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GARRY



SANDIE



MEGAN



JUDY



JASON

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 UNLEASHING POTENTIAL

As regular readers would know, I don't always agree with politicians but I must congratulate NSW Premier Mike Baird for having the bravery to bring up the subject of changes to the GST.

Whether you agree with his statements or not, it is great to see him express his genuine views instead of hiding behind a bland veil of not commenting.

Tax reform is a huge issue for Australia which will only get worse if our leaders don't stop putting the issue into the "too hard" basket. Or it could be more accurately described as the "I don't want to take the political risk to make the country better" basket.

So a thumbs up on this occasion to the NSW Premier for doing his bit to push the tax reform agenda.

On the subject of whether raising the GST is a good idea, the decision cannot be made until it is viewed as part of a wider tax reform strategy.

Our consumption tax rate is lower than most other OECD countries, so there is an argument for its increase but only as part of a comprehensive reform that eliminates some of the more inefficient and damaging taxes along with some reduction in personal and company tax rates.

Let's hope that more of our politicians will have the gumption to look at what's best for Australia and positively contribute to the tax reform process.

While on the subject of the NSW Premier, it was also great to see the concept plan for the Wickham Transport Interchange being released.

It promises to be another major step in the revitalisation of Newcastle which will benefit the Hunter for many years to come.

The transport changeover period is difficult for many commuters and probably could have been executed better, but the ongoing benefits will be huge.

Once the process is complete, I am sure that almost everyone will be pleased with the outcome and wonder why it didn't happen earlier.

I know that many find change difficult, but the time has come for us to come together and embrace the advantages that will strengthen the Hunter's economy and make Newcastle a better place to live, work and play.

Garry Hardie
Publisher & Editor

GARRY HARDIE PUBLISHER & EDITOR



ON THIS MONTH'S COVER

Hot air balloons above the Hunter Valley. Just one of the activities available to business and private visitors to the Hunter. Photograph courtesy of Balloon Aloft



HBR

Hunter Business Review

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

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Five star hotel and resort planned for Anna Bay

Plans for a multi-million dollar tourist resort at Anna Bay are currently under consideration with the Department of Planning. Previous resort plans for the site have failed due to environmental concerns, but according to proponent Raphael Shin Enterprises this latest plan addresses the environmental concerns raised in the past.

The Bay Resort would include:

- A five star hotel with 150 guest rooms
- Conference rooms, restaurants, & recreation areas
- Roofed decks & patios
- Basement parking for 150 vehicles
- 234 tourist apartments
- An artificial lagoon
- Indoor & outdoor fitness areas
- Multi-purpose theatre with seating for 700 people

Raphael Shin Enterprises is seeking to demolish existing structures on the Nelson Bay Road site, spending \$230 million on the project.



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Upper Hunter Workforce Coordinator appointed

As part of the Upper Hunter Economic Diversification Project, an Upper Hunter Workforce Plan Coordinator has been appointed.

The Upper Hunter Workforce Plan (UHP) was commissioned by the six LGAs in the region: Upper Hunter, Gloucester, Muswellbrook, Singleton, Dungog and Great Lakes.

Jane Callinan has been appointed to the role of Upper Hunter Workforce Co-ordinator. In this position Jane will work with local governments, chambers of commerce, industry groups, local businesses and other stakeholders throughout the Upper Hunter to establish workforce planning projects.

The need for an Upper Hunter Regional Workforce Plan was identified in the findings of the Upper Hunter Economic Diversification Report 2011, which examined the future of the region, and emerging business and employment opportunities over a 20-25 year horizon.

The Workforce Plan project focussed on workforce supply and demand over the next 10 years, taking into consideration the high and volatile demand for workers and skills (mainly due to the energy and resources sectors), the requirements for education and training, and the longer term workforce implications of an ageing population. The UHP project focuses on workforce supply and demand over the next 10 years, taking into account the high and cyclical demand for workers and skills, the requirements for education and training, and the longer term workforce implications of an ageing population.

Recommendations include:

- Create Industry Taskforces in sectors experiencing skill shortages (eg. aged care, children's services, agribusiness, tourism) and
- initiate industry skills projects.
- Implement initiatives to broaden the workforce - covering mature workers and unemployed workers.
- Attract a university to deliver courses in the Muswellbrook/Singleton area.
- Provide support to Opportunity Hub Upper Hunter program.

- Maintain and expand programs of Specialist Skills Centres in the region.
- Continue development of Muswellbrook as mining industry skills hub.
- Support continuation and extension of the ME Program.
- Provide support for Equine Industry skills initiatives.
- Provide support to small and medium sized businesses for workforce planning, productivity improvement and skills development.
- Secure agreement to an annual mining industry survey.
- Encourage more industry involvement in industry workforce and skills programs through engagement with local chambers and industry associations.
- Review age structure of major industries in the region.
- Develop an initial regional labour market report.
- Ensure workforce issues covered in regional and local plans and strategies.

Catholic Church announces significant Hunter investment

The Diocese of Maitland-Newcastle will build two new high schools and extend two existing high schools in one of the single biggest developments to be made to Catholic education in the diocese's 180 year history.

Currently, more than 18,400 students are enrolled in 45 Catholic primary and 11 Catholic secondary schools in the Diocese of Maitland-Newcastle. The announcements will see a new Years 7-12 High School built at both Chisholm and Medowie, commencing in 2018 and 2020 respectively; the first secondary schools to be built in the diocese in over 30 years.

In 2018, St Joseph's High School, Lochinvar and St Mary's High School, Gateshead will grow from offering Years 7-10 to also offering Years 11-12. The decision to grow St Joseph's and St Mary's will also allow for more enrolments to be taken at Catholic high schools in surrounding areas that are already at capacity.



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NSW buys back three more PELs

Petroleum Exploration Licences (PELs) 2, 4 and 267 have been cancelled following buy-backs from AGL under the NSW Gas Plan.

- PEL 2 covered 668,102 hectares from south of Fitzroy Falls, to west of Lake Macquarie.
- PEL 4 covered 383,492 hectares around Muswellbrook, Scone and Denman.
- PEL 267 covered 489,827 hectares including Singleton, Broke and Maitland.

Minister for Industry, Resources and Energy, Anthony Roberts, said these PELs covered almost two per cent of the state.

Hunter Valley Hot Rocks project officially scrapped

GeoDynamics have confirmed that they have no plans for exploration drilling in their Hunter Valley permits in the near future. They have two geothermal exploration licenses in the Hunter Valley, known as Bulga and Muswellbrook.

In preparation for possible future exploration drilling in the Hunter Valley, an independent seismic risk assessment was completed in 2012. The study concluded that the risks of significant seismic events resulting from hydraulic stimulation are extremely low. However as market conditions of the renewables sector has dropped the project has been scrapped. Four wells in the Hunter Valley have been remediated and once its obligations are met, GeoDynamics will hand back its licences to the New South Wales Department of Resources Energy and Mining.

Research finds continued growth of international visitors to the Hunter

Results from the latest International Visitor Survey that were released by Tourism Research Australia show that for the year ending December 2014 International tourists visiting the Hunter region stayed 11 per cent longer, when compared to the previous year and the majority of visitors to the region come from the United Kingdom at 15 per cent, followed by the US and New Zealand.

The report also showed that nationally:

- international visitor numbers increased 8%
- total trip expenditure rose 7% to a new high of \$31.1 billion
- leisure travel dominated growth in visitors, with holiday arrivals increasing 8% to 2.9 million, and those visiting friends and relatives up 10% to 1.8 million
- fourteen of Australia's top 20 markets reported record arrivals
- Asian markets grew strongly, with increases in visitors and their total trip spend (both up 11%)

"Given the current record performance, coupled with the lower Australian dollar, our proximity to the growth markets of Asia, and continued economic recovery in Western markets, the outlook for inbound travel remains positive," said Tourism Research Australia's Assistant General Manager, Mr Spiro Kavadias.

Tourism Hunter chairman Will Creedon said Asia as a whole makes up nearly 24 per cent of the region's international market. "Things are very buoyant in the Hunter" he said. "From room nights, attractions, transport companies and our local cafes and restaurants, it's good news all round.

"It equates to some significant dollars."

We want to hear about your business stories - Contact: garry@HBRmag.com.au



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HVTC thanks the following businesses for saying YES and providing a promising young electrical apprentice with workplace skills training in July!

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Orica and Rescue Helicopter join forces



Service General Manager Richard Jones, General Manager Kooragang Site Scott Reid, General Manager Mining Services Australia Pacific Adrian Mason and Service Chairman Cliff Marsh OAM.

Orica has formalised a partnership with the Westpac Rescue Helicopter Service to become one of the Service's major supporters. The company has been a strong supporter of the Westpac Rescue Helicopter Service for many years with Orica staff in the Hunter participating in the 'Dare to Share' payroll giving program. This support is now being matched dollar for dollar by Orica along with backing for many of the Service's events and fundraising activities.

General Manager Mining Services Australia Pacific, Adrian Mason, said the partnership is a natural fit for the company. "Orica has operations at numerous sites throughout the Hunter Valley and northern New South Wales, from Newcastle to Gunnedah."

Service General Manager, Richard Jones, said that ongoing support was needed to ensure future operations would be provided every day of the year. "No one ever pays to be assisted by the service, but its value is priceless," Mr Jones said. "We are here to support our community and continue to need its help in return."

Mr Jones said the service is proud to have won a new 10-year contract to provide aeromedical services to all of northern NSW.

Each year, the Westpac Rescue Helicopter Service undertakes more than 1200 missions across the Hunter, Central Coast, Mid North Coast, New England and North West regions.

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Newcastle Private Hospital to commence development

Over the next three years Newcastle Private Hospital will undergo a major development and expansion project.

