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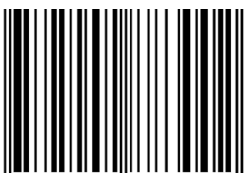
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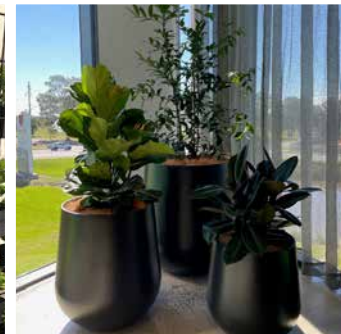


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# From the Editor



With the NSW election out of the way, the new Government faces a number of pressing issues including higher inflation, an energy market in transition, rapidly rising interest rates, skills shortages and a changing industrial relations landscape.

It is not the easiest environment for a new NSW Government and its actions in coming months and years will have a major impact on the economic prosperity of Australia's most populous state and largest state economy.

Whilst many, including some NSW politicians, will argue that some of these are Federal issues, the NSW Government cannot ignore its impact on all the issues facing its people and businesses. To do otherwise is a cop out and disservice to our state.

During the election campaign there were not many big-ticket policies proposed by either side of politics for the Hunter, perhaps partly due to the fact that our seats are largely safe.

There was little if any discussion of the Newcastle Airport and the Williamstown precinct, the Port of Newcastle and its continued growth including as a container terminal, Hunter Park at Broadmeadow, the John Hunter Health and Innovation Precinct and other major local economic drivers.

We hope this will not be a reflection on the next term of Government. The Hunter is a huge economic driver of the state economy and ignoring its contribution and further potential would be a missed economic opportunity for everyone in NSW.

One major policy that was announced with particular relevance to the Hunter was the establishment of Manufacturing Centres of Excellence in the Hunter, as well as Western Sydney and the Illawarra. These are designed to train and upskill around 1,000 students a year to help provide the skilled workforce required.

Manufacturing has long been a vital part of the Hunter economy and is important for many reasons. Manufacturing is a major employer and skill trainer. As well as being an excellent direct wealth creator, its indirect contribution to the economy is immense, with one of the highest multiplier effects.

Recent times and increased international uncertainties have also highlighted the importance of having local manufacturing capacities to secure supply chains and make us less reliant upon foreign countries and their decisions.

We look forward to the establishment of the Hunter Centre of Excellence and hope that the new Government will not only recognise the importance of the Hunter but also actively support its continued growth.

**Garry Hardie**  
**Editor and Publisher**

## Planning a business FUNCTION?

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[www.hbrmag.com.au/2022-hunter-business-function-guide](http://www.hbrmag.com.au/2022-hunter-business-function-guide)



## Bekaert celebrates 100 years

Bekaert Australia (recently rebranded from Bridon-Bekaert Ropes Group) is celebrating 100 years of operations this year and holds a prominent place in the nation's and the Newcastle region's history.

Since 1923, the company's story has been characterised by resilience, creating opportunities, innovating and investing in its products and people.

Australian Manager, Steven Hennessey said, "Over the past century, the company has faced global economic challenges and depressions, world war, and threats from international competition. However, the business has continued to innovate and is an integral member of a major global enterprise."

Bekaert began as Australian Wire Rope Works in 1923 in Newcastle through an association between BHP and four leading rope manufacturers in Great Britain. A site was selected at 2 George Street, Mayfield in Newcastle, and a state-of-the-art factory was built.

Over its history, the ownership of the company has evolved through mergers and acquisitions, culminating in the purchase by Bekaert in 2015. Bekaert's operations in Newcastle produce a range of industry-critical, specialised wire rope products for a range of industries including mining, construction, oil and gas, and barrier rope for road safety.

The company survived the Great Depression and was an important provider of supplies during the Second World War. The company diverted 90% of its production to supply all Australia's defence needs for wire ropes. These vital products included steel wire for submarine nets and harbour booms to defend Sydney Harbour, wire for special kites to protect ships from dive bombers and cables for underwater mines. A capability that attracted the attention of the Japanese who targeted the steelworks in Newcastle in June 1942 when the Japanese submarine I-21 fired 34 shells from its 5.5-inch gun, before the guns at Fort Scratchley returned fire.



*Bekaert-Katoomba Skyway*

The company has employed and trained thousands of men and women from the Hunter Valley region. "For a century, the commitment and skill of our work force has been our company's greatest asset. We are immensely proud to say our products are 'Australian made', as we have for 100 years now," Steven Hennessey said.

Bekaert Australia's centenary celebrations have commenced including special events dedicated to employees, retired employees and key stakeholders, and a special commemorative plaque to mark the occasion was unveiled by Newcastle's Lord Mayor, Nuatali Nelmes, Newcastle State MP, Tim Crakanthorp, and Newcastle Federal MP, Sharon Claydon, at Bekaert's Mayfield factory on 16 March 2023.

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## Newcastle shines as host destination for business tourism

Newcastle has won the right to host two large scale business events this October, with more than 500 delegates expected to descend on the city injecting more than \$1.6 million into the local visitor economy.

Newcastle vied against 30 other destinations in a competitive bid process to secure the highly-coveted 2023 Australian Regional Tourism convention at City Hall from 10-12 October, and will welcome the nation's best town planners for the Planning Institute of Australia's regional conference from 19-21 October.

Lord Mayor Nuatali Nelmes welcomed the reprisal of large-scale business events in 2023, as part of a strategic push to capture more of the lucrative business events market, which contributed over \$10.4 billion annually to the NSW economy, prior to the pandemic.

"Securing both business events is welcome news for our city, with business events proven to be a significant contributor to Newcastle's visitor economy, boosting the tourism and hospitality sectors," Cr Nelmes said.

"These two events, which are expected to generate approximately 3,000 room nights for local hotels and deliver more than \$1.6 million in economic benefit, are the latest in a long list of major conferences headed to Newcastle this year to reinvigorate the local business events sector following several COVID-impacted years.

"Newcastle offers broad appeal as a host destination for large-scale business events, with world-class conferencing and meeting facilities as well as a range of quality accommodation options including luxury hotels The Kingsley and QT Newcastle.

"Newcastle's potential to host future large-scale international events is just gearing up with a major expansion of Newcastle Airport underway to enable direct flights between Newcastle and

destinations in Asia, the Middle East and the Americas."

Cr Nelmes said City of Newcastle is strategically focussed on increasing business tourism through the Newcastle Destination Management Plan.

"Of the 5.1 million visitors welcomed to Newcastle in 2019, business travellers represented 22% of both domestic and international overnight stays, with hotel occupancy levels consistently averaging 80% mid-week," Cr Nelmes said.

"Tourism Australia research indicates that business travellers spend 74% more per night on average compared to leisure visitors, making business events a very lucrative market segment."



Construction began in March on a major redevelopment of the Passmore Oval Wickham grandstand, delivering dedicated female changerooms, improved disability access and new community function areas.

The \$2.35 million project is a collaboration between City of Newcastle (CN) and the Hamilton Hawks Rugby Union Club, which successfully applied for \$1 million from the NSW Government under the Greater Cities Sport Facility Fund.

It will include a new two-storey building constructed at the back of the existing grandstand, which will deliver accessible sports facilities and viewing for both Passmore Oval and its adjacent Hawkins Oval.

Newcastle Lord Mayor Nuatali Nelmes said the extension and upgrade of the grandstand will set an inclusive benchmark for Newcastle's sporting facilities.

"City of Newcastle is committed to making our city more liveable and inclusive for all people," Cr Nelmes said.

"This project will deliver dedicated female changerooms to cater for the growing number of women and girls playing rugby union and cricket in Newcastle.

"It will also ensure the spectator facilities meet the needs of all members of our community, with lift access and amenities that will enhance the comfort and experience for people with a disability visiting the Wickham Park sporting complex."

Councillor Peta Winney-Baartz said the project aligns with the recommendations in CN's Strategic Sports Plan for the wider Wickham Park precinct and would provide a great outcome for all its user groups including the Hamilton Hawks, Hamilton Wickham District Cricket Club and the Newcastle District Cricket Association.


"We have worked collaboratively with the Hamilton Hawks Rugby Union Club to bring long-held ambitions for the upgrade of this facility to life with a design created by EJE Architecture that will ensure both Passmore and Hawkins Ovals can be enjoyed by everyone in our community," Cr Winney-Baartz said.

Specially designed female dressing rooms for both the home and away teams will be housed on the ground floor of the new building, along with a shared exercise and training area and storage rooms.


Amenities for people with a disability will be included on both levels of the building, while a lift will ensure the facility is fully accessible. The upper level will feature a community room, a kitchen area for food and drinks service and a balcony overlooking Hawkins Oval.

The existing grandstand will also include a new community meeting room and viewing space for wheelchair users overlooking Passmore Oval.

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## Maitland City Council calls for input on future use of former administration building

Maitland City Council is calling for ideas from the community and proposals from interested parties to help guide the future of its former Administration Building at 285 High Street, Maitland. With more than 1,500 square metres of floor space across three floors, there is ample opportunity for several different types of potential reuse to help Council activate the east end of Central Maitland. Built in the early 1980s, the site is ideally placed at the east end of Maitland's High Street, close to local transport links, Maitland Regional Art Gallery, Town Hall, and the Regional Sports Complex.

The building now lies dormant following Council's move into the new Maitland Administration Centre at the other end of the block and presents an attractive opportunity for reactivation. General Manager, David Evans said Council recognises the range of potential benefits to the community and wants suggestions on future use before determining the next steps.

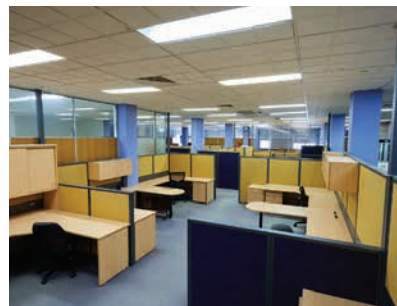
"There are two main goals of this process: to help Council better understand what the community wants to see here and understand what level of community and commercial interest there is in adaptive reuse of the site," Mr Evans said.

"We know there are some community members who have strong views about what we could do with the former Administration Building, and this is their chance to let us know what they think is perfect for this site.

"Whether it's a community group reactivating the site, a commercial endeavour, accommodation, hospitality, or anything in between, we're keen to consider all options to make sure we get the best outcome for the Maitland community and the precinct."



