

# HBR

mag.com.au

Hunter Business Review

FEBRUARY 2025

VOLUME 21 NUMBER 1

Print Post Approved 100002454

**20TH YEAR OF  
PUBLICATION**

**HEALTH, FITNESS  
& WELLBEING**

**OFFICE DESIGN  
& Fitout**

Australia \$6.60

ISSN 2202 - 8838 (Print)

ISSN 2202 - 8846 (Online)



9 772202 883002 >

**HUNTER BUSINESS REVIEW**  
Connecting & informing business people

# Tough Smart Green



## Sales • Hire • Parts • Service



- Australian Exclusive Supplier
- Comprehensive National Coverage
- Products include: Rental, Sales, Service, Parts
- An Extensive Range of Material Handling Solutions
- Renewed Long Term Supply Partnership with Molycop in 2022

Contact your local Mitsubishi Forklift Supplier today!

WHEN  
RELIABILITY IS  
EVERYTHING...

1300 000 



[www.mlaholdings.com.au](http://www.mlaholdings.com.au)



**PUBLISHED BY:**

Hunter Business Publications Pty Ltd  
 ABN: 15 112 838 945  
 PO Box 853, Hamilton NSW 2303  
 Phone: (02) 4062 8133

**PUBLISHER and EDITOR:**

Garry Hardie  
 Mob: 0414 463 125  
 garry@HBRmag.com.au

**ART DIRECTOR:**

Sandie Collie  
 sandie@HBRmag.com.au

**CONTENT MANAGER:**

Jason Duncan  
 jason@HBRmag.com.au

**PRINTING:**

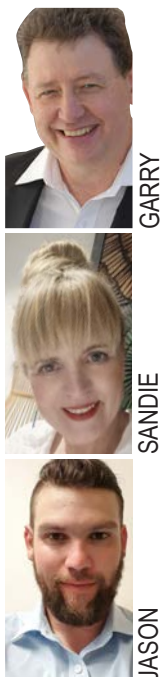
NCP Printing  
 Phone: (02) 4926 1300  
 sales@ncp.com.au  
 www.ncp.com.au

**Published monthly (except January)**

**Hard copy circulation: 5,000**

**Also available online**

**[www.HBRmag.com.au](http://www.HBRmag.com.au)**



GARRY

SANDIE

JASON

**4** From the Editor

**5** Business News

**17** Coming Events

**18** Health, Fitness & Wellbeing

**21** Office Design & Fitout

**30** Business Services Directory

**31** Funny Business

**HUNTER BUSINESS PUBLICATIONS PTY LTD**  
**2025 ALL RIGHTS RESERVED**

Reproduction in any part prohibited without the written consent of the publisher. While every effort has been made to ensure all information in this magazine is accurate, no responsibility is accepted by the publisher, Hunter Business Publications Pty Ltd. Opinions expressed in externally supplied stories are not necessarily those of the publisher.

**SCORPION INTERNATIONAL**

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

## OUR SERVICES INCLUDE

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

## CONTACT US TODAY

[www.scorpioninternational.com](http://www.scorpioninternational.com) | Phone: +61(0)2 4962 1234



# From the Editor



With the next Federal election approaching, there are again similarities in many policy areas between the major parties, but some major differences are evident in areas such as workplace relations and energy policy.

Although the coalition has not released its full workplace relations policy, it has said on a number of occasions it will be “unashamedly pro-small business”. It has also said that it will repeal two of

the ALP’s more controversial changes to workplace relations in 2024 regarding the definition of a casual worker and the right to disconnect. It will be interesting to compare the full workplace relations policies of the major parties but there is sure to be a distinct choice for voters.

Energy policy has received more media coverage, with the ALP’s reliance upon renewables with firming whilst the Coalition is proposing a major investment in nuclear power in the mix.

The cost of either plan is in the hundreds of billions of dollars, so it is a vitally important issue.

The truth is that it is impossible to accurately determine the total cost of either plan because of the long-time frames involved and the nature the number of unknowns, including technological advances and future power requirements.

Much of the electorate will end up believing what their political persuasion wants them to believe.

For such an important issue, it is disappointing that we cannot seem to have a logical and informed open-minded debate about the options.