In a three phased process the project will deliver additional consulting rooms, another 30 single patient rooms, 3 theatres including an angiography suite, 12 critical care beds, a further 225 car parking spaces, plus an upgrade to the Croudace Theatre complex.

General Manager, Michael Mitchell, said "The demand on health services in the greater Newcastle area is steadily increasing. The development will ensure that we can provide our patients with state of the art healthcare well into the future."

The phased development will allow for the subsequent addition of the new theatres and patient-beds to be undertaken without delay. Work is currently in progress on the construction drawings in readiness for the tender process.

The first release of 1,000 square meters of consulting rooms will focus on both current and new physicians and surgeons who have, and will continue to support, the current development of Newcastle Private Hospital.

Construction of phase one is set to commence in early 2016.



Hunter Water will invest \$1B to support future growth

With the Hunter region's population set to increase to one million by 2050, Hunter Water have announced that over the next ten years they will invest \$1.1 billion into better infrastructure to support this growth. According to Minister for Primary Industries, Lands and Water Niall Blair, Hunter Water needs to be planning now, if the region is to see the population reach a million.

Hunter Water will spend \$40 million on the Grahamstown Water Treatment Plant to cope with future demand, which could be 47 billion litres of water annually over the next 10 years. In Maitland \$48 million will be invested in expanding the Farley Wastewater Treatment Works to allow for 8,000 new homes in Rutherford, Lochinvar and Aberglasslyn. \$15 million will be spent as part of the Dungog Wastewater Treatment Works expansion.

While investing in new and improved infrastructure, Hunter Water Managing Director Kim Wood has said they are committed to keeping their average water bill among the cheapest in Australia, "Over the next four years I expect Hunter Water's customers will see no increase in their bill above the rate of inflation, which is just 49 cents per week. If you remove the impact of inflation, the typical water bill will actually decrease over the next four years."

The 10-year infrastructure program is detailed in Hunter Water's 2016-20 price submission to the Independent Pricing and Regulatory Tribunal, in which the utility has recommended household water prices rise by no more than inflation.

Water and Sewerage Spending by State Electorate

Electorate	10 year forecast	Flagship project
Cessnock	\$72,266,137	Kurri Kurri Wastewater Treatment Works expansion - \$6.8m
Charlestown	\$51,765,947	Water upgrades - \$7m
Lake Macquarie	\$170,673,613	Wyee Sewer Scheme - \$29.9m
Maitland	\$205,448,813	Farley Wastewater Treatment Works expansion - \$47.9m
Newcastle	\$228,496,577	Burwood Beach Wastewater Treatment Works expansion - \$46.5m
Port Stephens	\$259,838,797	Raymond Terrace Wastewater Treatment Works expansion - \$62.6m
Swansea	\$48,913,864	Swansea Channel water pipeline - \$3.5m
Upper Hunter	\$54,134,782	Dungog Wastewater Treatment Works expansion - \$15m
Wallsend	\$65,709,461	Jesmond wastewater system expansion - \$5.7m

Hunter Water's proposed 2016-20 Pricing Period charges for a house using 185 kilolitres annually

	2015-16	2016-17	2017-18	2018-19	2019-20	Per week increase
Water and Sewer bill	\$1,069.09	\$1,086.65	\$1,112.51	\$1,141.06	\$1,170.52	\$0.49
% Change on previous year	Current	1.6%	2.4%	2.6%	2.6%	

Growth projections for Lower Hunter

	2015	2020	2025	2030	2035	2040	2045	2050
Population	549,041	598,141	651,663	709,909	773,396	842,561	917,911	1,000,000
Dwellings	224,210	238,760	253,310	267,860	282,410	296,960	311,510	326,060



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OS interest in Newcastle's former post office

The Awabakal Aboriginal Land Council who were handed the keys to Newcastle's former post office in December 2014, after a successful land claim, have been approached by a Chinese company expressing interest in investing in the deteriorated heritage site.

The company have suggested turning the building into an international hotel at a cost of around \$20 million.

The Awabakal Aboriginal Land Council received the deeds to the site in December last year and it was only then that they were able to go inside and assess the building's overall dilapidated state. They are considering all their options, however have met with Newcastle's heritage society to discuss funding to start repairs that are urgently needed.

Initial support for a hotel has been expressed by Tourism Hunter and Newcastle MP Tim Crakanthorp. The Property Council has welcomed talk of investment with Mr Andrew Fletcher saying that the building needs a creative solution.

Hunter NDIS trial reaches two year mark

The National Disability Insurance Agency released its second annual Progress Report in June. A trial of the NDIS has been underway in the Hunter since 2013.

The report found that participant satisfaction with the scheme is very positive and that going forward, approaches need to be tailored to meet the needs of different locations, with a focus on delivery in rural Australia. The report also noted that more could be done to give participants greater choice and control, to explain the scheme and share the experiences of participants. Administrative costs was also a concern for some Hunter providers.

The scheme is being rolled out a year ahead of schedule in the Nepean and Blue Mountains areas.

Wallsend pool puts clean energy technology to work

GRANEX®, the innovative heat conversion technology, invented by UoN researchers Professor Behdad Moghtaderi and Dr Elham Doroodchi, is currently being used at a demonstration power plant at Wallsend Swimming Centre, delivering low cost, year-round pool heating.

Developed by Granite Power, GRANEX® uses any available heat sources, such as industrial waste heat, solar and geothermal energy sources to generate low cost, zero carbon emission electricity.

Professor Moghtaderi said the Wallsend demonstration project provided working proof that the technology generated electricity for commercial use or sale into the Grid, improved productivity and quickly paid for itself.

A partnership between Granite Power Limited, the University of Newcastle (UoN), Newcastle Innovation, the Newcastle Institute for Energy and Resources (NIER) and the Australian Renewable Energy Agency (ARENA), this breakthrough technology won a Newcastle Engineering Excellence Award and was named overall Newcastle Division winner at the 2015 Newcastle Engineering Excellence Awards held in July this year.



Professor Behdad and Dr Eli taken inside the small scale demonstration plant at the UoN that was the test-bed for the scale up to the Swimming Centre development.



Professor Behdad, Pat Conroy MP and Alan Broadfoot (Director of the Newcastle Institute for Energy and Resources) at the launch of the Wallsend project in 2014.



Royal Institute for Deaf and Blind Children (RIDBC) Hunter invites you to be part of the inaugural RIDBC Kick 4 a Cause.

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Lake Macquarie Business Excellence Awards

Winners for the 2015 Lake Macquarie Business Excellence Awards were announced at the Awards Gala Dinner on Saturday 11th July.

Winners across 13 categories focusing on areas such as branding & marketing, business systems, workforce training and development, customer service, innovation, entrepreneurship, workplace health and safety and sustainability were recognised for business excellence and their outstanding achievements were celebrated in style.

Three major award winners were also recognised for their business expertise, their contribution to the Lake Macquarie Business Community and their capacity to give back to the general community.

The winners are as follows:

Excellence in Branding & Marketing

Progressive Financial Planners, Warners Bay

Excellence in Sustainable Business Practices

Academy Sheet Metal, Cardiff

Excellence in Business Systems

PRD Nationwide, Warners Bay

Excellence in Innovation

Classic Blinds & Shutters, Macquarie Hills

Excellence in Retail Practices

Michelle's Patisserie, Toronto

Excellence in Workforce Training & Development

WooHoo Salon, Charlestown

Excellence in Entrepreneurship

Rachael Sheldrick, GS Mechanical, Whitebridge

Excellence in Customer Service by the Whole Business

WooHoo Salon, Charlestown

Excellence in Customer Service by an Individual Employee

Richard Windeyer, Mortgage Choice, Charlestown

Excellence in Not For Profit or Charity

Hunter Life Education, Edgeworth

Excellence in New Business Commencement

Splash Puppy, Marmong Point

Excellence in Young Entrepreneurship

Wade Spink, Extra Spark Electrical, Charlestown

Excellence in Workplace Health & Safety

Valentino's Hair Retreat, Valentine

Young Business Person of the Year

Shayne Connell, Cancer Council, Charlestown

Business Person of the Year

Rachael Sheldrick, GS Mechanical, Whitebridge

Business of the Year

WooHoo Salon, Charlestown

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Business Growth Centre Manager, Brett Gleeson was extremely pleased with the results. "In its fourth year, the Awards have demonstrated that there are many businesses in Lake Macquarie who aspire to and have achieved excellence. The Gala Dinner is a celebration of these achievements and it was certainly pleasing to see so many business people come together to support their colleagues."

The winners represent a range of business sizes and types from hairdressers to mechanics, manufacturers to professional services. These awards demonstrate that no matter how big the business is, or what the business provides, any business can demonstrate excellence across a number of functionalities and be a winner.

For more information visit www.lmbea.com.au

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revitalising newcastle



Think big and get involved in making Newcastle a world-class, harbourfront city

Revitalisation of the city centre is progressing and a series of draft options for renewal have been prepared by UrbanGrowth NSW. These options take into account feedback from the community, business and industry, Newcastle City Council, city renewal experts, and Government agencies.

We're inviting business people in Newcastle and across the Hunter region to provide feedback on these draft options and share your ideas on how best to:

- Bring people back to the city centre
- Help grow new jobs in the city centre
- Create great places linked to the delivery of light rail
- Strengthen Newcastle's position as a regional capital

To find out more and provide feedback, you're invited to attend a complimentary Business and Industry Breakfast on Wednesday 26 August, 7.00am–9.00am. Numbers are limited so registration is essential.

Please RSVP to www.revitalisingnewcastle.com.au or 1800 359 545

Revitalising Newcastle provides a range of opportunities to provide feedback and share your ideas. They include:

- Visiting www.revitalisingnewcastle.com.au
- Emailing info@revitalisingnewcastle.com.au
- Getting social and sharing your views through Facebook and Twitter #revitalisingnewcastle

UrbanGrowth is the NSW Government's urban transformation delivery organisation. Our ambition is to transform city living so that it is more vibrant, connected, and healthy for all, for now and for many years to come. UrbanGrowth is leading the Newcastle Urban Transformation and Transport Program, a \$460 million investment by the NSW Government, to deliver light rail, improve the public domain and revitalise the city centre.