At the end of the expression of interest process, Council officers will prepare a report for the elected Council to decide the next steps in the reuse process, anticipated to be around mid 2023.



## MAITLAND CITY COUNCIL CALLS FOR INPUT ON FUTURE USE OF FORMER ADMINISTRATION BUILDING

The former Administration Building is strategically located in the heart of Central Maitland. With a projected population of 144,500 by 2041, Maitland is New South Wales' fastest growing city outside of Sydney. Council is looking for proposals from interested community and commercial groups to reactivate this currently vacant site to meet the growing city's needs.

With more than 1,600 square metres of floor space across three floors, there is ample opportunity for several different types of potential reuse to help Council activate the east end of Central Maitland. Built in the early 1980s, the site is ideally placed at the east end of Maitland's High Street, close to local transport links, Maitland Regional Art Gallery, Town Hall, and the Regional Sports Complex.

To take a look inside the former Administration Building, have your say or offer up a high level proposal for the reuse of the site, scan the QR code by 30 April.



## Innovative trial by Hunter Water

Hunter Water is participating in a trial of CSIRO's AquaWatch Australia Mission to deliver a 24/7 online information service that monitors water quality in various waterways around Australia, including two sites within the Lower Hunter's Grahamstown water supply system.

AquaWatch combines an extensive network of Earth observation satellites with ground-based sensors, modelling and advanced analytics to provide close to real-time updates and facilitate improved management of waterways. The AquaWatch project aims to protect drinking water reservoirs, recreational waterways and critical ecosystems such as the Great Barrier Reef.

Hunter Water Acting Group Manager Water Operations, Dr Abigail Morrow, said Hunter Water was excited to be involved.

"Today marks World Water Day and what better way to celebrate this occasion than announcing our partnership with Australia's national science agency, CSIRO for this innovative water quality trial.

"We're one of several water utilities, research and government groups from across Australia taking part, with Grahamstown Dam and the Williams River the focus locations for the trial locally.

"We've deployed an ultra-high-resolution camera in Grahamstown Dam to calibrate the satellite data, which will give us a clearer picture of water quality in the dam.

"Rather than relying on weekly samples collected at discrete points, we will have a daily assessment of water quality across the entire 180 GL, 28 sqkm dam, which will help to safeguard our drinking water through early warnings of potential water quality issues.

"We're committed to continuously improving the way we do things. In future, this technology has the potential to inform how we pump water into the dam from the Williams River, helping us to continue to protect water quality and provide a safe and secure water supply for the region," said Dr Morrow.

AquaWatch involves government, industry and research bodies collaborating to boost Australia's capability in earth observation and aquatic environmental monitoring and management.

The trial has extended to locations in India, USA, Malaysia, Chile, Colombia, Vietnam and Indonesia.

The ultra high-resolution camera on Grahamstown Dam.



## \$42m tender awarded for Hunter Sports Centre expansion

Australian-owned construction firm, Grindley, has been awarded a \$42 million contract to build the expanded Hunter Sports Centre at Glendale.

The expansion, which began with the recent opening of a new warm-up track at the regional facility, will continue this year with Grindley chosen to build a new athlete testing facility, sport and community centre and NSW Trampoline Centre of Excellence, paving the way for the centre to host national and international sporting events. The upgrade is expected to create 100 direct and indirect jobs during construction and generate \$16 million in flow-on benefits to the local economy.

The three-storey, 4500 sqm sport and community centre will feature large multi-purpose and function rooms alongside new health and fitness facilities. Works will also improve access and create additional parking for the 570,000 visitors expected to visit the upgraded Hunter Sports Centre every year.

The Australian Government has committed \$10 million to the sports and community centre expansion. Its Local Roads and Community Infrastructure (LRCI) program has provided \$960,000 for the Hunter Sports Centre warm-up track extension. The LRCI program supports local councils to deliver priority local road and community infrastructure projects across Australia.

Grindley will also build the new NSW Trampoline Centre of Excellence, which will boast a 1300 sqm arena with 12 trampolines and grandstand seating for up to 400 spectators.

The NSW Government has committed \$12.5 million to deliver the NSW Trampoline Centre of Excellence through its Centre of Excellence Fund, as well as \$1 million to the warm-up track and athlete testing facility through the Regional Sports Facility Fund.

The upgrade of Hunter Sports Centre is expected to be completed by late 2024.

## Strong global demand delivering more coal mining jobs for NSW



Strong global demand for NSW coal from traditional and developing export markets has delivered more coal mining jobs across NSW, with coal mining job numbers returning to levels not seen since 2012.

The latest data from Coal Services Pty Ltd shows that there were 23,850 direct coal mining jobs in NSW in December 2022, the highest end of year result since 2012.

The data also shows that in the Hunter - NSW's largest coal mining region - there were 14,382 coal mining jobs in December 2022. This is the highest end-of-year result in eight years, notwithstanding a slightly higher result in October 2022.

In July 2014, coal mining jobs in the Hunter were just over 14,000. However by December 2014, coal mining job numbers in the Hunter had fallen to just over 12,600 due to a market downturn.

NSW Minerals Council CEO, Stephen Galilee said the recovery in coal mining jobs in NSW was a sign of the ongoing importance and resilience of the NSW coal sector.

"With the state election only days away, the growth in coal mining jobs across NSW in recent years shows the ongoing strength of the industry, and the need to ensure mining communities are supported," Mr Galilee said.

"In addition to these nearly 24,000 coal mining jobs, the industry also supports the jobs of thousands more people in around 7,000 local businesses in NSW that supply our mining operations."



## Ampcontrol partners with schools outreach program to boost women in STEM industries

Strengthening its commitment to providing a diverse workforce and the next generation of innovators, Ampcontrol has announced its sponsorship of Hunter-based industry schools outreach program HunterWiSE.

HunterWiSE is an initiative for women and girls in science, technology, engineering and mathematics (STEM) aimed to positively impact perceptions of STEM careers amongst school-aged girls to increase overall participation by women.

According to the Australian Government Department of Industry, Science and Resources The state of STEM gender equity in 2022, released 23 September 2022, women only make up 27% of the workforce across all STEM industries. In the past 12 months, Ampcontrol has seen a 24.1% increase in female employees within its global workforce.

"Ampcontrol is serious about creating diverse teams with women an important and integral part of the vibrant engineering and technology world. We recognise the need to engage students at an early stage in their learning before they reach their final years in school. There are a number of career pathways we offer at Ampcontrol, and we have strong ties with local schools and The University of Newcastle to get young people excited by a career in STEM. We believe it's vitally important for industry and education to work together," said Mikhaila Halford, Ampcontrol Capability Development Manager.

"Our involvement in the HunterWiSE Program will allow Ampcontrol to partner with students from a local school, where

we can provide mentoring and support to inspire young women to pursue a career in engineering."

Professor Anna Giacomini is a co-founder of HunterWiSE. She is also the Director of the University of Newcastle's Priority Research Centre for Geotechnical Science and Engineering. She recognises that the success of HunterWiSE initiatives is due in part to the contributions of industry partners, who provide opportunities for students to learn about and explore a wide range of STEM careers.

Announcing the sponsorship at an International Women's Day breakfast attended by over 100 Ampcontrol employees in Newcastle, special guest Professor Anna Giacomini said "If you don't show that these options are available career paths early enough to allow them to choose relevant subjects, it will be too late. It's why our HunterWiSE Schools Outreach 10-week program targets female students in Year 8."

HunterWiSE features two interlinked actions to increase the number of girls and women participating in STEM: a 10-week targeted school outreach program, and a series of networking events across the Hunter for STEM professionals. This approach is designed to steer women toward STEM, and encourage their retention in the STEM pipeline. HunterWiSE students will work in small groups to identify an issue in their local community and then develop a STEM-based solution to the problem. As an industry partner, Ampcontrol will invite students to tour facilities and see STEM careers in action, with the opportunity to engage directly with students in their classroom to share STEM expertise and insights.

Since the pilot program, HunterWiSE has grown and will this year reach students from 11 schools within the Hunter region. It was first launched in 2017 by a team of passionate female academics from STEM disciplines at the University of Newcastle.

*Ampcontrol Employees at IWD Breakfast.*



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## Boscawen Street Bridge set for replacement

City of Newcastle is moving forward with the next stage of its \$20.7 million commitment to reduce the risk of flooding in the Wallsend CBD. Councillors unanimously awarded the contract to replace the Boscawen Street Bridge to Quickway Constructions Pty Ltd, which is one of the key elements of the Ironbark Creek Flood Mitigation Plan.

Quickway has constructed roads and bridges for some of the largest infrastructure projects in NSW and Australia in recent years including the M4, the M5, the Ballina Bypass and the Pacific Highway upgrade between Woolgoolga and Ballina.

Construction is expected to begin mid-year on the \$5 million project, which will increase the height of the bridge deck and double its span up to 24 metres to accommodate Hunter Water's future widening of the stormwater channel it owns.

Flood modelling which has been seen and supported by Hunter Water shows that the only way to significantly reduce the likelihood of flooding in the Wallsend CBD is through the widening of the stormwater channel, which is owned by Hunter Water on behalf of the NSW Government.

The benefits of the new Boscawen Street Bridge will extend beyond flood mitigation measures, delivering a safer and more visually attractive link in the road network between Federal Park and the CBD, as well as enhanced connectivity for cyclists and pedestrians via a new shared pathway.

It will also pave the way for City of Newcastle's planned program of traffic improvements and amenity upgrades to the Wallsend town centre, which will support businesses and residents in this growing western suburb.

*Councillor Callum Pull, Lord Mayor Nuatali Nelmes, Councillor Elizabeth Adamczyk and former Councillor Jason Dunn with one of the artist's impressions of the new Boscawen Street Bridge, which is being replaced as part of flood mitigation works in Wallsend.*



## \$12 million in road repairs for Port Stephens

Kate Washington, Member for Port Stephens announced almost \$12 million in funding to repair and upgrade Port Stephens roads.

Facilities and Services Group Manager Greg Kable said fixing the Port Stephens road networks continues to be a priority for Council and the community.

"This announcement is great news for Port Stephens – the repair and rehabilitation of our roads can't be funded by Council alone – we need the support of our State Government to help us fast track repairs and ensure our roads are safe," Mr Kable said.

Over the past year, Council has secured over \$5 million in grant funds to support the repair of potholes and road damage from recent storm events.

