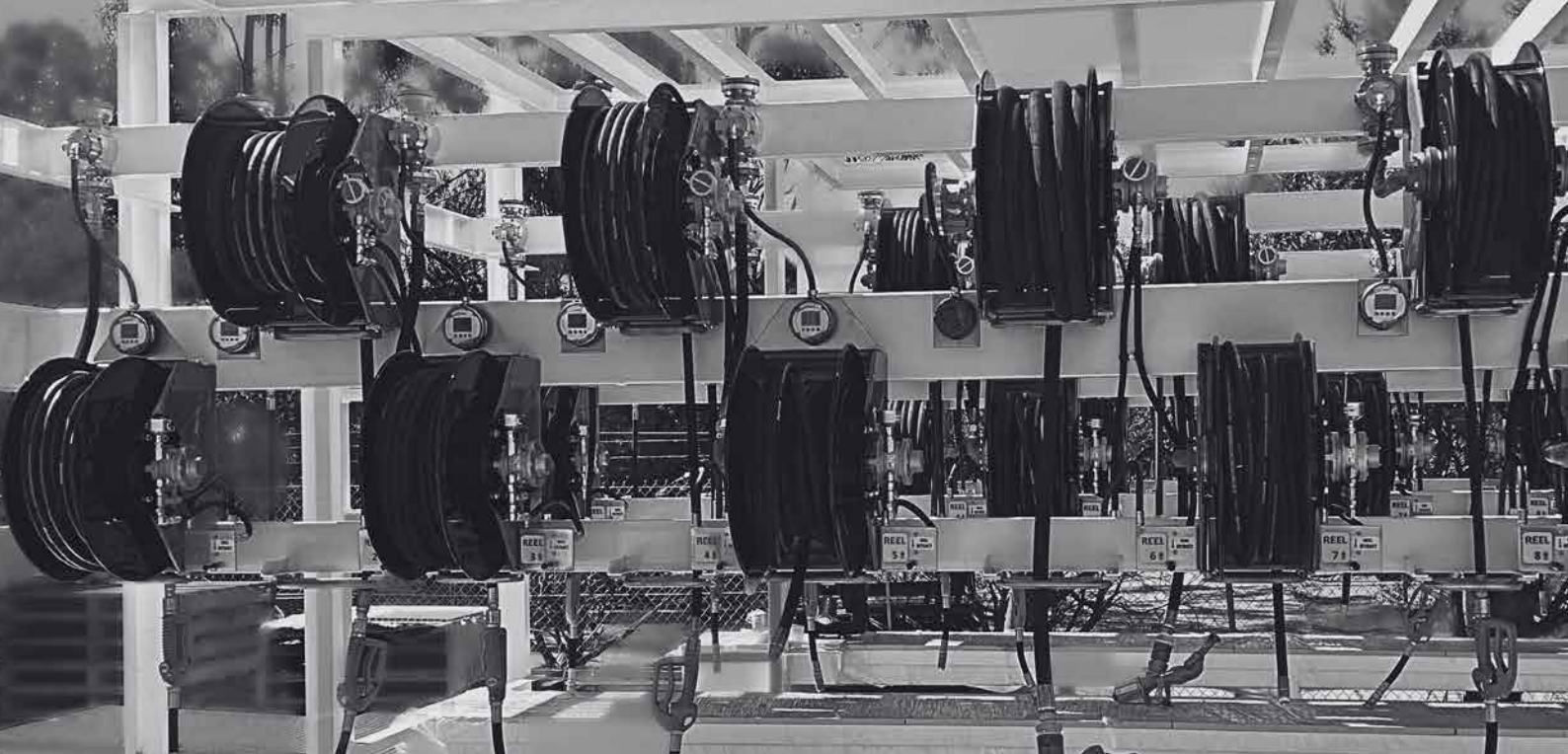
With many employees boasting over a decade of service, and some nearing the 20-year milestone, our workforce embodies loyalty and expertise. We foster an environment where every team member feels valued, appreciated, and empowered to excel.

Furthermore, we prioritize the health and wellbeing of our employees, recognizing that their welfare directly correlates with the calibre of work produced. By nurturing a culture of care and support, we ensure that each member of our team is positioned to thrive, driving our collective pursuit of a common goal.

As we look to the future, **FTA** remains steadfast in our commitment to innovation, quality, and customer satisfaction.

With a legacy built on integrity and a vision focused on progress, we stand poised to continue shaping the landscape of the filtration industry and beyond.





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WHO WE ARE AND WHAT WE DO

Filter Technology Australia commonly referred to as FTA or Filter Tech has been providing filtration manufacturing services in the Hunter Valley for over 26 years.