Shortlist for new trains tender announced

The NSW Government will invest billions in a new fleet to service long distance travel from Sydney to Newcastle, the Central Coast, the South Coast, and the Blue Mountains. Last year, the NSW Government called for Expressions of Interest to deliver and maintain the next generation intercity trains. Minister for Transport and Infrastructure Andrew Constance has announced that four consortia have made the shortlist which includes a mix of local and international organisations who will be invited to tender.

The contract includes the supply and maintenance of approximately 520 brand new carriages plus the maintenance of the new fleet and fit out and operation of a maintenance facility.

The organisations shortlisted to tender are:

- Alstom Transport Australia Pty Ltd
- Downer-CNRRC Consortium, comprising Downer EDI Rail Pty Limited and CNR Changchun Railway Vehicles Co Ltd
- Stadler Bussnang AG
- UGL/MEA/CSR Consortium comprising UGL Rail Services Pty Ltd, Mitsubishi Electric Australia Pty Ltd and CSR Corporation Ltd.

The contract is expected to be awarded in 2016 with the new fleet coming into service progressively, the first trains delivered by 2019 and the rest through to 2024.



Indicative image internal seat



Indicative image double decker train

\$274m upgrade for Williamtown RAAF base

The Commonwealth Government will invest \$274 million to redevelop the fighter base at Williamtown.

This upgrade is part of the Government's \$1.2 billion investment in facilities to prepare the base for the new F-35A Lightning II Joint Strike Fighters (JSF). The first F-35A aircraft are due to arrive in Australia in late 2018. Fifty-eight of the fleet will be based at Williamtown.

The redevelopment includes new and refurbished offices and commercial facilities. A number of ageing buildings, which currently don't meet building, safety, environmental or security standards will be demolished. Other structures, such as headquarters, operational and storage facilities, will be refurbished. Engineering services for electricity, sewerage, telecommunications, fire and water will be upgraded or replaced. The base entrance will also be rebuilt as part of a major security upgrade.

RAAF Williamtown is home to over half Australia's fighter aircraft, as well as the Wedgetail Airborne and Early Warning and Control Fleet. With more than 3,000 military and civilian personnel employed on the base, RAAF Williamtown makes a substantial contribution to the local economy. The redevelopment will provide off-site manufacturing and transport opportunities for local businesses.

The project will create more than 250 jobs with construction due to start mid-2016 through to mid-2021.



Head coach Scott Miller, Greater Building Society deputy CEO Greg Taylor, Jets' CEO Mitch Murphy and The Greater's head of marketing Matt Hingston.

Jets connect with the Greater

In a landmark agreement for both parties, Greater Building Society has committed to be the major partner of the Jets' new community engagement strategy and platform – to be known as 'JETS: CONNECT' for the next two years.

JETS: CONNECT has been designed to ensure that the club's players, coaches, staff, and brand are highly visible in a variety of communities in and around Newcastle the Hunter and Northern NSW. The program will officially commence this month when the club's senior squad and staff departs Newcastle on a six-day pre-season tour of Northern NSW.

Newcastle Jets Chief Executive Officer Mr Mitchell Murphy praised the Greater for believing in and backing the club's community plan.

"The Greater is a highly recognised and respected organisation within Newcastle, the Hunter Valley and wider NSW," Mitchell said. "As a club we're thrilled that The Greater has opted to share in our mission to positively influence people and their community's through football."

The JETS: CONNECT program follows other recent support for the Club from the business community. Beechwood Homes has signed up to be a "home game" major sponsor.

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Annual survey finds Newcastle salaries up while Hunter salaries down

The latest salary survey report from Forsythes Recruitment shows hiring is on the increase and people with skills, particularly in change management, are again being headhunted in the Hunter and Central Coast regions.

Forsythes Recruitment Director Geoff Crews said these moves should translate into a modest increase in salaries for those equipped to forge change, particularly in the technology, finance and HR sectors. Mr Crews said wages were not increasing uniformly across regions and sectors.

The survey reports average salary increases in 2014/2015 of 1.8 per cent on the Central Coast and 1 per cent in Newcastle. Wages fell by 3 per cent in the Hunter Valley. This compares with a 2.5 per cent increase in Sydney. The wage increase is up slightly on last financial year in the Central Coast but well down in Newcastle and the Hunter Valley.

Annual change in average salaries (Newcastle, Hunter, Central Coast) per category - 2014/15

Increase:

IT, Tech & Startup	5.4%
Finance & Accounting	3.7%
Sales & Marketing	3.3%
Industrial, Labour Hire	2.0%
Administration & Accounts	1.3%
HR, Health & Safety, Learning & Development	1.0%
Contact Centre & Customer Service	0.8%

Decrease:

Supply Chain & Logistics	0.8%
Executive	2.2%
Engineering, Mining & Construction	3.0%

Annual change in average salaries (all categories) per region per financial year

	Central Coast	Hunter Valley	Newcastle/Lake Macquarie	Sydney
2014/15 increase	1.8% increase	3.0% decrease	1.0% increase	2.5%
2013/14 decrease	1.6% increase	4.0% increase	3.4% increase	0.7%



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You may need to speak with the Mine Subsidence Board first!

The Mine Subsidence Board is an independent body operating for the local community in areas of coal mining in NSW. We:

- Reduce the risk of damage by ensuring the design of new developments are compatible with the risk of mine subsidence
- Provide an advisory and technical service for Developers
- Eliminate public and private danger from mine subsidence
- Provide compensation if improvements are damaged by mine subsidence

With offices located in Newcastle and Singleton we can assist with information about designing for subsidence and our requirements in the planning approval process.

For further details please log on to our website www.minesub.nsw.gov.au or phone our Head Office on **02 4908 4300** or outside Australia **+61 2 4908 4300**

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Mr Crews said he expects salaries to continue to decrease in the coming financial year for executives and those employed in supply chain and logistics, engineering, mining and construction by around 3 per cent. He expects salaries in other sectors to increase between 2 and 3 per cent.

To measure employee confidence the survey asks respondents who are otherwise content in their jobs to nominate what salary increase it would take for them to leave their job. The average salary increase nominated across the regions was 19 per cent, down from 20 per cent in 2014 and 22 per cent in 2013.

"There appears to be a slight return in confidence and openness to changing jobs," Mr Crews said.

Mr Crews said stagnating salaries are a result of employers doing more with less.

"Companies are looking to transform. Experience, expertise and diversity will be the distinguishing characteristics necessary to determine salary rises in this climate."

Forsythes Recruitment has been conducting the Salary Survey since 2009. It uses data supplied confidentially and anonymously by 2,500 Hunter and Central Coast people via the region's only local salary survey websites. For more information visit www.huntersalaries.com.au or www.centralcoastsalaries.com.au. NOTE: All salary figures quoted are base salaries excluding superannuation, motor vehicle and bonuses.

Airport on funding shortlist

Newcastle Airport has been shortlisted for funding by the Restart NSW Regional Tourism Infrastructure Program. The NSW government has committed \$95 million to regional airports through the Program and Newcastle is one of 24 airports making the shortlist. Newcastle aims to utilise the funds for the office fit-out of the international passenger processing areas for border agencies and the construction of a new aircraft parking apron (tarmac).

LET'S TALK WITH.....

What do you do?

I am the owner/operator at Pork Ewe Deli where my role is full time baby sitter of cheese and meats. My days involve a lot of cheese & charcuterie maintenance to ensure that each item continues to develop and mature properly. This is very time consuming and keeps me occupied along with the everyday running of the business from accounting and bookkeeping to customer service and everything else in between.

How did you get here?

Now this is a tough one because it feels like I just woke up one day to find that I had opened a deli and a new chapter of my life was about to begin....it was terrifying because we just had to close our eyes and jump.

My husband Craig and I have spent a lot of time in Melbourne which is European food central and we have also been very fortunate enough to have travelled quite extensively through Europe and the one thing we couldn't believe when we moved to the Newcastle/Hunter region was the lack of really good food in the way of cheese and charcuterie. I was working at Audrey Wilkinson winery and Craig was always away with work so we just dreamt about the idea of opening a deli 'one day'. Then in September 2013 I travelled to France to work for a fantastic winemaker in Burgundy with a dream of furthering my wine making career. This all came to an abrupt halt when after six weeks of eating 2kg of cheese a day I decided that I couldn't live without it. I knew I could get good wine anywhere in the Hunter region but getting fantastic, mind blowing cheese was impossible so when I arrived home I quit my beloved job and Pork Ewe Deli was born.

We expected the first few months to be very slow and that during this period I could learn the ropes of running a deli as I had never used a meat slicer or even cut large pieces of cheese until the day we opened. However, as soon as we opened the deli we were inundated with people falling through the doors and 12 months on it shows no signs of slowing up, we just keep growing and getting busier which is wonderful.

What do you do in your down time?

More than likely, I'm on our farm working, fixing, or making something, and hanging out with the kids, and our dogs.

Where do you find your inspiration?

I am quietly competitive, (some would say not so quite though), and I want our deli to be the best it possibly can be. I want people to come in here and be blown away and overwhelmed by the smells and sights of all the amazing food and most of all be blown away by our service. I have been fortunate enough to have worked for some very successful and wonderful people over the years that I have observed and learnt much from in the way of running a business and it has helped me greatly in creating a unique environment which I am very proud of.

However inspiration also comes from every French or Italian cooking show on TV...they make me want to bring as much of Europe into our deli as possible...but I think I'll need a bigger shop!

Do you have any advice for someone starting their own business?