Following the last round of grant funding, Council has begun the first stage of road repairs to Rookes Road, Salt Ash.

"We've had a huge amount of damage to our road network over the past 2 years and Rookes Road was one of our worst," said Mr Kable.

"Last week we started a heavy patching and rehabilitation program on Rookes Road, along with some minor drainage works.

"There'll be some impact on residents and road users during these works which will see the top section of the road removed, repairs made to the damaged material and a 2 part bitumen seal," he added.

Council has confirmed that other funding recently received is supporting other projects such as the \$2.4 million upgrade to Avenue of the Allies, Tanilba Bay to improve safety and reliability.

Mayor Ryan Palmer said it's great to see funding commitments for road repairs and rehabilitation in Port Stephens.

"A high quality road network not only increases safety, it reduces congestion and helps improve connections by allowing the community to move around our region more effectively," Mayor Palmer said.

"We know it's been a tough wait for the residents who use this Rookes Road – we appreciate their patience and although this first lot of works won't fix everything, we know it's a start," he added.

## Major work starts on Newcastle bypass

Major construction is commencing on the fifth section of the Newcastle Inner City Bypass, from Rankin Park to Jesmond.

Transport for NSW Regional Director North Anna Zycki said the \$450 million joint-funded project would transform travel for commuters and visitors to the city.

"This project will deliver the 'missing link' of the bypass between Rankin Park and Jesmond, meaning a faster, safer commute for locals who will be able to bypass 11 sets of traffic lights along this notorious stretch of road," Ms Zycki said.

Once the 3.4-kilometre bypass is complete, commuters will benefit from a reduction of up to 80% on travel times during the morning and afternoon peaks, bypassing 11 sets of traffic lights between Rankin Park and Jesmond. The Newcastle Inner City Bypass has been designed to provide traffic relief to the surrounding road network by removing up to 30,000 vehicles each day from Lookout Road, Croudace Street and Newcastle Road.

Transport for NSW is working closely with NSW Health to ensure the project aligns with work on the John Hunter Health Innovation Precinct and to provide a second access road to the hospital campus.

Early work and site establishment has been underway in recent months and Fulton Hogan Construction Pty Ltd is starting main construction of the bypass.

The \$450 million project is jointly funded on an 80:20 basis by the Australian Government and New South Wales Government, and will support up to 900 jobs during construction. The project is expected to open to traffic in 2025.





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# HunterNet Chairman's Awards

The 2023 HunterNet Chairman's Awards Dinner was held at the Merewether Surfhouse on 17 March in the presence of hundreds of industry representatives.

HunterNet's premier event for the year, the Chairman's Awards have been held every year since 1992 to recognise the contributions of HunterNet members, as well as the hard work of apprentices and trainees employed by HunterNet Career Connections.

The winners of this year's awards are as follows.

## HUNTERNET CO-OPERATIVE AWARD WINNERS

### Export Award Winner – Design and Industry

(sponsor: Hedweld Group of Companies)

It could be said that the team at D+I are rock stars in the industrial design market. With 40% of revenue derived from exports, D+I contracts include ivy league medical research names familiar to many, HunterNet is proud to have D+I as a highly active member and we all look forward to learning more on the various innovative designs that D+I are performing for household names overseas.

### Rod Murphy Innovation Award Winner – 3ME

(sponsor: R&R Murphy)

Delivering breakthrough technologies in energy storage, 3ME is a recognised change agent in the way mining operations are navigating their way to sustainability. 3ME Technology's Bladevolt lithium-ion battery's modular design, scalability, designed to

meet the toughest safety standards for the mining sector, have elevated 3ME as the standout amongst eight competing solutions around the world for the Charge On Innovation Challenge launched by BHP, Rio Tinto and Vale in 2021. 3ME is proving a real enabler for transition to a cleantech world.

### Chairman's Business Award for Excellence in WHS Winner – Hammersley (sponsor: AGL)

Since 1972, Hammersley Products Australia has been expertly formulating specialty chemicals, purpose-built to achieve superior results for clients. With strict criteria to deliver exceptional performance, efficiency and safety, they manufacture a comprehensive range of chemicals for a variety of industries that include, but are not limited to, mining, heavy industry, hospitals, automotive, transport, agricultural, engineering, primary industry, food processing, institutions, laundries and restaurants.

### Networking Award Winner – Frank Kraft

(sponsor: Chandler Macleod)

Frank has been a regular to the General Members Meetings as well as to many of HunterNet's industry and business services forums. Many would recognise Frank for his curiosity and penchant to ask many questions. He has also on occasion sought to introduce people amongst the network that has potential to benefit existing members. Frank is generous of time and a highly engaged person with what is going on in the region and nationally.

### Harvey Knox Award Winner – Merran Wiggins

(sponsor: Port Waratah Coal Services)

The Harvey Knox Award recognises an individual who has shown ongoing support to HunterNet and has helped shape its continuing achievements. Merran is HunterNet's go to person for everything events. She has been a stalwart and massive supporter of all things HunterNet for a long time. She has been the driving force for key events and platforms including but not limited to the Hunter Defence Conference and the HunterNet Future Leaders Platform.

### HunterNet Co-Operative's Member of the Year Award Winner – Ampcontrol

Ampcontrol delivers integrated electrical, electronic and control solutions to improve safety and efficiency in mining, renewable, infrastructure and industrial applications. What sets them apart is their ability to engineer unique solutions that deliver on both performance and reliability. To achieve this, they work in partnership with customers, lending their electrical engineering expertise to their operational challenges. They provide massive support to HunterNet both in advocacy and attendance at events and have been one of the significant supporters of the Future Leaders Platform.

## HUNTERNET CAREER CONNECTIONS AWARD WINNERS

### Outstanding Achiever Award: 1st Year Apprentice Winner – Tasmyn Fellows – IRS (sponsor: Verto)

(sponsor: Verto)

Tasmyn is a 1st year Mechanical Fitter Apprentice hosted by Integrated Reliability Solutions. She has been recognised as someone who will go the extra mile to complete jobs at a high standard. She has an incredible memory and is always on top of her work no matter how challenging. Tasmyn has a great work ethic and has really impressed the GM.

### Outstanding Achiever Award: 2nd Year Apprentice Winner – Jye Macpherson – DSI Underground

(sponsor: Hunter Defence)

Jye is a 2nd year Electrical Apprentice hosted by DSI Underground. He has excelled in his learning and skills built over the past 2 years at DSI. His ability to adapt and retain technical knowledge across complex production lines has developed rapidly. Jye has a fantastic attitude and work ethic and has proved himself to be an ideal apprentice.

## Berendsen congratulate Luke Wood

Winner - Trainee Award for Excellence in Safety

Congratulations Luke, on your recent win at the HunterNet Chairman's Awards!

At Berendsen, we are extremely proud to have you as a part of our Newcastle team, and we commend you for your exceptional work and dedication to safety.

As a local Newcastle business, Berendsen are committed to supporting emerging talent, as well as our local community and valued customers.

Luke's contributions to our team have been invaluable, and we are delighted to see him recognised for his hard work and achievements.



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### Outstanding Achiever Award: 3rd Year Apprentice Winner – Daisy Ford – BAE Systems

(sponsor: Newcastle Office Interiors)

Daisy is a 3rd Year Aircraft Maintenance Engineer hosted at BAE Systems. She has displayed excellent resilience throughout her apprenticeship and continues to exceed expectations. She is well respected and trusted amongst her peers and continues to demonstrate the motivation to learn and develop her skills. Daisy is described as an inspiration to upcoming female apprentices and completes tasks well beyond her trade level.

### Trainee of the Year Award – Dual Winners Logan Hodge – BlueZone and Tarnisha Winsor – Hedweld (sponsor: Thales)

Logan completed his Traineeship in Certificate III in Engineering – Technical hosted at BlueZone Group. Logan's host said that he participates in the daily stand-up meetings including the safety issues list. He completed all BlueZone Group reading and training in a timely manner. Logan has his sea legs and has supported sea trials. Logan was confident and well-spoken in the HunterNet traineeship videos.

Tarnisha is completing her Traineeship in Certificate IV in Business at Hedweld Group of Companies. Tarnisha's host said she has successfully built strong relationships with other departments to ensure that the customer needs are met in a timely manner. Her capabilities are end-to-end which is an asset to the whole team. Tarnisha is a conscientious, friendly and helpful person. She is easy to work with and contributes to team processes.

### Trainee Award for Excellence in Safety – Luke Wood – Berendsen Fluid Power (sponsor: AON Apprentice)

Luke is completing his Engineering – Mechanical Certificate III at Berendsen Fluid Power and is already showing very positive signs to becoming a high quality tradesman. Luke nomination from Berendsen Fluid Power was a stand-out in Safety with his committed attitude to Safety and completion of Take 5's being outstanding. It was noted on the nomination form that if there were more "Luke's" on offer, Berendsen would take then all.

### Women in Trade Award Winner – Nicole Clifton – Rexnord (sponsor: Westrac)

Nicole is completing her Certificate III in Engineering – Mechanical Trade hosted at Regal Rexnord Australia. Nicole's host said she has recently completed her very first and complete gearbox rebuild, including the clean and repair component. Nicole could be described as patient and particular. She is multi skilled and brings a new and welcomed element to the business. The whole workshop vibe and culture has changed for the better having Nicole. Nicole has a tremendous thirst for knowledge and drive which pushes others to better themselves.

### Ivan Randon Award Winner – Mitchell Bird – Gencom (sponsor: DSI Underground)

This award recognises fourth year apprentices who have excelled in their trade to become ambassador for vocational training. Mitchell completed his Apprenticeship in Certificate III in Electronics and Communications hosted at Gencom. Mitchell's host company said Mitchell is a highly capable radio technician with a strong understanding of radio technology and an impressive set of technical skills. Mitchell brings attention to detail, safety focus, and communication skills. Mitchell was outstanding as an apprentice due to his enthusiasm, dedication, and commitment to learning.

### Host Company of the Year – DSI Underground

DSI has shown long standing commitment to ongoing intake of apprentices. DSI not only focuses on apprentices, but also welcomes Year 11 students to facilitate two-year school-based Trainees this year. They are a big supporter of HunterNet pre-apprenticeship programs and welcomed 15 students late last year



Luke Wood of Berendsen Fluid Power, winner of the Trainee Award for Excellence in Safety



Host Company of the Year – DSI Underground

to facilitate work experience and training. DSI is committed to apprentice intake every year as they understand the importance and significance of the apprenticeship model for consistent production and long-term sustainability. In 2023 DSI has grown its apprenticeship base into another state, and HunterNet now supports their workforce across three states. DSI has a continual commitment to safety. Apprentices said their weekly GEMBA meetings have improved their confidence with sharing safety concerns. These meetings are an open forum for supervisors, managers, and apprentices to discuss site safety incidents, review safety hazard identification.