Although any of the costings should be taken with a grain of salt. They are still of some value. For such a huge investment, however, the options should be not just costed with the same assumptions but with a range of assumptions to give some indication of the sensitivity of the costings with variations.

It would be great, but politically unlikely, that the two major sides of politics could agree on the energy mix going forward.

Energy projects require long term investment, and we all know that investors are extremely wary of unknowns.

Major differences in policy will make the challenging energy transition even more difficult and increase the possibility that energy production does not meet the demands of consumers and business.

The decisions made in energy policy in the next few years will have repercussions for the entire nation for decades to come.

**Garry Hardie**  
Editor and Publisher

## ON THIS MONTH’S COVER

The PKF Sydney and Newcastle office in Hunter Street is undergoing a major refurbishment by Skelcon. See the Office Design & Fitout feature starting on page 21



## YOUR PARTNER FOR BUSINESS INFORMATION AND TARGETED B2B MARKETING IN THE HUNTER SINCE 2005

Distributed as a high quality hard copy magazine and online. View the latest issue online now at [www.HBRmag.com.au](http://www.HBRmag.com.au)

### TARGET BUSINESS DECISION MAKERS!

As the Hunter’s leading hard copy and online specialist business publication, HBR offers unique targeted promotional opportunities for your business.

### DON’T MISS YOUR OPPORTUNITY

Contact Garry Hardie and the team at HBR for further information on how we can help you reach the Hunter business market!

### WE WANT YOUR NEWS!

HBR is always happy to consider story submissions for possible inclusion at no charge. If you have company news, major new appointments, business advice or other information of interest, we would like to hear from you.

**P:** (02) 4062 8133

**W:** [www.HBRmag.com.au](http://www.HBRmag.com.au)

**E:** [info@HBRmag.com.au](mailto:info@HBRmag.com.au)

## Airfield reconfiguration paves the way for global gateway

Stage One of airfield reconfiguration work is now underway ahead of Newcastle Airport's international terminal opening on 1 August this year.

Newcastle Airport Interim CEO Andrew Warrender said the airfield reconfiguration was an important step in the airport's journey to become a world-class international gateway.

"It really is the last piece of the puzzle with the staged works creating space for Code E wide-body aircraft and expanding our ground handler storage capabilities," Mr Warrender said.

"With work on the new terminal building progressing rapidly, the first phase of the airfield program of works will see the installation of a new storage area for aircraft servicing equipment.

"The storage area for ground support equipment will house all equipment in a centralised location to allow for the expansion of the international baggage handling system. Further works on taxiway infrastructure and apron upgrades, which will increase our capacity, are also planned in line with our expected growth."

Newcastle Airport's new international terminal is the centrepiece of Newcastle Airport's ambitious \$250 million expansion project, addressing the growing demand for easy and convenient travel between Newcastle, the Greater Hunter and international destinations.

Mr Warrender said further airfield works including bay reconfigurations and Apron expansion would be scheduled around the expected growth in airline routes and increased capacity requirements.

"This means that our airfield infrastructure will evolve in step with the needs of both domestic and international carriers. As part of a best practice approach, the phased timing also



ensures the least disruption to existing operations during airfield upgrades.

"We are working hard with airlines on new short and long-haul flights and will have some exciting announcements to make this year."

The Hunter Region is the sixth largest regional economy in the country and as a key driver of economic growth, Newcastle Airport's terminal expansion, including the airfield reconfiguration, is set to create more than 4,400 jobs and drive substantial economic activity in the coming years.



## Leading Custom Gasket Manufacturer in Australia since 1998



**CERTIFICATION**  
ISO9001:2015 Quality  
Management System



**Industrial Gaskets & Sealants** manufacture and distributor premium quality gaskets, rubber products, sealants and other adhesives from our ISO-certified manufacturing facility.

### FACILITY

Our manufacturing facility is equipped with the latest technology in computerised cutting machines, allowing us to effortlessly cut any shape from a variety of materials with a quick turnaround time.