Just be positive and forward thinking and never get lazy with your business. I worked for Flight Centre for a short while and they were fascinating to watch as they were constantly looking for ways to improve, grow and to develop the company. They never said "ok, this is good enough, let's stay like this". They were relentless in the way they keep the company moving forward and pushed for more each and every day.

Tell us something that most people wouldn't know about you?

Well I am a bit of a gypsy at heart and have never been very good at sitting still or staying in one place, so owning a business and having no spare time is going a little against my nature but I am coping....just.

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

We love the Newcastle/Hunter region and have been amazed at the growth since we moved here in 2011. With the rapid population increase we would love to see the outer suburbs, like Mayfield, offering incentives to small businesses to open in these areas. This would help to stimulate the local economy and breathe a new lease of life into the communities.

Favourite place to eat?

Barios 2304 Spanish Tapis restaurant in Mayfield is the best for a casual night out and Bistro Molines French restaurant in Hunter for a special occasion.

Favourite sportsperson?

Rodger Federer, the one and only



Best line from a film?

"I'm a peacock, you gotta let me fly!" from The Other Guys



PACIFIC LINK

Simone Lenihan has been appointed to the position of Chief Operating Officer for Pacific Link. Simone is an experienced executive with a proven capacity to add value through strategy development and business innovation. A Certified Practising Accountant (CPA), Simone has many years' experience in leadership roles and is a non-executive director of East Gosford Financial Services.



MAXIM ACCOUNTING

Maxim Accounting welcomes back **Scott Norrish** as a director. Scott started his career with Maxim and learned the ropes for almost a decade. Scott's return is a valuable addition to the team, he is a Chartered Accountant, business advisor and an expert in self-managed superannuation. In his career he has worked with a diverse range of clients over many industry sectors. Scott is passionate about working with business owners to improve profitability and ultimately business value.



CENTENNIAL COAL

James Marshall has joined Centennial Coal in the newly created position of Group Manager Stakeholder Engagement, providing support to the External Affairs department of the company. James has experience working in local government, the not for profit sector and recently as a private consultant in the fields of human services planning, social impact assessment, consultation and facilitation and mediation.



AUSINDUSTRY

Tim Cotter is the new local contact for AusIndustry in the Newcastle regional office. Tim was formerly the Regional Manager for Northern and Central NSW based in Tamworth for the past 7-years, prior to working in the AusIndustry Newcastle office. The AusIndustry Regional Managers provide business assistance for the Central Coast, Hunter and North Coast of NSW.



PRDNATIONWIDE NEW. & LMAC

Michelle Faithfull has joined PRDnationwide Newcastle and Lake Macquarie as Sales Administration Manager. Michelle has over 25 years' experience in management, operations, marketing and business development across a broad range of industries including HR & recruitment, education, legal, shipping, emergency services and travel. Having been a business owner of a major shipping company for ten years, Michelle brings a wealth of all round knowledge to the PRD team.



AUSINDUSTRY

Natalie Gillam has been appointed as the Assistant Regional Manager, for AusIndustry, based in the Newcastle regional office. Natalie moves from the NSW State office in Sydney to take up the role, herself a former Novacastrian. The AusIndustry Regional Managers provide business assistance for the Central Coast, Hunter and North Coast of NSW.

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Lifting profits in manufacturing

Jason Furness
Manufacturship

Manufacturing Money – How CEOs rapidly lift profits in manufacturing companies is a new book written by Jason Furness and Michael McLean of Hunter Company 'Manufacturship'. The book is aimed at CEOs and Senior Managers in Manufacturing and Industrial companies who are under pressure to increase their firm's growth and profitability.

There are seven key points in the book that apply to all of these businesses

1. You are a marketing company that makes things, not a manufacturing business that dabbles in marketing. Many manufacturers have incredible technical skills that are hidden away from the world. Recognising the need for effective marketing is essential to avoid being the 'World's Best Kept Secret'
2. There is one 'weakest link' that constricts your cash flow, all effort must focus there. Enterprise wide solutions are a common way to waste money and dilute precious management capacity. Focus is key.
3. Methodology solutions, Lean, TQM, Six Sigma, are not enough, and 'template' solutions fail. Each business is unique and requires a unique solution. These solutions must develop using the existing business resources and building on them, not imposing a new piece of software or methodology
4. Shorter lead times, more customisation, higher quality, and reduced cost can be achieved simultaneously. Markets are more and more demanding, every customer wants something a little bit different. Being world class in lead time,

Jason Furness is CEO and founder of Manufacturship. His career spans over 20 years in manufacturing enterprises where he has overseen the turnaround, transition or transformation of many projects from single production lines through to entire business units of over 600 people as a General Manager. He has particular expertise in and passion for businesses located in regional Australia.



cost structure, and in product offerings is a highly effective form of differentiation and profit creation

5. The factory should be part of your competitive advantage, not a disadvantage. The purpose of a factory is to make Sales & Marketing look good by giving such a compelling offer that the products sell themselves
6. Innovation with a commercial focus is key. Everyone must relate back to improving the life of a customer in a commercially sensible fashion. Other activities are just indulgences.
7. Growth opportunities into Asia and within Australia are huge! Manufacturers who are globally competitive can thrive. 50% of global GDP will be from Asia by 2025. Australia's population will grow from 24 million to 28 million by 2025. There is no lack of opportunity.

For further information on subjects covered in this article or the book contact Manufacturship on 1300 226 121, email jason@manufacturship.com or visit www.manufacturship.com.

How to shift from business operator to business owner

Paul Siderovski
SiDCOR Chartered Accountants

So do you have a business? Are you a business owner or are you stressed all the time? Are you able to be strategic, or are you doing the same things over and over because you're too busy to innovate and create more effective solutions? Are you able to step back and see the bigger picture?

If not, your new goal is this: become a business owner. Choose to make that shift in both your identity and your business. A business owner is the ultimate strategist. An owner maximizes his or her business by leveraging the talented individuals around them. Ensure that you have a team you can trust with this 'baby' you have poured so much love and passion into. Otherwise your business will always be limited by what you personally can do each day and you'll always be stressed.

This doesn't mean you can't do the things you love or be a part of the business. By all means, you can still be the operator where it makes sense to be the operator. But allow yourself and your business to thrive by making this necessary shift in your mentality.

Changing your context to business owner v business operator is like

giving you a new pair of glasses that will allow you to have laser focus vision on the things you should be doing as the owner v operator. Easier said than done, I know I have been there, but make the choice to switch and the rest will fall into place.

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

Paul Siderovski, the founder and Managing Director of SiDCOR Chartered Accountants, has 20 years experience since starting as a chartered accountant with PricewaterhouseCoopers in 1995. Paul started Newcastle-based SiDCOR in 2002. Paul has a Bachelor of Commerce from the University of Newcastle and is a Member of the Institute of Chartered Accountants and the Taxation Institute of Australia as well as the National Tax and Accountants Association.



Planning for success as an SME

For over 15 years, **Urdarov Accountants** have been providing clients with Australian Taxation Compliance Services, however there's so much more to running and thriving as an SME than this.

Small to medium sized businesses open and are often set loose to fend for themselves with little to no knowledge or experience in running a company.

To achieve longevity and success SMEs need direction, vision and goals. Whilst the intent of all SMEs is to make a profit, the key to their success is constant communication as well as a detailed plan of action.

In 2014, we merged Urdarov Accountants with Gavin Murray of HUB Wealth Solutions, a modern financial planning firm that specialises in providing Gen X and Gen Y with creative financial advice for every stage of life.

The aim of the merger is to provide SME's with these missing components, through a

unique Business Development Program that is designed to motivate change and establish developing, efficient and productive workplaces

where employers and employees thrive; it's the complete financial package, from company start-ups, insurance, and income protection through succession planning to exit strategies and retirement/estate planning. In a nutshell: a plan for success.

The Business Development Program includes an Effective Business Coaching component, through which a client's strengths are identified. Clients receive accurate compliance advice coupled with strategic financial planning to get the complete package.

With guidance coming from both angles (an experienced corporate accountant and an energetic and motivated financial advisor) the client's business plan is set and modelled for a future that is attainable and amazing.



Gavin Murray commenced his career in the Financial Planning Industry in 2002 and gained valuable corporate experience in Funds Management during an international employment opportunity in the UK. Gavin joined HUB Wealth Solutions in 2014 to create a specialised team able to address and provide services to a variety of financial needs

Grounded in loyalty and driven by a passion, **Larry Urdarov** has built Urdarov Accountants into a progressive accounting and business services firm serving the entire Hunter Region. As a husband and a father of two daughters, Larry deeply understands the need to plan for a strong financial future.

For further information contact Urdarov Accountants on (02) 4927 8680, email admin@urdarov.com.au or visit www.urdarov.com.au

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Make sure your strata is safe

Brad Gribble
LakeGroupStrata

Strata developments are often busy places with more people movements than freestanding houses. What do owners corporations need to do to keep their strata safe and what are their responsibilities under legislation?

The answer depends on the type of strata development and whether the owner's corporation has employees.

Residential strata generally exempt but not mixed use, commercial or industrial strata schemes:

Under the Workplace Health and Safety (WHS) Act 2011 duties apply to persons conducting a business or undertaking. However, owners responsible for common areas used only for residential purposes are generally excluded unless they employ a worker. The laws treat owners and occupiers of residential units or flats in the same way as owners and occupiers of detached residential dwellings.

The exemption does not affect duties under other laws including laws relating to negligence and strata laws more generally.

It is important to note that where the development is mixed use, commercial or industrial the WHS laws apply.

Employing a worker in a residential strata scheme:

Once a residential owner's corporation employs someone to carry out a job then they become an employer (also called a PCBU). They have a duty to ensure the health and safety of workers they engage, direct or influence.