**Reinforcing Progress**

Manufacturing in the Hunter Region for over 50 years. DSI Underground is a leading Australian provider of Ground Support Products and Systems for the Underground Mining and Tunnelling industries. Locally we are committed to developing apprentices and creating a highly skilled workforce

[dsiunderground.com.au](http://dsiunderground.com.au)

## Minister opens new Muswellbrook greyhound facility

On 5 March the then Minister for Hospitality and Racing the Hon. Kevin Anderson officially opened the new multi-million dollar Muswellbrook Greyhound Racing facility in the NSW Upper Hunter Valley.

The Minister, the Member for the Upper Hunter David Layzell, and Greyhound Racing NSW Chief Executive Officer Rob Macaulay attended a ribbon-cutting ceremony to unveil the upgraded facility – including latest safety measures – to enable imminent TAB race meetings.

“Muswellbrook is a greyhound heartland and this funding will ensure the long-term success of the club and the health and safety of greyhounds,” Mr Anderson said of the \$1.2 million investment the NSW Government has made to the project through the Capital Grants Fund.

“I first visited the track back in 2021 and the club was concerned about the future of greyhound racing in the region. There was a real risk that the doors would close on Muswellbrook greyhound racing.

“How far we have come in the last two years. I know that Muswellbrook is buzzing with excitement at the return of TAB quality race meets here in the Upper Hunter.

GRNSW purchased the track from the Greyhound Breeders, Owners & Trainers Association back in 2021 with the target of rebuilding the facility, and the focus of the rebuild at Muswellbrook - as it is with all track upgrades - has been firmly on safety. Among the work conducted at the track has been a full refurbishment with the remediation and re-profiling of the track and the turf surface, a new safety rail, safety padding on the turns and in the catching pen, and the installation of a Safechase lure system has all been installed.

The kennels have new insulation and air conditioning installed, new starting boxes and new synthetic mats at the boxes are in place, and a new swabbing bay and stewards' room have been built.

Mr Macaulay said the new track is something Hunter locals can be proud of, as a venue and economic driver for the region.

## University of Newcastle first Australian university to achieve two Cygnet Awards

The University of Newcastle has become the first University in Australia to be awarded two Science in Australia Gender Equity (SAGE) Cygnet Awards, recognising its work to support academic and professional women. To achieve a Cygnet Award, organisations must demonstrate their commitment to removing or reducing barriers to gender equity, diversity, and inclusion.

The first Cygnet focused on career development support for women across the Institution and assessed the impact of leadership, mentoring, and support programs on the progression and retention of women and other underrepresented groups.

The second Cygnet focused on the impact of strategies including targeted female and targeted Indigenous recruitment and high-school outreach programs to improve the pipeline of female and under-represented students and staff for the College of Engineering, Science and Environment.

Vice-Chancellor Professor Alex Zelinsky AO commended the staff involved in achieving the two Cygnets.

“I am incredibly proud that our institution is the first in Australia to achieve this milestone, and even prouder of the collaboration across multiple teams that has delivered significant improvements to how we support the careers of our female staff and students.

“We know we’re a stronger and more successful University if we have a diverse and inclusive workforce and supporting women to reach their full potential is critical to ensuring that,” Professor Zelinsky said.

Dr Janin Bredehoeft, CEO of Science in Australia Gender Equity (SAGE) was excited about the value of the University of Newcastle’s work to the wider community.

“I am delighted that the University of Newcastle’s initiatives have led to more women and Indigenous people getting hired and promoted, but what stood out to me was the University’s analysis of what made these programs work and how they can be improved. I think other organisations will find these insights very useful for informing their own initiatives.”

Pro Vice-Chancellor Academic Excellence and Athena Swan Lead Professor Jennifer Milam commented that while there was still work to do to embed some of the initiatives further, she was pleased that SAGE had endorsed the progress the University has made to date.

“The impact of creating targeted strategies to reduce gender and intersectional barriers, to improve female and Indigenous participation, and to create clear plans for the career progression of underrepresented groups cannot be overestimated,” said Professor Milam.

“The work we are doing as part of the SAGE Cygnet Awards will embed the cultural change that is required to ensure that our female members of staff have confidence that the University of Newcastle can offer them a career path.”

## \$20 million investment in Scone Race Club

The Horse Capital of Australia, Scone, is now cemented as the premier destination for country racing thanks to a \$20 million revamp from the NSW Government, bringing a state-of-the-art training track and 300 new stables to Scone Race Club.

The then Minister for Hospitality and Racing Kevin Anderson said the investment is part of the NSW Government’s \$67 million Racing for the Regions package.

“Racing in NSW is big business and in the Upper Hunter, it’s also a way of life. These upgrades will ensure the highest standard of equine welfare, with modernised facilities that will support jobs, industry growth and tourism in the region,” Mr Anderson said.

The industry provides around 17,700 full time equivalent regional jobs and contributes almost \$2 billion to the State’s regional economy.

NSW Nationals member for Upper Hunter Dave Layzell said the upgraded facilities will ensure Scone and the Upper Hunter provide some of the best racing in Australia.

“Once the new stables are completed, Scone Racecourse will house over 520 horses in training at any one time, making it the State’s largest training centre outside Sydney,” Mr Layzell said.

“The thoroughbred racing and breeding industry is vital to the Upper Hunter, providing jobs and valuable investment into our economy. That is why the NSW Nationals are backing the industry 100% and I could not be happier to open this upgraded facility which will take the local industry to the next level.”

Racing NSW Chairman Russell Balding AO said Racing NSW had partnered with the NSW Government to provide country participants with state-of-the-art training infrastructure and facilities.

“Not only is there significant economic benefit for the local area in the construction of the facilities, but they will provide employment and economic stimulus for years to come,” Mr Balding said.

Chairman of the Scone Race Club, Alastair Pulford, said this development is an enormous boost for Scone and the surrounding region.

“The funding will provide economic uplift to the town by having world class facilities for many horses, their trainers, carers and ancillary workers, as well as the tourism, hospitality and other services that go with a major racing precinct,” Mr Pulford said.

“We envisage that Scone will become the benchmark for training outside the metropolitan region. This development is sure to attract leading players both from within our State and beyond its borders.”



# COMING EVENTS.....

**27 April 2023, 10:00 am – 1:00 pm**

**Maitland Business Chamber**

**MBC Empower (You)th! April Networking Lunch**

Venue: Club Maitland City

Cost: \$50 - \$60

[www.eventbrite.com.au/e/startup-stories-keiran-james-businesssales-tickets-536464418517?aff=erelexpmlt](http://www.eventbrite.com.au/e/startup-stories-keiran-james-businesssales-tickets-536464418517?aff=erelexpmlt)

**3 May 2023, 8:00 am – 9:00 am**

**University of Newcastle**

**Integrated Innovation Network (I2N) Startup Stories**

Venue: I2N Hub Honeysuckle

Cost: Free

[www.eventbrite.com.au/e/startup-stories-keiran-james-businesssales-tickets-536464418517?aff=erelexpmlt](http://www.eventbrite.com.au/e/startup-stories-keiran-james-businesssales-tickets-536464418517?aff=erelexpmlt)

**4 May 2023, 3:00 pm - 6:00 pm**

**Cutcher & Neale**

**2023 Shirlaws Workshop: Culture & Succession**

Venue: Cutcher & Neale

Cost: free

[www.cutcher.com.au/events](http://www.cutcher.com.au/events)

**9 May 2023, 7:00 am – 9:00 am**

**HIA**

**Industry Trade Breakfast**

Venue: HIA Hunter Office

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

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2023/hia-information-session-mayfield-west-may09>

**19 May 2023, 12:00 pm - 2:00 pm**

**The Hunter Region Business Hub**

**28th Hunter Region Business Excellence Awards**

Venue: Cessnock Leagues Club

Cost: \$120

[www.huntermvalleyhub.com.au/business-community/awards/](http://www.huntermvalleyhub.com.au/business-community/awards/)

**19 May 2023, 8:00 am - 12:00 pm**

**Business Port Stephens**

**PSFM 100.9 and BPS Charity & Networking Golf Day**

Venue: Nelson Bay Golf Club

Cost: \$65

[www.businessportstephens.com/events/#levent/2023/5/19/charity-golf-day](http://www.businessportstephens.com/events/#levent/2023/5/19/charity-golf-day)

**23 May 2023, 7:10 am - 8:45 am**

**nfp connect**

**May Breakfast – Save the Date**

Venue: Soul Cafe

Cost: N/A

[www.nfpconnect.com.au/event/2023-may-breakfast/](http://www.nfpconnect.com.au/event/2023-may-breakfast/)

**24 May 2023, 5:00 pm – 7:00 pm**

**HIA**

**Industry Trade night**

Venue: Maitland Toyota

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

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2023/hia-information-session-east-maitland-may30>

**25 May 2023, 5:00 pm – 7:00 pm**

**HIA**

**Industry Trade night**

Venue: Scone Mitre 10

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

<https://hia.com.au/awards-and-events/events/trade-night/hunter-nsw/2023/hia-information-session-scone-may25>

**26 May 2023, 11 August 2023 & 27 October 2023,**

**12:00 pm - 2:00 pm**

**Business Hunter**

**The Business Hunter Infrastructure series**

Venue: McDonald Jones Stadium

[www.businesshunter.com/hunter-business-events/our-events/business-infrastructure-lunch-series](http://www.businesshunter.com/hunter-business-events/our-events/business-infrastructure-lunch-series)

**23 June 2023, 8 September 2023 & 23 November 2023,**

**12:00 pm - 2:00 pm**

**Business Hunter**

**The Business Hunter Energy & Resources Lunch**

Venue: McDonald Jones Stadium

Cost: \$110

[www.businesshunter.com/hunter-business-events/our-events/business-mining-lunch-series](http://www.businesshunter.com/hunter-business-events/our-events/business-mining-lunch-series)