Facility size: 650m<sup>2</sup>

### MACHINERY

Our high calibre machinery and equipment, includes:

- Multicam Trident CNC router/cutter
- Flow Mach 100 Water jet System
- Aristomat GL 2032-8 knife blade cutting machine
- Zund L-2500 knife blade cutting machine

### PRODUCTS

- Compressed Non-Asbestos Fibre
- Rubberised Cork
- Graphite Sheet
- Foam Rubber and Sponge Rubber Gaskets
- Sheet Rubber
- Adhesives, Sealants, and Silicones
- Rubber Flooring Matting
- Gasket Material
- Gland Packing

### KEY CUSTOMER SECTORS

- Mining Construction & Equipment
- Defence
- Infrastructure Construction
- Specialised Vehicles
- Audio & Visual
- Minerals Processing

### CONTACT

**Industrial Gaskets & Sealants Pty Ltd.**

Email: [sales@indgas.com.au](mailto:sales@indgas.com.au)  
Phone: +61 2 4987 2899  
44 Heather Street  
Heatherbrae NSW 2324  
[www.indgas.net](http://www.indgas.net)

## Black Rock on track for motorsport thrills

Construction on the landmark Black Rock Motor Resort has hit top gear, with the entire international-standard track corridor now cleared and ready for construction.

Managing Director Tony Palmer said all site preparation works were complete, along with the 5.4 km track's design and engineering.

"We're ready to get stuck into construction of the track in the new year, which marks a really exciting phase of this project," he said.

"It's hard to put into words how exciting it is to see the heavy machinery onsite and everything moving so quickly."

"We're on track to have Stage One, including the track itself, go karts, a skid pan, pit lane area, café and the first stage of the Black Rock Village and members' lodge, open by June 2026, so the next 18 months will no doubt fly by."

Mr Palmer said he was "thrilled" about the progress of the build, and by all the national and international interest received since the project's March 2024 sod turn.

Lake Macquarie Deputy Mayor Jack Antcliff said the \$95 million Black Rock Motor Resort demonstrated the vast potential to reuse former mine sites in innovative ways.

"It has been a long road to get to this point but we are just as excited as Mr Palmer to see things moving ahead so far since the sod turn in March," he said.

"This facility will be an enormous boost for Lake Macquarie, generating jobs and flow-on revenue from the motorsport enthusiasts who will converge on our city from across Australia and abroad."

During the site tour, Mr Palmer announced a new sponsorship deal between Black Rock Motor Resort and two-time Dakar Rally-winner Toby Price.



*Council CEO Morven Camero, Toby Price, Tony Palmer and Deputy Mayor Jack Antcliff*

The champion motorcyclist is aiming to win the 2025 rally on four wheels for the first time, in a vehicle sporting Black Rock livery.

"We're proud to support a world class Aussie athlete taking on such a monumental challenge on the world stage," Mr Palmer said.

"Toby's support of our mission to build Black Rock is based on a deep mutual respect for having an almighty crack at the seemingly impossible."

Mr Palmer said Black Rock had also signed an agreement with construction materials company Boral to provide low-carbon concrete, asphalt and natural and recycled aggregate for the track's base.

"Partnering with Boral gives us confidence we can deliver this project to the highest possible standard while remaining committed to doing it as sustainably as possible," Mr Palmer said.

Hotel and cabin accommodation construction is expected to begin once Stage One is complete, with the entire facility operational by June 2027.

# BUSINESS HUNTER



## WE'RE IN BUSINESS TO HELP BUSINESS



THE LEADING VOICE ON KEY ISSUES AFFECTING  
HUNTER BUSINESSES SINCE 1886.

We engage with stakeholders at all levels of government to advocate for public and private investment that promotes the economic growth and diversification of the region and policies that support businesses to grow, prosper and create jobs.

SPEAKING UP FOR BUSINESS



www.businesshunter.com | 02 9466 4665 | info@businesshunter.com

## FlyPelican to launch direct morning flights to Gold Coast

FlyPelican has announced a new service to Gold Coast Airport with prime time early morning departures from its home base of Newcastle, commencing 24 March. Operating four days per week on Mondays, Wednesdays, Thursdays, and Fridays, each flight departs Newcastle at 7 am and arrives at the Gold Coast within 1.5 hours, with a 30 minute turnaround before the return flight.

Flying a Jetstream 32 aircraft seating 19 and offering a complimentary checked baggage allowance, the Newcastle-Gold Coast service is ideal for the business traveller.

FlyPelican CEO, Marty Hawley said "FlyPelican are thrilled to expand our network, with our focus on getting local people where they need to go. We are now filling a key gap for travellers to and from the Gold Coast that are in need of a morning departure."