An example is when an owner's corporation employs someone to mow the front lawn as an employee. That front lawn would become a workplace. Hiring a contractor to mow the lawn would likely mean the owner's corporation is still exempt as contractors are not employees. Another example is a caretaker. Again if the person is employed by the owners corporation WHS duties apply to it.

Safety responsibility if not exempt:

If the owner's corporation is not exempt from the work health and safety laws it must ensure, so far as is reasonably practicable, the health and safety of its workers. Workplace entrances and exits, as well as fixtures, fittings, machinery, appliances and tools, should be free of risks to the health and safety of workers and other people. There are a range of penalties (up to \$3 million) if a corporation is found guilty of not following WHS laws.

Safety is everyone's duty:

Residents, tenants, visitors and owners corporation officers should all take reasonable care of their own health and safety and the health and safety of others. If they are given an instruction by the employer or person carrying out a business they need to comply with that instruction as far as reasonably able.

When employing contractors, owners corporations and their officers should to check references and documents and ask questions to ensure contractors have a good safety record, a good approach to safety and the required licences and insurances. Make contractors aware of known risks, check work is being carried out safely and be available to discuss and resolve safety issues.

Encourage a safety culture in your strata development and check your specific responsibilities with a lawyer or strata management company.

For further information contact LakeGroupStrata on (02) 4942 3305, email brad@lakegroupstrata.com or visit www.lakegroupstrata.com

Brad Gribble is Director of Hunter based Lake Group Strata. It has considerable experience in managing such developments and working with BMCs and caretakers.



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40th anniversary LHUDA Awards

The Lower Hunter Urban Design Awards will be celebrating its 40th anniversary with a Great Gatsby themed gala dinner on 11 September at Newcastle City Hall.

The Newcastle 'Civic Design' Awards were introduced through Newcastle City Council in 1975 as an initiative of Newcastle's first City Planner, Bob James. Through this initiative, the Council aimed to raise the bar for urban design in the city.

In the mid-1990s, the four other Lower Hunter Councils of Lake Macquarie, Maitland, Cessnock and Port Stephens joined Newcastle in promoting quality urban design. It was then renamed the Lower Hunter Urban Design Awards, or LHUDA for short.

Now, the Lower Hunter Urban Design Awards are known as one of the most prestigious award for civic and building design in the region.

Nominees for 2015 will be taken from the pool of winners from the last 40 years. As well as the official LHUDA Awards Dinner at the Newcastle Town Hall, each council hosted a launch in their area to promote their municipality nominees.

There are a number of categories to be considered for an award:

- **The Award for Excellence in Urban Design** is awarded to an overall winner for excellence in urban design. The winner is chosen by the jury from all nominations in the all categories.
- **The GHD Small Scale Development Award** is awarded to smaller scale, non-residential developments. The award is honour of Charles Davis, a past President of Newcastle Master Builders' Association and the National Master Builders' Association who was involved in the construction of many landmark buildings in Newcastle and the Hunter including Newcastle City Hall and the AMP building.
- The Graph Building Heritage Award was introduced in 1982, for developments incorporating the conservation, preservation and rehabilitation of a building or place of cultural, historical or architectural significance.



2014 Award Winner - 35 Carrington

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- **The Landscape Design & Public Art Award** is in honour of Alfred Sharp (1835 – 1908), Landscape Architect, Artist, Environmentalist and Park Designer. The category is for urban design including landscape and subdivision development in the open category and designs demonstrating integration of the built and natural environment.
- **The GHD Large Scale Development Award** is awarded to large scale, non-residential developments. The Award is in honour of Henry Dangar (1796 -1861), Surveyor, Explorer and Pastoralist.
- **The De Witt Consulting Residential Awards (Single and Multiple)** is awarded to residential development in two categories: Category 1 – Single Dwellings no more than three storeys; Category 2 – Multiple Dwellings. These Awards are in honour of Bill Hudson, Past President, Trustee and Life Member of Newcastle Master Builders' Association and one of the founders of the Awards and also Frederick Bernhard Menkens, a renowned architect who designed over 100 buildings including St Andrews Presbyterian Church, Newcastle and St Josephs Convent, Lochinvar.
- **The Sustainable Development Award** is awarded to residential and non-residential developments displaying the principles of environmentally sustainable development including resource recovery, waste minimisation and energy efficiency.
- **The MBA Group Training & Personnel Peoples' Choice Award** is voted on by the public, through displays at each Council and also at the Newcastle Home Show. Votes are tallied from each nomination and awarded on the presentation night.
- **The Scooters & Mobility Special Mention for Universal Access Award** is considered across all nominations and awarded to the project that has considered greatly the impact of access and participation by those with a disability.
- **The Hunter Development Corporation Student Concept Prizes** are open for TAFE and University students to enter and provide innovative design solutions for existing urban areas. Up to \$2000 in prize money is up for grabs

For further information visit www.lhuda.com.au

NSW property industry confidence leads nation

NSW continues to lead national confidence across the property industry, according to the latest ANZ/Property Council Survey.

Confidence levels in NSW dipped slightly from 149 to 146 points in the past quarter – on an index where 100 is neutral – but are well above the nation-wide average of 131.

"The State's property industry continues to walk on the sunny side of the street," NSW Executive Director Glenn Byres said.

"We know property is central to the economic fortunes of NSW – creating one in 10 jobs and generating over 10% of the State's economic growth.

"It has now led the nation on confidence levels for six consecutive quarters and sits well above its eastern seaboard competitors.

"Expectations of capital growth across all asset classes remain positive – and there are strong expectations on forward work schedules, staffing levels and economic growth.

"Industry participants are also favourably reviewing the State Government's performance in planning and managing growth, and NSW is one of only two states to do so.

"We hope policymakers seize the opportunity to sustain the momentum through planning reform that encourages investment, modernised local government and abolishing stamp duty."

Lake Macquarie among top for energy and water-efficient homes

New homes constructed in Lake Macquarie over the past decade are among the NSW top 10 for most efficient residential buildings, according to NSW Department of Planning and Environment figures.

Out of the 152 councils in NSW, Lake Macquarie was sixth – and the best placed outside of Sydney – with 11,650 homes built in the City since 2005 meeting NSW Government standards for water and electricity efficiency.

Those 11,650 homes have saved 3000 million litres of water and 103 kilotonnes of emissions. Council's Manager Sustainability, Alice Howe, said the developments were assessed on the NSW Government's Building Sustainability Index (BASIX), which was introduced in 2005-2006 to improve water and electricity efficiency of new residential developments built in NSW.

"These data show how incorporating energy and water saving improvements in home design saves money and helps the environment," Dr Howe said.

"This is an excellent result that highlights the success of Council's comprehensive land-use planning and consistent development assessment process."

"Council encourages everyone thinking about developing or re-developing their property to consider the total life-cycle costs of the buildings they're planning. Sometimes the cheapest up-front option can be more expensive over the life of an asset. There are a range of ways to improve energy efficiency, decrease water consumption and reduce waste from existing buildings."



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Tenancy 1b	UNDER NEG
Tenancy 2	U/CONTRACT
Tenancy 3	U/CONTRACT
Tenancy 4	LEASED
Tenancy 5	LEASED
Tenancy 6	LEASED
Tenancy 7	LEASED
Tenancy 8	U/CONTRACT
Tenancy 9	U/CONTRACT
Tenancy 10	LEASED
Tenancy 11	U/CONTRACT
Tenancy 12	U/CONTRACT
Tenancy 13	U/CONTRACT



McNamara Adams

PROPERTY SALES LEASING MANAGEMENT

HEATHERBRAE

FOR LEASE

A manufacturing building at 431 Masonite Road, Heatherbrae is available for lease. The new freestanding office and workshop building is located within the Sandvik complex.

The building was constructed in 2011 and offers an area of 3,533 sqm. It includes corporate style offices the workshop is fitted with 3 x 5T overhead cranes, reticulated air & gas lines.

Accessed via 13 container roller shutter doors the building is surrounded by high load concrete hardstand and benefits from a campus like estate setting. It is an ideal opportunity for a Sandvik supplier.



CARRINGTON

\$8 million + GST

124- 132 Elizabeth Street, Carrington is "arguably the best distribution property in the Newcastle Port Region". Sited adjacent to the entrance to Port Waratah the property is a total land area of 19,589 sqm providing quality high load excess concrete hardstand, executive standard high specification office and clearspan concrete warehousing incorporating clearance of 8 metres.

This is an opportunity to take a strong position in the Newcastle Port Precinct.

For sale at \$8,000,000 plus GST. To be sold via Private Treaty with closing date for offers of 14 August- unless sold prior.



MAYFIELD WEST

\$2.3 Million

577 Maitland Road, Mayfield West occupies a highly prominent position on the corner of Industrial Drive and Maitland Road.

Passing vehicular traffic during daily peak hour is calculated at 8,693 making this property attractive to a range of businesses seeking exposure.

Currently occupied by CBC Australia Pty Limited the land area of the Property is 5,905sqm incorporating one freestanding showroom, office & warehouse building of 1,669sqm.

For sale at \$2,300,000. The Property is to be sold as a going concern NOW with vacant possession available end of calendar year 2015



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Returning Approx. \$316,240 pa net*.

Can be purchased as a whole or as 4 separate strata units

- High profile location
- Quality finishes
- 29 allocated car spaces
- Brilliant natural light
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This property is a first class, modern office building with strong returns, it deserves inclusion in any portfolio. Ideal for investors.

Call Michael Maffey on 0438 049 366

MAITLAND

\$990,000 + GST



THIS IS AN EXCEPTIONAL QUALITY BUILDING THAT MIXES THE OLD WITH THE NEW.

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- 11 offices of various sizes + open plan areas
- Boardroom and meeting room
- Awesome foyer / waiting area
- 4 car garage + on-site parking for an additional 8-10 vehicles
- Two street access on a double block
- Disability Access at rear entrance

This property exudes class and quality throughout.