**1 June 2023 & 9 October 2023**

**Business Hunter**

**Business Hunter Innovation Series**

[www.businesshunter.com/hunter-business-events/our-events/business-innovation-lunch-series](http://www.businesshunter.com/hunter-business-events/our-events/business-innovation-lunch-series)

**7 June 2023, 8:00 am – 9:00 am**

**University of Newcastle**

**Integrated Innovation Network (I2N) Startup Stories**

Venue: I2N Hub Honeysuckle

Cost: Free

[www.eventbrite.com.au/e/startup-stories-jess-hodge-resourceful-living-tickets-556364038817?aff=ebdsoporgprofile](http://www.eventbrite.com.au/e/startup-stories-jess-hodge-resourceful-living-tickets-556364038817?aff=ebdsoporgprofile)

**1 July 2023**

**Business Singleton**

**Singleton Business Awards**

Nominations Closed 27 March

[www.businesssingleton.com.au/singleton-business-awards](http://www.businesssingleton.com.au/singleton-business-awards)

**2 August 2023, 8:00 am – 9:00 am**

**University of Newcastle**

**Integrated Innovation Network (I2N) Startup Stories**

Venue: I2N Hub Honeysuckle

Cost: Free

<https://www.eventbrite.com.au/e/startup-stories-mika-koelmahey-zomi-tickets-536469463607?aff=ebdsoporgprofile>

**3 August 2023, 9:00 am – 3:00 pm**

**HIA**

**Business Admin Workshop**

Venue: HIA Hunter Office

Cost: Members \$110, Non Members \$220

<https://hia.com.au/awards-and-events/events/workshop/hunter-nsw/2023/workshop-mayfield-west-aug03>

## ARE YOU ORGANISING A COMING BUSINESS EVENT?

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.

Please email [garry@HBRmag.com.au](mailto:garry@HBRmag.com.au)

## Opportunity for jobs and housing in Broadmeadow precinct

City of Newcastle will begin planning for the renewal of Broadmeadow as a regionally significant growth area providing new housing and job opportunities during the next 20 years alongside the proposed sporting and entertainment precinct at Hunter Park.

Broadmeadow has been identified in the NSW Government's Hunter Regional Plan 2041 as a regionally significant growth area. Its central location can support diverse and affordable housing options, and become a nationally significant sport and entertainment precinct for Greater Newcastle and the Hunter.

On 28 March Newcastle City Council unanimously endorsed to prepare a draft Place Strategy in partnership with the Department of Planning and Environment and will now engage with multiple stakeholders including the community to seek input about their vision for the area.

Newcastle Lord Mayor Nuatali Nelmes said the Place Strategy will help set the vision, direction and guide where key infrastructure and services should be located within Broadmeadow.

"Broadmeadow's central location, existing and future public transport opportunities, Government-owned land and large industrial sites offer significant opportunity for open space and community facility improvements along with providing essential housing and the creation of jobs," Cr Nelmes said.

"City of Newcastle is working in close partnership with the NSW Government to ensure that the Department of Planning and Environment proposal to rezone land for additional housing within the precinct fits with the overall vision for this regionally significant area.

"Over the coming months, City of Newcastle will be encouraging locals who live, work and play in Broadmeadow to provide input to help shape the vision to guide future change.

"We want to better understand the precinct's unique opportunities and we'll achieve this by engaging with our local community while also utilising a range of technical studies to support planning for Broadmeadow's future to create a new and enhanced place for the community to use and enjoy for years to come."

Executive Director Planning & Environment Michelle Bisson said the Place Strategy will look holistically at the precinct.

"We will be considering infrastructure, opportunities and constraints, as well as the planning matters in order to enhance the area for both current and future residents. It will be used to guide future planning proposals and development in the area," Ms Bisson said.

Residents in and around the Broadmeadow precinct will receive a brochure with more information about the planning process and how they can get involved, including through an online survey and future information sessions.

A report will be presented to the elected Council in late 2023 to publicly exhibit the draft Broadmeadow Place Strategy for further comment.

## One million home goal must be pursued

HIA Deputy Managing Director – Policy and Industry, Jocelyn Martin says the Government's goal to build one million homes in the next five years is necessary to ensure housing supply is able to keep up with demand.

"The passage of the 'Housing Australia's Future Fund Bill 2023' is an important step toward addressing the ongoing decline of housing affordability," said Ms Martin.

"An inadequate supply of additional housing over many years is the reason why there is intense competition to secure housing. The intense competition is evident across the spectrum of the housing market.

"Tackling housing affordability starts with making the supply of housing a national priority and improving affordability can enable more households to own their own homes. 'Housing Australia's Future Fund Bill 2023' is an important step toward achieving this goal.

"Private and social housing work hand in hand, the more homes on the private market mean cheaper rents for those that can't afford to buy a house.

"The Bill will seek to create important advisory bodies such as the National Housing Supply and Affordability Council to advise Government on how to increase housing supply.

"All sides of politics should view the passing of the Housing Australia's Future Fund Bill 2023 as the first step in a long journey to addressing affordability.

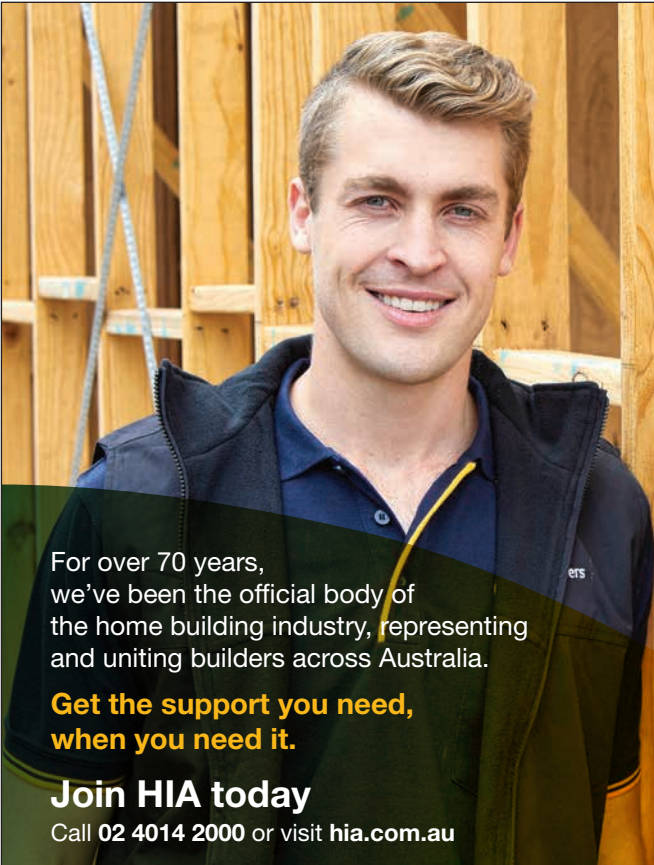
"It is important that the role of the Australian Government in addressing the affordability challenge continues to grow with the passage of this legislation," concluded Ms Martin.

## Property Council calls on new NSW Government to address burning issues

The Property Council of Australia has called on the new NSW Government to step up and address the critical planning policy issues within its first 100 days.

Property Council's NSW Acting Executive Director Adina Cirson said unfortunately this election had not provided an opportunity for any sensible debate on key planning policy or strategy.

"Although there has definitely been a focus on housing affordability and supply as a key issue, there has been little heard on what is needed to actually deliver the housing which is urgently needed – and that is on planning reform, infrastructure contributions and employment lands supply," Ms Cirson said.



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“While we have seen several positive advocacy outcomes including commitments around Stamp Duty reform, increased density around transport hubs and the expansion of the Accelerated Infrastructure Fund, a lot more will need to be done post-election.

“A top priority for either party coming into government must be fixing what is one of the most combative and complex planning systems in the country.

“We need a planning system that enables housing delivery, provides certainty, clear governance and speedy development outcomes – a planning system that does not result in complex over-assessment at different stages of the approval process.”

Ms Cirson said the incoming government must secure a proper housing strategy that addresses the housing affordability and rental crisis.

“Showing leadership to cut through the complexities of the planning system must be the number one priority for the next Premier if we are to meet the needs of a growing population in the grips of a housing crisis,” she said.

“Infrastructure contributions reform remains in the ‘never never’ but it can’t be forgotten.

“If we want to deliver stable housing supply, generate over \$12 billion in savings for the state, and ensure the right infrastructure is provided at the right time and at the right location, we need to make infrastructure contributions reform a top priority for the next Parliament.

“Let’s also not forget about the challenge with providing adequate land for jobs to occur, especially with the industrial vacancy rates at 0.2 per cent. We cannot just have another crisis with no immediate solution.

“Investment in key infrastructure is critical to further develop the investment pathways and to offset potential job losses arising from a potential economic downturn in mid-late 2023.

“We call on the next NSW Government to show the intestinal fortitude to confront the big challenges facing the NSW planning system and work to improve the economic and social well-being of existing and future residents in Sydney and broader NSW.”

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E: zac@fourwallscommercial.com

## The role of an SMSF auditor

**Deidre Molloy**

**TSP Accountants & Business Advisers**

*The role of an approved SMSF auditor is an important one. SMSF Trustees are required to appoint an approved SMSF auditor to audit their Fund each year.*

### What does the audit involve?

The approved SMSF auditor is required to audit, not only the financial statements of the Fund, including verifying assets values and proof of ownership, but also to monitor and report on whether the Trustees have complied with the Superannuation Industry (Supervision) Act 1993 and Regulations 1994 (“SIS Act and Regulations”).

### Approved

Referring to an ‘approved’ SMSF auditor means the auditor must be a SMSF Auditor registered with ASIC. Prior to being registered, the auditor must have passed an exam as well as been able to prove they have sufficient audit experience. Once registered, the auditor must keep up to date with their continuing professional development and report their auditing hours to ASIC.

### Timeframe

The audit is required to be conducted on an annual basis, with the audit report date included in the Fund’s annual tax return. The audit is therefore required to be completed, usually, by 15 May of each year.

There was suggestion by the Government in the 2018 Federal Budget to require an audit be conducted every 3 years instead of

annually. The thought process was this would reduce costs and administration burdens to the Trustees. However the Opposition rejected this idea on the basis that 3 yearly audits would be just as onerous and costly as annual audits, if not more so. Furthermore, there would be serious impacts from compliance issues remaining undetected for up to 3+ years.