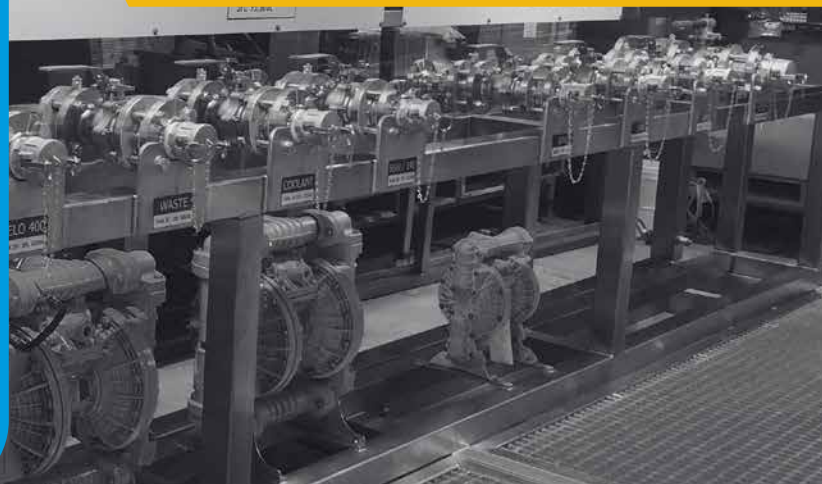
Did you know we also manufacture lube & grease dispensing systems, oil & coolant recovery systems, lube reel racks, bulk fuel filling stations, light vehicle wash bays, and piping systems. Whatever your needs may be, FTA can make it happen.

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HVCCC is NSW's best medium-large employer

Local coal export planning and logistics company Hunter Valley Coal Chain Coordinator (HVCCC) has been crowned NSW's Employer of Choice for businesses with over 20 employees, during the 2023 Business NSW Awards. The award follows the same accolade awarded to HVCCC by Business Hunter.

HVCCC was formed in 2009 following a review by former NSW Premier Nick Greiner which recognised that centralised planning and coordination of coal transported through the Hunter Valley supply chain would help unlock capacity and efficiency.

HVCCC's CEO Pat Cooper said the awards were recognition of the connection their people have to shared values and purpose, and the contribution each person makes to their team. HVCCC also prioritises diversity and inclusion, learning and development, and generally having fun at work.

"We know our greatest asset is our people, so investing in them and ensuring we support them to reach their personal and professional potential, is a high priority."

HVCCC received the awards for its dedication to creating a workplace where people thrive by feeling valued and connected. This includes a range of diversity and inclusion initiatives - which have also been endorsed by WORK180 - their cultural awareness activities such as sharing multicultural lunches and cultural awareness training, 100% of employees completing Unconscious Bias training including optional lunch-and-learn discussions, and an 85% overall Employee Engagement score (measuring job satisfaction and commitment to HVCCC).

"We believe it's everyone's job to make our workplace the best it can be, so we work hard to continually enhance our employees' experiences based on their feedback, and contemporary best practices.

"We take great pride in our collective achievements, as these awards transcend individual milestones. Our concerted efforts as a cohesive team allow us to deliver excellent services for our member organisations and, consequently, contribute positively to the performance of the Hunter Valley coal chain community," Mr Cooper said.

NCIG partners with National Parks and Wildlife

Newcastle Coal Infrastructure Group (NCIG) has announced a three-year partnership with the NSW National Parks and Wildlife Service (NPWS) in collaboration with the NSW Government's Saving our Species program, symbolising a joint commitment to safeguard the Ash Island population of Green and Golden Bell Frogs—the nation's largest and most stable population.

Through this partnership, up to 28 artificial 'cluster pond' habitats will be constructed on Ash Island, within Hunter Wetlands National Park, to provide and enhance habitat for the endangered Green and Golden Bell Frog. This initiative seeks to increase habitat connectivity and provide refuge for the animals during times of drought. Enhanced connectivity is anticipated to stimulate increased movement between the southeast and northwest sections of Ash Island, fostering future frog breeding opportunities to maintain a sustainable population.

NCIG Manager Sustainability, Nathan Juchau, reflected on the significance of this partnership, saying "NCIG has worked for a number of years alongside the University of Newcastle and NSW National Parks and Wildlife Service, to actively conserve the Green and Golden Bell Frog population on Ash Island."

He continued, "this partnership marks a significant stride forward in biodiversity conservation, showcasing the power of collaboration between industry leaders and environmental stewards. NCIG is proud to be supporting this important project, to help safeguard the Green and Golden Bell Frog into the future."

Each 'cluster pond' habitat will consist of specially designed tanks and troughs ranging from 500 to 1200 mm in depth and up to 2400 mm in diameter. The deep tank is designed for hydrologic isolation, shielding against potential risks such as flooding, seawater inundation, and intrusion by mosquito fish, and to provide refuge habitat during drought. Simultaneously, the shallow troughs are strategically positioned close to each deep tank to create ephemeral shallow and warm water environments—ideal for serving as breeding habitat of the Green and Golden Bell Frog.