Please call Michael Maffey on 0438 049 366 now to arrange your inspection.

Tony Cant Commercial
Phone: 4933 6299
www.tonycant.com.au

Historic Newcastle building sold for \$3.5 million

A building at **110 -112 Hunter Street, Newcastle** that was constructed in 1937 has been sold through Alan Tonks of Raine & Horne Commercial for \$3.5 million + GST.

A fine example of the interwar art deco style, the building has D/A approval for 49 ensuite bed sitters and two retail shops. The building offers approximately 2,769 sqm and eight levels of inner city living.



Mayfield West property sold for \$1 million

A freestanding showroom, office and warehouse of 810 sqm on land area of 1,906 sqm was sold by McNamara Adams for \$1,000,000 + GST with vacant possession.

Located at **581 Maitland Road, Mayfield West**, the building was constructed early 1990's and was sold to a business seeking owner occupation.



Sale/lease back for Tighes Hill property

Lot 1, 106 Elizabeth Street, Tighes Hill is a freestanding showroom, office and workshop/warehouse with a building area of 800 sqm. It was offered for sale on a lease back basis through McNamara Adams and achieved a sales price of \$950,000, with rental of \$85,000 pa + outgoings + GST. The lease term was 4 years.

The building, constructed of concrete panel in the early 2000's, received strong interest from investors seeking a property with functional improvements proximate to Newcastle Port showing market based fundamentals.



CBD building fetches over \$2 million

A two storey heritage building located on the corner of **Hunter and Wolfe Streets** in the Newcastle CBD has been sold for \$2.025 million + GST.

The approximately 1500 sqm building adjoins the Urban Growth / GPT development site.

The sale was negotiated through Jason Morris of Raine & Horne Commercial.



Tomago workshop sold

Located in the 24/7 work environment of Tomago, a heavy engineering facility at **12-14 Martin Drive** has been sold through Steve Dick of Raine & Horne Commercial for \$3.15 million + GST. Set on 12,560 sqm of level hardstand industrial land, the workshop was designed as a fabrication and manufacturing facility and offers approximately 4,058 sqm of floor space.



Rutherford industrial facility leased

Rutherford industrial facility leased A major industrial facility located at 139 Racecourse Road, Rutherford has been leased for \$190,000 + OGS + GST.

The facility of approximately 2,550 sqm has a separate office block, workshop with amenities, overhead cranes, huge compacted gravel hardstand area and is security gated with dual driveway access. The lease was negotiated through Paul Tilden at Raine & Horne Commercial.



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BUSINESS TECHNOLOGY

Technology experts, investors and community leaders to support local tech startup ecosystem

Key industry and community enablers have articulated a vision and plan for Newcastle and the broader region, to become a global leader in technology industries, supported by the local tech start-up ecosystem, known as #Newystartups.

A meeting held on Saturday June 13 agreed actions to establish the local tech startup ecosystem to connect, enable and inspire local start-ups. #NewyStartups is a platform for all entrepreneurs, investors, industry representatives, tertiary institutions and government to build regional capacity allowing for new scaleable tech products to reach the market as quickly as possible.

The group, co-convened by Dr Andrew Mears and Mr James Giblin, has also recently initiated the cleantech and "Smart Cities" focused co-working space Eighteen04 (theeighteen04.com) for #Newystartups. "Smart Cities is about enabling data to inform, guide and revitalise the way urban systems add to human development and includes energy, transport, health, access to markets, public services, and governance," Dr Andrew Mears said. "It's imperative that we build on this region's strengths in innovation to realise our share of this new economy."

The meeting agreed on the following actions:

Connect – through improved communications and proactive promotion of local accelerators, incubators, meetups and other tech events.

Enable – through the establishment of a register of mentors; active social media promotion (twitter) of startup ecosystem activities; creation of a shared pool of data on startups, metrics and local economic impacts; mobilise resources to address gaps in investor networks; establish a curated tech startup co-working space with good access to infrastructure (especially broadband)

Inspire – actively celebrate success of local startups in our personal networks and through our organisations; recognise local technology heroes and identify role models through local startup events.

The enabler group included:

Abby Clifton (Leadagility), Alec Roberts (CLEANaS), Andrew Mears (SwitchDin), Chris Nottle (PwC), Chris Reeve, Dan Farthing (Newy Startups), Gordon Whitehead (Lunatiks), Grant Sefton, Gunilla Burrowes, James Giblin (AEC), Jason Murphy, Justine Ulph (The Victory Collective), Larry Platt, LeeAnne Marsh, Lisa Wu, Martin McKenzie, Mathew Harland (Hunter Young Professionals), Rhett Morson (DaVinci Capital), William Gill, Sean Marshal, Sean McCracken, Steph Hinds (Growthwise), Stephen Young (FactNexus), Stuart Anderson (Sydney Capital Partners), William Gill.

This event was facilitated by Dr Andrew Mears, Mr James Giblin, and Dr Gunilla Burrowes of Eighteen04 with special guest Pete Cooper from StartSoc.

Hunter businesses joining digital economy

While investing in information and communication technology is no guarantee of improving your business outcomes, failing to invest in your online presence is almost certainly investing in failure.

At Hunter Research Foundation (HRF), we have been investigating household and businesses' use of information and communication technology since 2000 and for several years have been encouraging local businesses to engage more fully with the burgeoning digital economy.

Up to this year our annual survey has shown Hunter businesses lagging their national counterparts in doing business online. In 2014, just 57 per cent of Hunter businesses able to access the internet had a dedicated website, lower than the national figure for small businesses (64%).

This year is better, with the June 2015 results showing a significant jump in the number of internet-connected regional businesses with a dedicated website – up to 71 per cent, which brings the Hunter into line with the national figures.

More Hunter businesses are adopting smart phones, notebooks and laptops to engage their customers in 2015 and a higher proportion are now advertising and taking orders online.

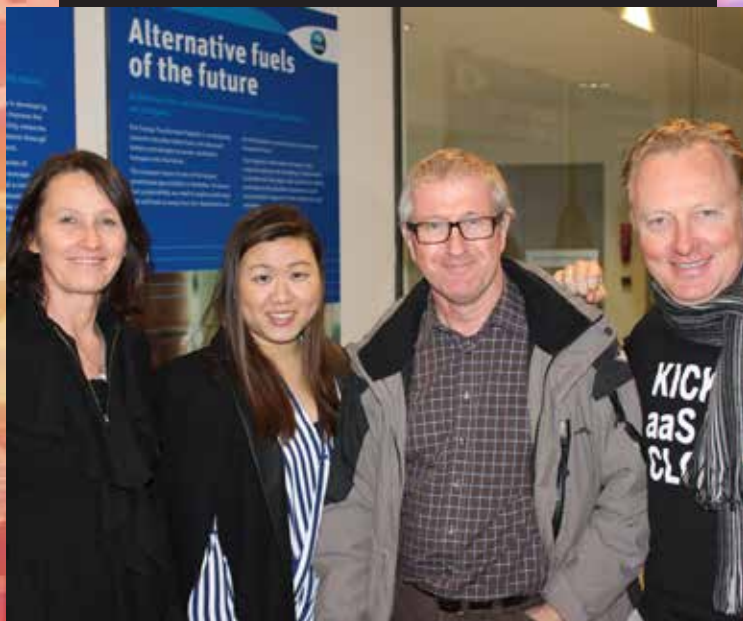
Half of the Hunter businesses surveyed this year were using social media to market their businesses, with this rate exceeding the national average for small to medium enterprises (SMEs).

While the results are better in 2015, we need to see the figures continue to trend upward.

National research indicates that digitally-engaged SMEs are more likely to be growing revenue, hiring staff and to have further plans to increase spending in ICT over the coming year.

If you, like some of our survey respondents, feel you don't have the time or resources in your business to engage online, you don't need to go it alone, with a growing number of businesses and consultants able to assist you to develop an achievable digital strategy. Consider it an investment in your future success rather than an expense.

Anthea Bill is a Senior Researcher for HRF and author of 2015 Hunter Region Businesses and Digital Technology report. Visit www.hrf.com.au to subscribe to see the full results



Dr Gunilla Burrowes - Chair at Eighteen04 Inc, Lisa Wu - Secretary at Eighteen04 Inc, Brian Hill - Digital Strategist at Laughing Mind, and Brendan Yell - Community Development Director, at Softlayer attending #NEWSTARTUP workshop

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BUSINESS TECHNOLOGY

Cloud accounting means better business

Allan McKeown
Prosperity Advisers

Cloud accounting is changing the way businesses plan for the future. This technology now allows you to view your financial information in real time. Non traditional sources of data are also now being made available to help businesses drive innovation and make better decisions sooner.

You and your advisers are able to spend less time on historical recording and more time helping you grow your business.

If you are running a business and you have not brought "the cloud" and the technology surrounding it into your life you are limiting the performance of your business. Right now, the cloud is still your strategic advantage. Very shortly, it will be your strategic necessity as the way the world works and collaborates fundamentally changes.

Cost equations in business will change forever. If you ever want to employ good young talent again, you better "get with it". More importantly, if you want more time to think and do the "real stuff" of business and life and cut the "administrative noise", the biggest selling point of cloud technology is the way it can better leverage your time.

The scale and speed of the change is so broad it can be hard to grasp. We all know cloud computing is "out there", most people have a "Dropbox" or similar tool these days, lots of people are promoting the benefits of cloud accounting systems like Xero and MYOB.

There is no turning back. We are in the very early days of a revolution that is not about big business. It is about extraordinary acceleration and cost control for small to medium business. It will change the world. Ignore it at your peril.

As a business adviser, I am astonished at the poor quality of business information that many business owners sometimes have to use to make decisions and manage their businesses. Often small and medium business does not have the money to spend on high capability finance and administration resources. Resources they do have to assist with admin are probably stretched, performing multiple functions. There is a built in "time lag" to having good information.