### Independence

In recent times, there has been a strong focus from both the ATO and the accounting bodies on an auditor’s independence. From 1 July 2021, accounting firms were no longer allowed to audit SMSFs where they were involved in the preparation of the financial statements. All audits must now be sent to an external auditing firm to remove any threats of self-interest, familiarity and intimidation. Note however this recent move has also led to greater auditing costs to the Trustees, and time delays in the issuing of audits.

### Recent Compliance Issues for SMSFs

As mentioned earlier, the audit of a SMSF has a compliance component as well as a financial one.

Compliance issues currently on the ATO’s radar – and issues your approved SMSF auditor should be bringing to your attention – are:

- Investment scams and ID fraud – the ATO have reported they are coming across people impersonating financial advisors who are convincing individuals to set up a SMSF, roll their benefits over from their APRA fund, and then either use those benefits to invest in a risky scheme and/or steal those funds from that member. As a result the ATO are keeping are closely monitoring newly established funds who receive rollovers



The advertisement features a background image of a coastal town at sunset. In the top left, there is a logo consisting of several triangles in shades of green and blue. The main text is in a clean, sans-serif font. The company name 'tsp Accountants & Business Advisers' is prominently displayed, with 'tsp' in a larger, bold font. Below the name is the tagline 'TRUSTED. RELIABLE. FOCUSED.' in all caps. A large, stylized '39' is positioned in the bottom right, with 'years' written below it. The website address 'tspaccountants.com.au' is at the bottom left. A list of services is provided in the bottom left, separated by right-pointing triangles.

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39 years



and them immediately access benefits. They are also keeping an eye on licenced and unlicensed promoters of illegal early access schemes.

- Early access to funds – accessing super benefits before a condition of release is met is not only one of the most common compliance risks, but it is also illegal. The ATO are pouring more resources into this area with the end result being harsher penalties than ever before (such as disqualifying Trustees and deeming the fund to be non-complying and taxing the assets – not income – at 47%).
- Non-lodgement of tax returns – the ATO have seen an increase in non-lodgement which is of concern. Non-lodgement can lead to the Fund being non-complying. This prevents SMSFs from receiving rollovers and contributions. A recurring history of non-lodgement can lead to the Trustees being removed and banned from acting in the future.
- Other contraventions including loans to members and their relatives and the in-house assets exceeding the allowed 5% level.

**For further information contact TSP Accountants and Business Advisors on (02) 4926 4155 or email [admin@tspaccountants.com.au](mailto:admin@tspaccountants.com.au). TSP Accountants has three approved SMSF auditors ready to assist you with your SMSF auditing requirements.**



**Deidre Molloy** is a Director at TSP Accountants & Business Advisers. She has over 25 years' experience of providing taxation and business advisory services to clients across a range of industries. She has a keen interest in superannuation with a focus on self-managed superannuation funds.

## What happens to your superannuation upon death?

**Daniel Clements**  
PKF Sydney and Newcastle

*A common misconception about death and your Self-Managed Fund (SMSF) is that your super entitlements are automatically dealt with as part of your estate or will. This is not the case!*

Your superannuation may be a significant asset when you die and it should be carefully considered in your estate planning. The payment of a death benefit is governed by the Trust Deed of the fund and the Superannuation Industry Supervision Act (SIS).

To ensure that your super, and any life insurance you hold inside super, goes to the people you'd like it to, you need to nominate beneficiaries. If you don't nominate a beneficiary, your super fund may have the discretion to decide who receives the payment, regardless of what you have in your will. Because of this, beneficiary nominations must be considered during estate planning.

There are three main types of nominations and which nomination is right for you will depend on how much control and assurance you want over the distribution of your entitlements:

- 1. Non-binding:** This leaves the payment of a superannuation benefit on the death of a SMSF member to the trustee's discretion but gives the trustee some guidance on your wishes.



- 2. Binding:** This is a legally enforceable document that directs the trustee who to pay the benefit to. A binding nomination expires after three years and must be completed correctly and signed by an appropriate witness to be valid.

- 3. Binding non-lapsing:** The only difference between this and a binding nomination is that as the name would suggest it is non lapsing and does not expire after the three year period.

When determining which type of nomination is most appropriate for you, there are a number of questions that should be considered. Some examples include:

- Do you have children from an earlier or later relationship who you want to give your superannuation benefits to?
- Do you want to give your superannuation to a surviving partner or child, which might become problematic if the gift is made through your will?
- Is the estate likely to be subject to a claim or litigation after death?
- Is there any chance that a trustee of the fund might not abide by your wishes?

It is important to note that member entitlements cannot be distributed to just anyone. The nominated beneficiary must either be:

- A legal personal representative. For example, the executor of the will or the administrator of the estate.
- A dependent. This includes an individual's spouse, child, and anyone with whom the individual has an interdependency relationship.

If you nominate your legal personal representative, you can then specify in your will how to distribute your super money.

Beneficiary nominations should not be made in isolation from your estate plan, and they should both be reviewed regularly.

**For further information contact Daniel Clements on (02) 4962 2688 or email [dclements@pkf.com.au](mailto:dclements@pkf.com.au)**



**Daniel Clements** is a Partner at PKF. Having started with PKF in 2013, Daniel manages the PKF superannuation team. Currently furthering his education, Daniel consistently stays up-to-date each year with budgetary, market and industry trends and changes to ensure his clients can maximise the return on their super in the long-run, without unnecessary stress and burden.

# Explainer – what do the Government’s proposed superannuation changes mean for you?

**Derek Bouman**  
*Pitcher Partners Newcastle and Hunter*

*The Australian Government is proposing changes to superannuation. Compulsory superannuation has been a part of government policy to ensure as many Australians as possible have enough of their own income for a dignified retirement. Since 1992, Australians have saved more than \$3 trillion dollars.*

In this explainer, we look at what is proposed and what it will mean for people, particularly those with high balance Self-Managed Super Fund (SMSF) accounts.

## What are the Australian Government’s proposed superannuation changes?

The Government has proposed reducing tax concessions to individuals whose total superannuation balances exceed \$3 million. For those individuals, the rate of tax on superannuation earnings will effectively double from 15% to 30% on balances of more than \$3 million.

Superannuation earnings for the financial year, including withdrawals but minus contributions, and the proportion of those earnings above the \$3 million threshold will be used to calculate whether someone is eligible for the higher tax rate.

The additional tax only applies to the proportion of earnings on balances above \$3 million. This means that earnings corresponding to funds with balances of less than \$3 million will continue to be taxed at 15% or less.

Individuals can choose to either pay the tax out-of-pocket, or elect to have this paid from their superannuation fund account. If individuals have more than one superannuation account, they

can elect the account from which the tax is paid. This tax will be separate to personal income tax.

A less talked about, but fundamental, outcome of the proposal is the taxing of unrealised capital gains. The \$3 million balance figure includes unrealised movements in assets. Effectively, individuals may have to pay tax on the growth of assets before the assets are actually sold. The issue here is that people will need to have the cash to pay tax on these unrealised increases in value. Any gains will potentially be taxed again when the asset is actually realised.

Another apparent change is the removal of capital gains discounts for these unrealised gains. Currently, if an SMSF holds an asset for more than 12 months, the fund is eligible for a capital gains tax discount of 33%. In examples provided by the Department of Treasury on the proposed change, there was no application of any capital gains discounts for the additional tax.

If the individual member’s balance drops in value they will not receive any refund on the additional tax that has been paid in prior years, even if they effectively incur an earnings loss. However, such losses can be carried forward to reduce earnings in a future year.

## Who will be impacted by the superannuation changes?

When it announced the proposed changes, the Government was at pains to make the point that the changes will only currently affect about 80,000 people (0.5% of people with superannuation accounts). The emphasis is on currently.

The \$3 million balance threshold will not be indexed. This means that more people will be impacted by these changes over time. We are awaiting official government modelling, but some modelling has shown as many as 10% of people will be impacted by the changeover in coming decades.

## The Objective of Superannuation

The Government’s announcement comes before it has finalised separate legislation to determine the Objective of Superannuation.

A recommendation of the Royal Commission into the financial system, the idea is to define the purpose of Australia’s superannuation system. That way, future changes to superannuation policy and laws can be assessed against this objective. Ideally, this will ensure that superannuation is no longer



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used as a political football, and having a clear objective provides greater stability and confidence in the system. Greater clarity is essential to ensure Australians do not lose confidence in the system.

The Government is currently seeking consultation for the Objective of Superannuation and will likely provide more detail after the consultation period ends on 31 March 2023.

**The 10 year cycle of superannuation changes**

It is interesting that, in recent history, the superannuation industry is generally met with significant changes every 10 years. In 2005, the Government abolished Reasonable Benefit Limits and introduced caps on contributions, which came into effect in 2007. In 2015, Transfer Balance Caps were proposed and came into effect in 2017, which effectively put a limit on the amount of super that a member can move into the tax-free pension phase. This meant that some death benefits may need to be paid out of the superannuation system whereas in the past, the benefits could potentially remain in super as a death benefit pension to a surviving spouse. As baby boomers age, these restrictions will increase Government revenue.

**When will these superannuation changes take effect?**

It is important to note that the Government has put its proposal out for consultation before drafting legislation. The proposal does not have bipartisan support so it is likely that we may see some changes before any legislation is passed.

In any case, the Government is proposing the changes will come into effect from July 1, 2025. There is still some time before any real change is here.

**What should people with self-managed super funds do in response to these proposed superannuation changes?**

Given that these changes are merely proposed and will not come into effect for at least two years we suggest keeping a watching brief.



Currently, superannuation is the best environment to grow wealth. Of course, this may change as superannuation policy changes, which is one of the reasons why it is helpful to have an expert advisor in superannuation to help you navigate investment decisions.

**For further information contact Pitcher Partners Newcastle and Hunter on (02) 4923 4000, email [theteam@pitchernewcastle.com.au](mailto:theteam@pitchernewcastle.com.au) or visit [www.pitchernewcastle.com.au](http://www.pitchernewcastle.com.au)**



**Derek Bouman** is a Partner at Pitcher Partners Newcastle and Hunter, a self-managed superannuation adviser and a Specialist Member of the SMSF Association. Derek has almost two decades of experience advising his clients on how best to grow and protect their superannuation investment for retirement and succession.

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## NEW NATIONAL STRATEGY FOR SAFE AND HEALTHY WORK

A new 10-year national strategy to reduce workplace fatalities, injuries, and illnesses in Australia has been released.