By integrating these distinct elements into each cluster, the project aims to provide an environment that not only addresses the specific needs of the Green and Golden Bell Frog but also contributes to the overall success of our conservation efforts.

\$275 million investment sparks Net Zero manufacturing and jobs

The NSW Government has announced \$275 million in grants under the Net Zero Manufacturing Initiative, to secure NSW as the place to develop and manufacture clean technology and create new jobs in the process.

The Net Zero Manufacturing Initiative will support workers, small businesses, manufacturers and innovators to take advantage of the transformation of our energy grid. The move to net zero will also transform our economy – and these grants will ensure NSW manufacturing is part of this revolution.

The initiative will deliver more local, secure jobs across the state, and support the diversification of our regional economies.

The investment areas are aligned to the opportunity areas identified through the NSW Decarbonisation Innovation 2023 Study, released by the Office of Chief Scientist and Engineer.

This includes future energy systems and storage, transportation, built environment, biomanufacturing, power-fuels including hydrogen and agricultural technologies.

The Net Zero Manufacturing Initiative will offer the following grants:

- **Renewable Manufacturing** – increasing capacity to make the components for renewable energy projects, which will alleviate supply chain constraints and increase local content capability. For example, projects could include constructing a brand-new facility for the manufacture of solar cells, or supply chain parts for renewable energy transmission.
- **Clean Technology Innovation** – helping businesses get scalable low-emission technologies, market-ready. For example, prototypes of next generation residential batteries, or new laboratory equipment that can test a material's ability to store hydrogen atoms.
- **Low Carbon Product Manufacturing** – establishing industrial facilities and manufacturing capabilities that can take advantage of investment in new and emerging low carbon industries. For example, building a new facility for the manufacture of low-carbon laminate timber, or implementing a new production line within an existing biomass facility for manufacturing bio-diesel.

The initiative will focus on already lab-proven technologies and the manufacturing of market-ready products that are ready to be scaled up and rolled out across NSW.

This will support NSW's 5 Renewable Energy Zones and hydrogen hubs, giving them access to more materials produced in NSW.

These grants opened to the public on Monday 26 February 2024.

To check eligibility and apply go to <https://www.energy.nsw.gov.au/business-and-industry/programs-grants-and-schemes/net-zero-manufacturing>

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Taxiing down the tarmac, the jetliner abruptly stopped, turned around and returned to the gate. After an hour-long wait, it finally took off.

A concerned passenger asked the flight attendant, "What was the problem?"

"The pilot was bothered by a noise he heard in the engine," explained the flight attendant, "and it took us a while to find a new pilot."

All my husband wanted was to pay for some batteries, but none of the sales assistants in the electronics store seemed interested in helping him.

"I've got an idea," I said, and pulled a tape measure out of my purse. I stepped over to one of the giant plasma-screen TVs and started to measure it.

Faster than you can say high definition, a young man came running over. "May I help you?" he asked breathlessly.

"Yes," I said. "I'd like to buy these batteries."

The attorney tells the accused, "I have some good news and some bad news."

"What's the bad news?" asks the accused.

"The bad news is, your blood is all over the crime scene, and the DNA tests prove you did it."

"What's the good news?"

"Your cholesterol is 3.5."

A company owner was asked a question, "How do you motivate your employees to be so punctual?"

He smiled & replied, "It's simple. I have 30 employees and 29 free parking spaces. One is paid parking."

A Sergeant was addressing a squad of 25 and said, "I have a nice easy job for the laziest man here. Put up your hand if you are the laziest."

24 men raised their hands, and the sergeant asked the other man, "Why didn't you raise your hand?"

The man replied, "Too much trouble raising the hand, Sarge."

Isn't it strange how drivers who go slower than you are idiots and those that go faster are maniacs?

Sometimes I like to mess with my husband and hide his stuff where he can't find it.

Like I put his shoes in the shoe closet, his jacket on the hanger and his keys on the key hook.

QUOTE OF THE MONTH

"I will always choose a lazy person to do a hard job, because a lazy person will find an easy way to do it."

- Bill Gates

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Artist impression



Artist impression



Artist impression

Unique hospitality opportunity within the reimagined Newcastle Art Gallery

1 Laman Street, Newcastle is a bespoke hospitality opportunity for a café/restaurant located within the reimagined Newcastle Art Gallery. The gallery is currently undergoing a major refurbishment with a projection to attract 150,000 visitors annually once reopened.

The property features 118sqm* of indoor patron space appropriate for 100 individuals with a fully covered 59sqm* terrace and a 39sqm* kitchen, waste room, cleaners' room and dry/cold storage, handed over as a warm shell. The café/restaurant should deliver a unique, top-tier dining experience that capitalises on the connection between the art gallery and the restaurant.

Expressions of Interest closing 8th April, 2024



118sqm* indoor patron space



59sqm* terrace dining space



59sqm* terrace dining space



Projected 150,000 visitors annually

*Approximately
<https://bit.ly/3SXq4MO>

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