A cloud accounting system offers you the opportunity to "automate" a lot of this back end processing. Live bank feeds give your system daily live data, no need to wait for the paper bank statements or download them from the bank for a staff member to manage. Rules can be programmed to automatically and consistently process like transactions in the same way every time without human involvement (or human error!).

Banks have modified their electronic banking systems to allow you to attribute much better quality information tags to bank feed information which in turn allows the accounting system to do more with the bank data automatically than used to be the case. Dashboard reporting gives you a more accurate "moment in time" picture of how the business is performing.

But accounting is just one system. With services like Shoebox, you can direct your incoming invoices payable to a system that processes the invoices ready for approval for payment, scans and tags a PDF copy to be integrated with your accounting system or even gets synced with your filing system in OneNote. The days of



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At Prosperity our team are able to spend less time on historical recording and more time helping you to grow your business. Talk to one of our advisers today to see how Prosperity Predict can give you the edge.



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BUSINESS TECHNOLOGY

the mailroom, and indeed the physical filing cabinet, are numbered.

As author William Gibson, the man who invented the word "cyberspace", once said "the future is already here - it's just not very evenly distributed." Now is the right time - not just to implement a cloud accounting system - but to define the future of your business and get your neck out ahead of the competition.

For further information contact Prosperity Advisers Group on (02) 4907 7222, email mail@prosperityadvisers.com.au or visit www.prosperityadvisers.com.au



Allan McKeown is the CEO and Founder of Prosperity Advisers and has over 25 years' experience providing advice to a range of business clients. Prosperity Advisers is a Chartered Accounting and Financial Planning Advisory firm with 120 staff and offices in Sydney, Newcastle and Brisbane and is a Foundation member of the global Leading Edge Alliance.

DiG Festival 2015

The DiG Festival, to be held in Newcastle on 12 & 13 October, is intended to inform existing businesses and act as a catalyst for attracting a new generation of business and investment to the Hunter focused on clean, green and innovative business.

This year's theme is Digital Disruption and Transformation – How your Business can Survive & Thrive. A series of local and international presenters will detail their "war-stories", inspirational successes and cautionary failures, while structured workshops will introduce attendees to the tools, systems and knowledge their organisation needs to survive and thrive.

There will be a wide array of events, including:

- **Disruption and why it affects you**

Jesper Lowgren (Sweden): Transform from ordinary to extraordinary; Panel: Is Australia being left behind in the tech era?

- **How to manage change**

Gavin Heaton (Aus): Go disrupt yourself. The seven unbelievable rules for survival; **Paul Wallbank (Aus):** Future proofing your business – how to grab opportunities in a rapidly changing marketplace & workforce; **Craig Wilson (Aus):** Narrow & Deep – finding your business niche; **Brian Daly (Aus):** Weapons of mass disruption – How the tools of branding are now in everybody's hands

- **The new rules for managing people in your business**

Alison Michalk (Aus): Is work a place? Creating a company & culture without an office; **Rebecca Caroe (NZ):** Working with Millennials – should we adapt business practices for them?

- **21st century marketing**

Kit Seeborg (USA): The Disruption Resilience Toolbox – which tools are best for your marketing goals?;

Tracy McKelligott (AUS): Crisis Communications – How to manage the new 24/7 cycle; **Panel:** Blogging for Business; **Eve Mayer (USA):** When social media erupts; Workshop: Eve Mayer (USA) – The Social Media Business Equation

- **Building community for business**

Scott Yates (USA): How crowdsourcing can transform your business; Workshop: **Brian Hill (Aus):** Collaboration Practices

- **Systems and software to help transform your business**

Levi Saubrey (USA): Throw Away Your Servers – Finding an affordable IT infrastructure in the cloud; **Panel: Tech Agnosticism:** The machine no longer matters; Special Workshop: As selected by the audience – we solve your biggest business issues and challenges.

The DiG Festival will also include an exhibition of select organisations.

Early bird tickets are available up to 31 August.

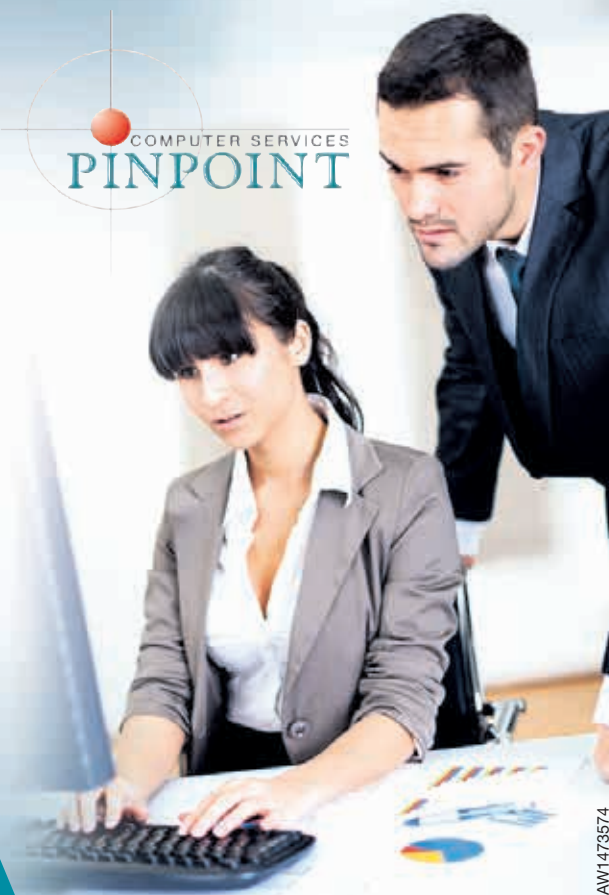
For the latest information on the DiG Festival, how to attend and sponsorship opportunities visit www.digfestival.com.au

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BUSINESS TECHNOLOGY

Avoid computer crash crisis with the ABC of computer maintenance

Chris Burgess
Imagine Now I.T.

You have a deadline looming in one hour and your computer freezes then crashes. Sound familiar? Computer maintenance is the last thing that most of us think about until IT issues stop us from meeting deadlines. The reality is that the crisis can often be avoided as much of your IT issues are caused by lack of maintenance.

So here is the ABC of computer maintenance to help you avoid computer crash crisis: Antivirus, Backup & Computer updates.

Antivirus: New viruses constantly emerge so it is important that you keep your antivirus up to date. Viruses can cause many IT issues including stealing personal information and decreasing productivity at home or work. The definitions within the anti-virus program keep your computer secure and if these definitions are outdated, your software won't recognise new viruses as threats.

Back up: Take a moment to think about what would happen to your business if you lost all of your files, or even just the files that have been created/updated in the past week. This is why you must have a reliable back up system. If you choose to back up onsite, make sure to store the files in more than one place, use external hard drives rather than CDs and ensure that this is stored in a secure place. If you are still using USB drives or tapes to back-up, or if you have no back up at all, it is time to switch to cloud back up. Many experts believe cloud storage is the most reliable backup solution because it is secure, fully customisable, cost-effective and easy to use.

Computer Updates: It is critical that Microsoft updates are completed to plug holes in the operating system and decrease

vulnerability to virus attacks and other harmful IT issues. This also ensures that programs are enhanced. You should also be sure to update Java, Adobe Reader, Firefox, Chrome and other applications to minimise the risk of exploitations and ensure you are not vulnerable to attack.

Implement the ABC of computer maintenance today so you can avoid a computer crash crisis.

For further information contact Imagine Now I.T. on (02) 4934 4966, email cloud@imagenowit.com.au or visit www.imagenowit.com.au.

Chris Burgess is the Managing Director of Imagine Now I.T. He is passionate about making everyday operations simpler through the use of innovative technology. As a Hunter Region business owner himself, he understands the nature of small business.



Workforce improvement system

Skildare has developed a powerful, cloud-based workforce improvement system that can transform individual and workplace performance without the administrative burden normally associated with the tasks.

Called deBa, the system is designed to ensure that:

- Every employee knows precisely what is expected from them in terms of behaviour and performance;
- Jobs are carried out in a standardised way following a 'best practice' process, honed over time and through experience;
- Team leaders talk to their team members in a positive manner every day about their behaviours and performance to reinforce good work habits and provide subtle adjustments where required;
- Employees develop good relationships with their team leaders and feel comfortable questioning or seeking clarification on any aspect of their work;
- A focus on continuous improvement and a culture of engaged employees is highly valued; and
- Simplified tracking of performance data, removing the burden of writing time consuming and often ineffective performance appraisals.

deBa's foundation is built on clarity, communication and simplicity. Clarity is achieved by ensuring all position descriptions (PDs) within an organisation are short, accurate and specific. To ensure consistency across the workforce, the position descriptions reference and are shaped by the organisation's values. The position descriptions are kept short by a reliance on 'best practice' procedures clearly articulated in policy and procedure manuals.

Regular, meaningful and honest two way communication between leaders and direct reports is essential to success. deBa facilitates positive, regular and behaviour-focussed conversations. These conversations encourage questions and clarification and include coaching, mentoring and encouragement whenever required.

The deBa workforce improvement system is easy to understand, easy to use, and easy to implement. deBa is quickly customised to each individual workplace by Skildare. The application contains each employee's simplified PD and individual performance plan, updatable at the touch of a button. Performance observations can be made by the team leader live and on the go, via mobile devices, and then recalled as needed. The observations and conversations are all managed, ensuring that the valuable data is collected, stored and available in any customisable format required.

The data stored within deBa can also be used by senior management as a powerful analytical tool, representing the live heartbeat of the organisation. Linked to organisational values, the data will be a leading indicator for a range of collective performance measures.