The Australian Work Health and Safety Strategy 2023-2033 sets a national vision of safe and healthy work for all and provides a platform for delivering key work health and safety (WHS) improvements.

The Strategy was developed under Safe Work Australia's tripartite governance processes and has been agreed by the Commonwealth, state and territory governments. It represents a national commitment to work together to reduce worker fatalities, injuries and illnesses over the next decade.

It outlines targets to measure progress over the next 10 years, including a reduction in worker fatalities caused by traumatic injuries by 30%.

More than 150 stakeholders were consulted on the development of the Strategy.

Safe Work Australia Chair, Joanne Farrell said "The Australian Work Health and Safety Strategy 2023-2033 sets a national framework for improving work health and safety over the next 10 years.

"Achieving the vision of the Strategy – Safe and healthy work for all – is not possible without the important contributions of key stakeholders.

"Jurisdictions, industry groups, WHS researchers, experts, practitioners and workers all have a role to play in realising progress under the Strategy.

"I invite everyone in the work health and safety system to play a part in realising the ambitious outcomes set by the Strategy."

The Australian Work Health and Safety Strategy 2023-2033 is available at [www.safeworkaustralia.gov.au/awhs-strategy\\_23-33](http://www.safeworkaustralia.gov.au/awhs-strategy_23-33)

### Work health and safety data

- In 2021, 169 workers were fatally injured at work. Over 130,000 workers' compensation claims were accepted for serious work-related injury or illness.
- Vehicle incidents, being hit by moving objects and falls from a height account for the most fatalities.
- Body-stressing, falls, slips and trips, and being hit by moving objects are the cause of most workplace injuries.
- Mental health conditions account for a relatively small but increasing proportion of serious claims, rising from 6% of all serious claims in 2014-15 to 9% in 2020-21p.
- According to the latest data, 70% of fatalities and 61% of serious workers' compensation claims occur in six industries:
  - agriculture
  - construction
  - transport
  - manufacturing
  - healthcare and social assistance
  - public administration and safety
- The most common causes of workplace injury are:
  - vehicle incidents
  - falls, slips and trips
  - being hit by moving objects
  - body stressing
- The most common causes of workplace psychological injuries are:
  - work pressure
  - harassment and bullying
  - occupational violence
  - other mental stress factors
- The most common work-related illnesses are:
  - respiratory diseases
  - zoonotic diseases
  - mental health
  - cancer.

# WH&S



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## BUSINESS OWNERS BE PREPARED

**Michael Huggett**  
**CHD Partners**

The landscape for small to medium businesses has changed significantly over the last ten years. The changes to the work health and safety Act in 2011 and ongoing amendments have placed increased responsibility on owners and officials in business.

This article aims not to bore you and talk about persons conducting business or undertaking (PCBUs) or officers and due diligence.

This article is about a wake-up call for small to medium business owners to get their heads out of the sand and take work health and safety (WHS) seriously.

If you don't, it could cost your business, your house and, worst case scenario, your freedom.

That's right, the work health and safety act provides for penalties above \$3 million and or five years imprisonment. The introduction in some states of the offence of industrial manslaughter has changed the risk to business owners significantly. Amendments to legislation now prevent an organisation from taking out insurance to cover individual penalty costs.

My key message for business owners is that these penalties are avoidable. All you need to consider is implementing a safe work system that applies to the size and nature of your business.

That's right, avoidable.

With some forethought, you can prevent prosecution and save your workers and yourself significant anxiety or stress.

This is called doing everything reasonably practicable to reduce the risk of harm to your workers.

Listen to what I am saying, reasonably practicable.

So what does reasonably practicable mean?

The "reasonably practicable" principle is critical in work health and safety (WHS) law.

It refers to the notion that employers have a legal duty to ensure their workers' health and safety, but only to the extent that it is reasonably practicable.

In other words, employers are expected to:

- identify hazards
- assess risks
- implement controls to eliminate or minimise those risks.

However, they are not required to take measures that are excessively costly or time-consuming or that would impose an unreasonable burden on their business.

The principle of reasonably practicable requires employers to balance the potential harm against the costs of taking measures to prevent it.

This involves considering factors such as:

- the likelihood of harm occurring
- the severity of the harm
- the state of knowledge about the risk
- the availability and suitability of measures to control the risk.

Overall, the principle of reasonably practicable places a legal obligation on employers to take a risk-based approach to WHS management, focusing on practical measures to minimise risks in the workplace.

Now if you are reading this and you are saying to yourself,

- We are two small
- This doesn't apply to me
- We don't have any risks
- I would suggest you wake up and take another look.

You have responsibilities if you run a business employing people or contracting others to work for you.

If unsure, I advise contacting SafeWork NSW and taking advantage of their free advisory service. If you aren't comfortable with that, go to [www.safework.nsw.gov.au](http://www.safework.nsw.gov.au).

If this appears daunting, contact us for a free consultation to provide you with the next step.

Over the last few years, I have learnt a lot, supporting clients

to defend against false workers' compensation claims, cross-claims and negligence claims. You can only do this if you have implemented, yes implemented, a safe system of work.

Please don't walk away from reading this, and do not review your existing system.

Have you heard the saying, you know what you know, you know what you don't know but you don't know what you don't know you don't know.

Now you might be thinking this guy is nuts.

We are working with businesses that have been sold after 33 years. The new owner has taken over to find no WHS system.

Businesses are handed down to family members who take over without systems. Why? Because no one knew what to do.

Individuals leave one business without a system and take over another business. No system.

I recently spoke with a manager in an organisation we are now reviewing their system.

She said, "I was reviewing our policies and couldn't understand them. How could our staff understand them?"

The outcome, she did nothing.

If you are not sure, ask.

**For further information contact CHD Partners on (02) 4964 4055, email [hello@chdpartners.com.au](mailto:hello@chdpartners.com.au) or visit [www.chdpartners.com.au](http://www.chdpartners.com.au)**



**Michael Higgett** is the Director of CHD Partners and has extensive experience providing services, including security risk assessments, work health and safety reviews, crime prevention through environmental design, anti-money laundering & counter-terrorism financing and workplace violence. Michael also works with businesses to meet their CM3 and International Certification requirements for ISO 9001, 45001 and 14001. Before starting CHD Partners in 2005, Michael worked for the NSW Police for 15 years in various roles.



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## ASBESTOS FIRES

Just over a year ago, on the 1st of March 2022, the Wickham Woolsheds caught fire resulting in devastating consequences.

It took four days to fully extinguish the fire and two of the three Woolstores on the site were destroyed along with their contents. Hundreds of local residents were evacuated, streets were closed, parks and playgrounds off limits, hundreds of homes impacted.

Why such a big deal? Asbestos. The roofs and internal linings of the Woolstores were constructed from asbestos cement sheeting. In a fire event, asbestos-containing materials which were typically utilised for their fire protection and non-combustible properties, can suddenly crack and break causing the product to degrade as the result of loss of moisture from the high temperatures. Under these fire conditions, asbestos containing material can 'explode' or spall into smaller pieces of asbestos-containing debris or flakes which can be dispersed many metres from the source material and sometimes much further and beyond the boundary of the property.

Studies have shown that during a fire event involving ACM, a significant volume of air is drawn into the fire and asbestos fibre bundles and free fibres can be present in the smoke plume. The air drawn in along with firefighting techniques decreases the concentration of airborne asbestos fibres at the source and asbestos fibre bundles and free fibres are diluted and dispersed with no affect beyond the impact zone. Levels of airborne asbestos fibres are typically comparable to normal background levels.

Management of the asbestos contamination and risks associated with asbestos fires changes as the site progresses from an emergency response to a clean-up and recovery situation.

1. Fire Event
2. Initial Management Measures (make safe)
3. Detailed Assessment
4. Remediation and Validation
5. Reporting (clearance)

The fire event and initial management measures are undertaken by first responders. Subsequently, a more thorough and formal contamination risk assessment and management process commences, involving key regulators and asbestos professionals (e.g. Hazmat) funded by the owner, insurer and/ or sometimes by the Government (e.g. major events such as bushfires).

Hazmat's Licensed Asbestos Assessors undertake an asbestos assessment involving a visual inspection, risk assessment and sample analysis. An asbestos remediation plan can then be prepared for the removal of asbestos contamination.

A Class A Licensed Asbestos Removal Contractor is engaged to remove asbestos fire debris and dispose of in a safe and controlled manor.

Hazmat's Licensed Asbestos Assessors can undertake independent air monitoring (NATA Accredited) during the remediation works and provide a Clearance Report to validate the asbestos remediation works.

Hazmat has provided asbestos consulting services in response to many catastrophic events and mergencies including structural fires, bushfires, storm and flood disasters. With extensive use of asbestos over many years, it is still present in many residential and commercial structures and can cause significant contamination to properties impacted by fires, storms and flooding as well as nearby properties. Careful assessment is required to determine the presence and extent of asbestos and appropriate remedial methods.



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We have spent over two decades refining our protocols and procedures. We learned from our history of providing commercial and industrial demolitions, developing clear management plans for WHS, Quality, Environment, Asbestos & Hazardous material, Waste Management, and more. For us, it was essential to have structured, sustainable processes in place ahead of time - ready to answer any workplace challenges.

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# ENGINEERED STONE HAS DIRE CONSEQUENCES FOR THE TRADES

Faith Eson  
FOCCALE Safety Management

Recently, the media reported that the Workplace Relations Minister, Tony Burke stated that the various governments agreed to request Safe Work Australia to consider banning the domestic use of engineered stone, where workers are exposed to respirable crystalline silica which causes the deadly silicosis disease. He stated that Safe Work Australia was now tasked to scope out the regulation required for all workplaces to manage silica dust.

<http://bit.ly/3GFKVVZ> - media reported  
<http://bit.ly/40Wq156> - Safe Work Australia

The modelling by Curtin University estimates that about 103,000 Australian workers across various sectors, including tunnelling, quarrying, cement work; mining and construction, would be diagnosed with silicosis due to the exposure to silica dust whilst at work, and over 10,000 would develop lung cancer.

### Silicosis was identified as an occupational disease in the 1940s

In the 1920's and 1930's, with silicosis being a health problem in the salient industrial, professional groups, government and labour officials, and insurance executives negotiated about the causes and consequences of the disabling condition and later the debates formed the basis for amending state and federal



compensation systems for work-related disease. By the 1940's silicosis was identified as an occupational disease.