Newcastle Airport Interim CEO Andrew Warrender said this new service by FlyPelican is a fantastic addition to the airport's growing network, offering passengers more choice and flexibility for travel to the Gold Coast.

"The early morning departure times are particularly beneficial for business travellers, aligning perfectly with our commitment to enhancing connectivity for the Hunter region," Mr Warrender said.

"We're excited to see this route take off and contribute to the continued growth of both Newcastle and Gold Coast airports."

Queensland Airports Limited CEO Amelia Evans said Gold Coast Airport was looking forward to increasing capacity on the Newcastle route.

"We welcome around 110,000 passengers through our terminal each year on flights to and from Newcastle, so these new services will provide them with more choice," she said.

# Invest Maitland Heart of the Hunter



Maitland City Council's Economic Development team are here to help.

02 4931 2816 | [business@maitland.nsw.gov.au](mailto:business@maitland.nsw.gov.au) | [mait.city/investMaitland](http://mait.city/investMaitland)

## New technology turns excess leachate to vapour at Singleton Waste Management Facility

Singleton Waste Management Facility (WMF) has become the first site in NSW to secure Environmental Protection Authority (EPA) approval to install evaporation technology to help with the short-term management of leachate volume.

Leachate is the contaminated liquid that results when rain filtering through waste in landfill breaks down. If it's not adequately managed, pollutants including heavy metals and other harmful chemical substances can leak into the environment.

Singleton Council manages leachate at the WMF in a number of ways, including conveyance of leachate liquid from landfill cells into a leachate evaporation dam, reducing exposed landfill surfaces, surface water diversion measures and quarterly ground and surface water monitoring events undertaken at the site.

But Aaron Malloy, Council's Acting Director Infrastructure and Planning said improvements to on-site containment capacity were required to meet future landfilling and extension requirements.

As well as progressing plans for a longer-term project to construct a new leachate holding pond later this year, Council secured a temporary EPA licence to install a BeneVap system to process approximately two megalitres of leachate currently contained on the site in the short-term.

"The BeneVap system evaporates the water component of the leachate, leaving behind a more benign form of the original contaminants which can then be safely returned to the landfill containment cell," he said.



Singleton Council Acting Manager Waste + Circular Economy Sean Blackford

"This is the first time the EPA has granted a licence to allow this technology in NSW, and it was a method we pursued due to limited leachate management options available to Council at the present time.

"The technology will significantly lower the leachate currently stored in the existing on-site holding pond, freeing up capacity which was particularly important in the significant rainfall event recently, and reducing the likelihood of offsite leachate discharge into the environment."

The system was mobilised to site in late 2024, and was so far operating as expected since the project commenced in early January 2025 with approximately one megalitre treated.

"We had a target to reduce on-site leachate volume by 95%, relieving increased environmental stress from by in-cell leachate storage," Mr Malloy said.

"The temporary licence approval expires on 28 February 2025, and we're confident we're on track to achieve our target by then.

"We're also progressing construction of a new 8ML leachate holding pond in 2025, along with an overall Site Master Plan to assist in planning for the operational capabilities of the Singleton Waste Management Facility into the future."

## Hunter, Central Coast lead NSW housing effort but more work to do

The Hunter and Central Coast are performing well on housing delivery compared to other regions in NSW, but there are significant opportunities to further accelerate development and support population growth, according to the Property Council of Australia.

Property Council Hunter and Central Coast Regional Director Amy De Lore said new analysis of ABS building approvals shows the region is on track to deliver 68% of its housing targets by 2029—above the 57% expected across the 43 councils tasked with housing targets under the NSW Government's commitment to the National Housing Accord.

"Maitland and Cessnock councils are standouts, on track to meet or even exceed their targets. These are key growth areas, popular with young families, and the recent NSW Department of Planning data underscores their significance, with population growth forecasted at 49% and 40% respectively by 2041," Ms De Lore said.

"The Anambah-Branxton Regionally Significant Growth Area, spanning Maitland, Cessnock and Singleton, has enormous potential to support this growth. Responsibility for place strategy planning has fallen largely on the councils but there is opportunity for the State Government to step in to prioritise essential infrastructure and

rezonings and fast-track housing development."