The advertisement for deBa features the company logo at the top, followed by the text 'PERFORMANCE MANAGEMENT IMPROVEMENT' where 'MANAGEMENT' is crossed out with a red line. Below this is a smartphone displaying the deBa app interface, which shows a list of tasks and performance metrics. To the right of the phone are three green circles containing the text: 'OPEN COMMUNICATION CHANNELS', 'ELIMINATE PAPERWORK', and 'SIMPLIFY AND IMPROVE!'. At the bottom left is the Skildare logo, and at the bottom right is the website address 'WWW.SKILDARE.COM.AU'.

BUSINESS TECHNOLOGY

Business benefits of Cloud Computing

Adam Bird
OAS Technology Group

So your IT department is coming to you and talking about "the cloud" and its many technical benefits; it's flexible, scalable and additional resource allocation is a snap. Plus you can take advantage of enterprise grade hardware and security not normally utilised by you as a SMB.

But what are the benefits to you as the business owner? Here are some features that a Cloud Computing solution can offer you – and still keep the IT guys happy!

1. Better use of resources - People are an organisation's biggest asset and cloud computing allows you to better utilise this asset. Cloud shifts accountability for IT hardware management from you to the cloud provider. This can offer greater efficiency and less operational issues, allowing your employees to spend time on other, more important activities.

2. Disaster Recovery - When companies start relying on cloud-based services, they no longer require complex disaster recovery plans. Cloud computing providers take care of most issues, and faster.

3. Teleworking – Being on a cloud service, you and your employees will have the opportunity to work from anywhere at any time, as long as you have internet access. For some businesses, this benefit has already shown cost savings. For example, with more and more employees working remotely, the need and cost for office space is reduced. In addition, the potential to offer employees flexible arrangements can improve work-life balance and boost productivity.



4. Environmentally friendly - Businesses using Cloud Computing only use the server space they need, which decreases their carbon footprint. This results in less energy consumption and carbon emissions than using on-site servers. Better for the environment and reduced energy costs for your business.

As you can see, there is much more to Cloud Computing than technology alone. The true power of Cloud is how the technology can benefit your business as a whole!

For further information contact OAS on (02) 4940 1800, email adam.bird@oas.com.au or visit www.oas.com.au

Adam Bird is the Business Development Manager at OAS Technology Group, a locally owned business that provides computer networks and cloud solutions to small and medium businesses in Newcastle, the Hunter Valley and on the Central Coast. With over 15 years' experience in the IT industry, Adam enjoys helping businesses discover efficiency gains through the use of technology and possesses his Masters of Business Administration through Southern Cross University.



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Jim gets pulled over by police, "Step out of the car" says the cop, "I am going to need you to take a breathalyzer test."

"I can't," Jim says "I have very bad asthma, that can set off an attack."

"Alright," says the cop, "then you're going to have to take a blood test."

"Can't do that either," Jim replies, "I am a haemophiliac, if a wound is opened, I won't stop bleeding, and I could bleed to death."

"Ok," the cop answers "then I will need a urine sample."

"Sorry," says Jim "I also have diabetes, and that could push my sugar count really low."

"Fine, so just come on out, and walk a straight line for me."

"I can't do that either," responds Jim.

"Why not?" asked the cop.

"Well, because I'm drunk and could go to jail!"

Clyde and Orville want to get away from the farm and see the world.

One day Clyde says to Orville, "You know, we could make a lot of money running our own bungee-jumping service in Mexico." Orville thinks this is a great idea, so the two pool their money and buy everything they'll need - a tower, an elastic cord, insurance, etc. They travel to Mexico and begin to set up on the square.

As they are constructing the tower, a crowd begins to assemble. Slowly, more and more people gather, and Clyde decides to jump first. He bounces at the end of the cord, and when he comes back up, Orville notices that he has a few cuts and scratches. Unfortunately, Orville isn't able to catch him.

Clyde falls again, bounces and comes back up. This time, he is bruised and bleeding. Again, Orville just misses him and Clyde falls.

This time, when he bounces back he's pretty messed up with a couple of broken bones and is almost unconscious.

Luckily, Orville catches him this time and says, "What happened? Was the cord too long?"

And Clyde says, "No, the cord was fine. What in the world is a 'pinata'?"

A Texas farmer goes to Australia for a vacation. There he meets an Aussie farmer and gets to talking. The Aussie shows off his big wheat field and the Texan says, "Pshaw! We have wheat fields that are at least twice as big as that!"

Then they walk around the ranch a little and the Aussie shows off his herd of cattle. The Texan immediately says, "We have longhorns that are at least twice as big as your cows!"

The conversation has almost died when the Texan sees a herd of kangaroos hopping through the field. He gulps and says, "What are those?"

The Aussie replies with an incredulous look, "Don't you have any grasshoppers in Texas?"

An old man in Sydney calls his son in Perth and says, "I hate to ruin your day, but I have to tell you that your mother and I are divorcing, 45 years of misery is enough."

"Pop, what are you talking about?" the son screams.

"We can't stand the sight of each other any longer" the old man said. "We're sick and tired of each other, and I'm sick of talking about this, so you call your sister in Melbourne and tell her." And he hangs up.

Frantic, the son calls his sister, who explodes on the phone. "There's no way they're getting a divorce," she shouts. "I'll take care of this."

She calls Sydney immediately, and screams at the old man, "You are NOT getting divorced! Don't do a single thing until I get there. I'm calling my brother back and we'll both be there tomorrow. Until then don't do a thing, DO YOU HEAR ME?" And she hangs up.

The old man hangs up his phone and turns to his wife, smiling. "Great," he says, "they're coming home for Christmas AND paying their own way!!"

A lady lost her handbag in the bustle of Christmas shopping. It was found by an honest little boy and returned to her.

Looking in her purse, she commented, "That's funny. When I lost my bag there was a \$100 bill in it. Now there are 20 \$5 bills."

The boy quickly replied, "That's right, lady. The last time I found a lady's purse, she didn't have any change for a reward."

QUOTE OF THE MONTH

"The first rule of any technology used in a business is that automation applied to an efficient operation will magnify the efficiency. The second is that automation applied to an inefficient operation will magnify the inefficiency."

- Bill Gates

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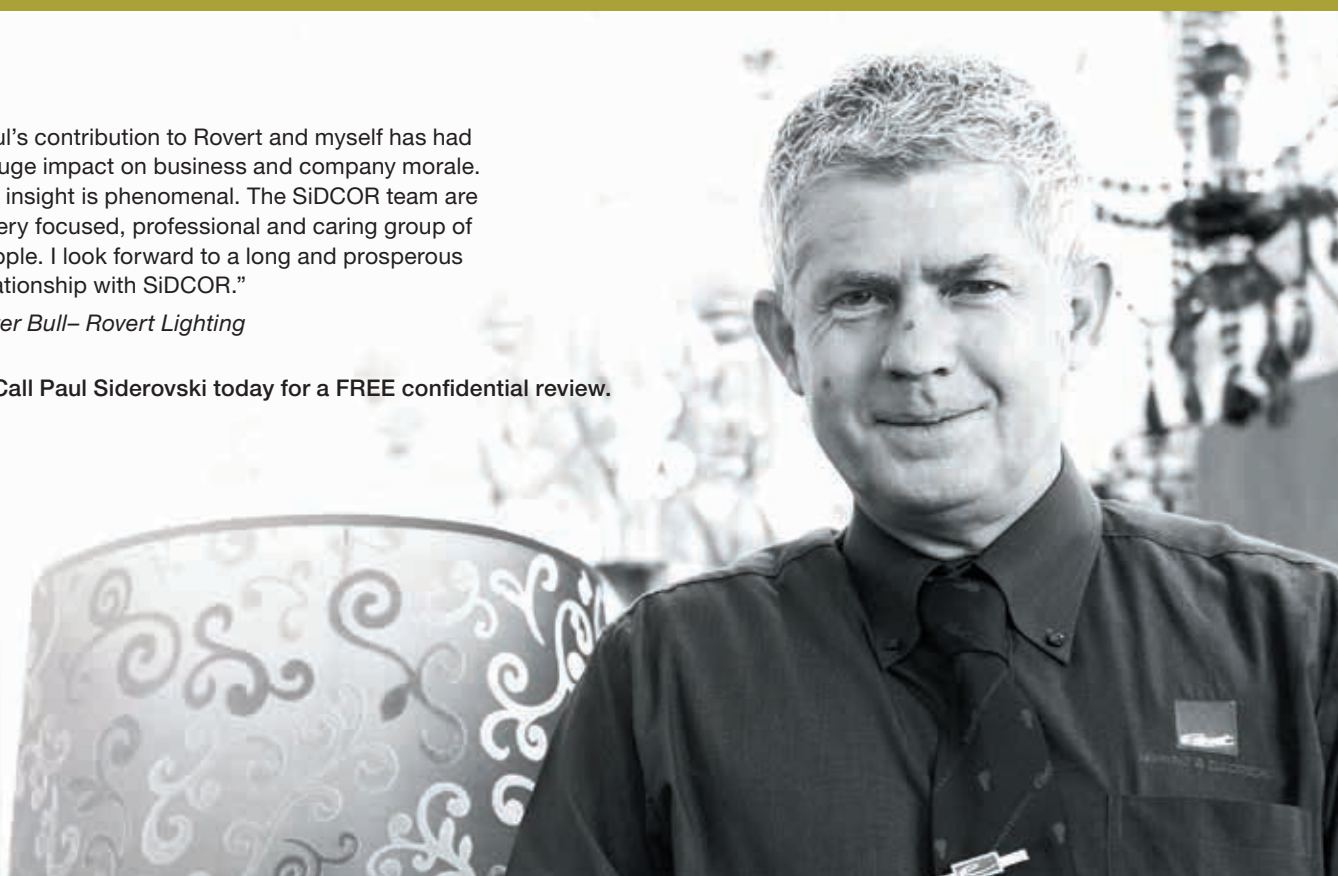
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