In 2018, there was a sudden spike in cases of silicosis within Australian workers in the trades, who were affected by this disease called for a country-wide ban on the dry cutting techniques of the engineered stone products, which contain high levels of crystalline silica, also found in bricks, roof tiles and concrete products.

During the cutting process crystalline silica dust is released and when inhaled into the lungs causes disease, which is an aggressive form of pneumoconiosis, and can be fatal. Whilst there are other dangerous dust such as asbestos; the latent period for silicosis symptoms show up earlier, effecting people in their 20s and 30s.

Safe Work NSW stated that silicosis can kill, however it is 100% preventable if the correct safety procedures were followed and personal protective equipment was worn when cutting the stone. The safety requirements also involve regular monitoring to ensure that legal exposure limits were maintained and workers received periodic health screening of their lungs.

<http://bit.ly/3MaX0zu> - salient industrial  
<http://bit.ly/3U5UOv7> - sudden spike

### Foreign particle in dust form; once inhaled can cause disease

It is estimated that the engineered stone contains up to 90% of crystalline silica compare to a natural stone like marble, which has about 5%.

Is complacency a factor, or are we consumed with global trends and economic growth that we ignore previous control measure and safety standards that have been enacted to mitigate risk and prevent serious consequences of this disease.

Has there been a lack of knowledge and information given in the industry on the differences in the risk levels of the products? Or has basic common sense been eluded when it comes to risk management?

**For further information contact FOCCALE Safety Management on (02) 4968 2199, email [info@foccale.com](mailto:info@foccale.com) or visit [www.foccale.com](http://www.foccale.com)**



Faith Eson is owner of FOCCALE Safety Management and is a safety enhancement specialist. Faith provides services to SMEs by developing customised Safety Management Systems. Faith is also an auditor, a trainer and Return-to-Work-Coordinator; skills she uses to support her clients manage safety and achieve compliance

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## WHS SUCCESS CELEBRATED AT THE 2023 HUNTER SAFETY AWARDS

Safety in the Hunter region has been brought to the fore once again with the 2023 Hunter Safety Awards announcing the winners of their 13 award categories.

Businesses and individuals from across the Hunter were recognised for their efforts and achievements during the Hunter's biggest night in the work, health and safety (WHS) calendar. Businesses and individuals from Newcastle in particular were notably successful on the night.

Hosting over 350 attendees, the event was held on Friday, 17 March 2023 with Hunter Safety Awards Founder, Sarah-Jane Dunford saying it was a pleasure to have so many likeminded individuals and businesses together for a night dedicated to keeping so many industries in the Hunter safe.

"We're so glad to be able to hold this event once again to recognise the amazing work that is happening in the work, health and safety space," Sarah-Jane said.

"There are so many safety-conscious individuals and businesses in the Hunter Region that deserved to be recognised and we're grateful the event can provide that recognition for them."

Now in its seventh year, the Awards recognised businesses across 13 different categories of health and safety.

Major winners included Enviroculture Maintenance Services who were first awarded the Best WHS Improvement for SMEs and were then subsequently awarded the prestigious 'Gold' Safety Helmet in the WHS Business of the Year.

Sarah-Jane said the judges were impressed with Enviroculture Maintenance Services' consistent work to improve their management systems effectiveness by ensuring their documents were tailored to their organisation, industry, and processes.

"Enviroculture Maintenance Services work in some extremely sensitive environments and have proactively approached safety management in their industry," Sarah-Jane said.

"To have successfully implemented their improved management system within a month, which was for their ISO 45001 certification process was very impressive."

Operations Manager of Enviroculture Maintenance Services, Kelly Gillard, was speechless over their two award wins.

"We strive to keep our workers safe and we are very proud of what we have achieved in a short amount of time," Kelly said.

**WHS Business of the Year, Enviroculture Maintenance Services**



Danny Payne was awarded WHS Student of the Year for his work and studies in the work, health, and safety space. He is currently an online student at Central Queensland University studying a Post Graduate Diploma in Occupational Health and Safety.

The judges were impressed with Danny's dedication to his studies and his passion for learning and challenging himself while working full-time as an HSEQ Manager at HL Mullane & Son in Sandgate. On top of working full-time and studying, Danny is also currently renovating a house while living with his wife and two young children.

"I am incredibly proud to be a part of the HL Mullane & Son team," Danny said.

"It's a real honour to be standing up here this evening, I'd like to say congratulations to Liam and Willow, the other finalists for this award."

The University of Newcastle walked away from the night with the Most Innovative WHS Idea award for a Large Organisation. The University consulted with a student to develop a modular remote access control system to manage who has access to specialised equipment.

As the College of Engineering, Science and Environment requires that only trained and competent students are to handle hazardous equipment, it is important for the university to reduce the level of risk to student by adopting this system which ensures equipment is isolated unless individuals have met competency requirements. This isolation system provides a greater degree of flexibility and modularity to the work for both staff and students.

**The University of Newcastle, winner of the award for Most Innovative WHS Idea award for a Large Organisation**



Amanda Hill, WHS Manager at the University of Newcastle said, "The university is fortunate to be able to collaborate with our academics, technical staff and students to develop innovative ideas."

Josh Bywater the student behind the innovative system said, "The commitment the university has towards the safety of the students inspires us to achieve what we do."

Morgan Engineering also came away as a winner on the night, winning Most Innovative WHS Idea for SMEs for their King Pin Ball tool which is a state-of-the-art piece of equipment used to prevent hazards and hand crush injuries for diesel fitters. The tool was developed following a request from BHP.

**Winner of the Most Innovative WHS Idea for SMEs, Morgan Engineering**



"We're immensely proud to accept this award as it is a credit to our team, and on behalf of our employees, we say thanks," Jeremy Brett, General Manager of Morgan Engineering said.

"To take the request from BHP to resolve WHS hazards and provide a solution for them ensuring their safety is something we are very proud of."

Machinemonitor Pty Ltd was awarded the Best WHS Management System for Small to Medium Enterprise for their structured safety management system, achieving a high standard of safety performance across their organisation.





As part of their WHS management system, all employees are informed of their responsibilities in terms of work, health, and safety in the workplace, and ensuring that all employees are equipped with the knowledge to handle the hazards they are exposed to.

"It's a huge honour to accept this award," Aurelio Ciarrocchi, COO and Matthew McBean, Group QHSE Co-ordinator of Machinemonitor Pty Ltd said.

"It took 15 years to develop this system and we encourage all our people to challenge the system, from the undergrads to the CEO. Our improvement system shows our dedication to safety."

"This was the first time we entered the awards, and to be recognised for the work we're doing is tremendous," Aurelio concluded.

**The full list of 2023 Hunter Safety Awards winners are as follows:**

**WHS Business of the Year:** Enviroculture Maintenance Services

- **Best Health and Wellbeing Program (Large Organisation):** Port Stephens Council
- **Best Health and Wellbeing Program (SME):** Body & Mind 2000
- **Best WHS Improvement (Large Organisation):** Ampcontrol
- **Best WHS Improvement (SME):** Enviroculture Maintenance Services
- **Best WHS Management System (Large Organisation):** Newcastle Airport
- **Best WHS Management System (SME):** Machinemonitor
- **Most Innovative WHS Idea (Large Organisation):** The University of Newcastle
- **Most Innovative WHS Idea (SME):** Morgan Engineering
- **WHS Student of the Year:** Danny Payne (HL Mullane & Son)
- **WHS Champion of the Year:** Tony Jones (Liddell Coal)
- **Young WHS Leader of the Year:** Liam Beeton (Red Insight)
- **Best WHS Training Program:** Infrabuild



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**2023 WHS BUSINESS OF THE YEAR**  
+ Best WHS Improvement (SME)



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There were over 400 passengers but only 200 meals were loaded onto a flight. It was only discovered after takeoff, when the flight attendants started going through their preparations for the meals. The airline had bungled, and the crew was in a fix.

However, one smart flight attendant had an idea. A couple of hours into the flight she nervously announced, "Ladies and gentleman; we don't know how this happened, but we have over 400 people on board, but only 200 dinners. Anyone who is kind enough to give up their meal to someone else, will receive unlimited free liquor for the duration of the flight!"

Her next announcement came six hours later: "Ladies and gentlemen, if anyone wants to change their mind, we still have 195 dinners available."

Superman is taking an evening stroll past the church when the Minister runs down the steps calling for his help.

"Superman, we need your help, a wall has collapsed in the basement, some workmen are trapped!" says the Minister.

"No way" said Superman "I'm not going near the crypt tonight".

John visited his 90-year-old grandfather for a few days. On the first morning of the visit, John's grandfather prepared a breakfast of bacon and eggs. John noticed a film-like substance on his plate, and asked, "Are these plates clean?"

His grandfather replied, "They're as clean as hot water can get them. Just go ahead and finish your meal."

For lunch, they had hamburgers. Again, John was concerned about the plates, as his appeared to have specks of dried egg on it. "Are you sure these plates are clean?" he asked.

Without looking up, his grandfather said, "I told you before, those dishes are as clean as hot water can get them!"

Later, as John was leaving, his grandfather's dog started to growl and wouldn't let him pass.

John said, "Grandpa, your dog won't let me get by!"  
His grandfather yelled to the dog, "Hot Water, go lie down!"

A man walks into a library and asks the librarian for books about paranoia.

She whispers, "They're right behind you!"

A prince was put under a spell so that he could speak only one word each year. If he didn't speak for two years, the following year he could speak two words and so on.

One day, he fell in love with a beautiful lady. He refrained from speaking for two whole years so he could call her "my darling." But then he wanted to tell her he loved her, so he waited three more years. At the end of these five years, he wanted to ask her to marry him, so he waited another four years.

Finally, as the ninth year of silence ended, he led the lady to the most romantic place in the kingdom and said, "My darling, I love you! Will you marry me?"

And the lady said, "Pardon?"

Did you hear that the recipient of the 2023 farmer of the year is lonely?

He is outstanding in his field.

### QUOTE OF THE MONTH

"There are two types of people who will tell you that you cannot make a difference in this world: those who are afraid to try and those who are afraid you will succeed."

- Ray Goforth

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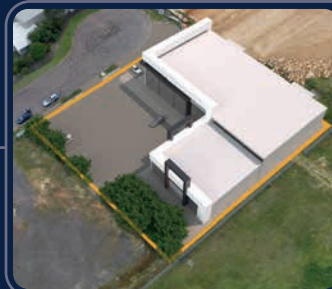


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