Ms De Lore also highlighted opportunities in Newcastle, where there is a strong pipeline of CBD apartment projects and the draft Broadmeadow Place Strategy—released more than six months ago—proposes 20,000 new dwellings, including a target of 3,200 within five years.

"Industry wants to see the State Government finalise the Broadmeadow Place Strategy, appoint a delivery agency, and commit funding to kick-start development. A clear delivery plan would go a long way to making sure Newcastle reaches its potential as a key housing hub," she said.

Lake Macquarie's North West Catalyst Area is another precinct with potential to support thousands of new dwellings.

Ms De Lore said that on the Central Coast, supporting the council to recover from four years of administration is critical.

"There is enormous potential for both greenfield and infill development across the Central Coast, but long assessment timeframes are discouraging investors. Getting the council back on its feet and improving DA processing times must be a priority," Ms De Lore said.

### Data specific to Hunter - Central Coast:

| LGA            | Number of residential applications assessed | Dwellings approved FYTD | Housing Accord target | % progress on Housing Accord target | Dwellings comp. by end of Housing Accord at same rate | % of target |
|----------------|---------------------------------------------|-------------------------|-----------------------|-------------------------------------|-------------------------------------------------------|-------------|
| Central Coast  | 421                                         | 506                     | 9,400                 | 5.4%                                | 6,072                                                 | 65%         |
| Cessnock       | 209                                         | 397                     | 3,900                 | 10.2%                               | 4,764                                                 | 122%        |
| Lake Macquarie | 380                                         | 480                     | 8,000                 | 6.0%                                | 5,760                                                 | 72%         |
| Maitland       | 153                                         | 443                     | 5,300                 | 8.4%                                | 5,316                                                 | 100%        |
| Newcastle      | 281                                         | 300                     | 11,100                | 2.7%                                | 3,600                                                 | 32%         |
| Port Stephens  | 121                                         | 137                     | 2,100                 | 6.5%                                | 1,644                                                 | 78%         |
| TOTALS         | 1,565                                       | 2,263                   | 39,800                | 6.5%                                | 27,156                                                | 68%         |

## Newcastle office market star performer in 2024

The Newcastle office market has been one of the star performers nationally over the past year, with a significant decrease in vacancy rates driven by strong tenant demand, according to the latest Property Council of Australia Office Market Report for January 2025.

Property Council Hunter and Central Coast Regional Director Amy De Lore said the results reflect Newcastle's growing appeal as a dynamic commercial hub, with a steady stream of new development set to support the city's continued growth.

"Newcastle's vacancy rate has dropped to 14.9%, down from 16.4% a year ago, thanks to 7,814 sqm of net absorption – which means more space being leased than vacated – across the market," Ms De Lore said.

"This is an encouraging result for the region and demonstrates that businesses are increasingly recognising Newcastle as a highly attractive place to operate, with excellent connectivity, lifestyle benefits, and a strong local economy."

Demand has been particularly strong for A-grade office spaces, which recorded 7,509 sqm more space leased than vacated over the year.

Ms De Lore said the rise in A-grade occupancy had been fuelled by the lease of several large new office spaces, including the lease by Colliers to Ausgrid of more than 3000 sqm of office space at 42 Honeysuckle Drive.

"There are a number of trends driving the uplift, including an increasing preference for quality – in part to bring workers back to the office more often – and the attraction of a CBD location, another big plus for staff retention and talent attraction," Ms De Lore said.

"It's not just the large corporates looking for quality, many small and medium-sized business are also in the market for more salubrious surroundings to keep workers happy and are increasingly looking for office space that comes fitted-out to save on relocation costs.

"Many firms and employees also place high priority on 'green building' credentials, which gives new buildings another edge."

Ms De Lore noted that challenges remain in the D-grade segment, where 491 sqm more space was vacated than leased.

"Older stock is struggling to compete with modern, high-quality office spaces, which are better aligned with tenant expectations for amenities, sustainability and functionality," Ms De Lore said.

"This trend underscores the importance of continued investment in upgrading and refurbishing commercial spaces to meet market demand."

Key highlights for Newcastle from the January 2025 Office Market Report:

- Total vacancy fell from 16.4% to 14.9% over the year to January 2025, driven by 7,814 sqm of net absorption
- A-grade spaces saw the strongest demand, with vacancy decreasing from 17.9% to 16% and 7,509 sqm of net absorption
- Vacancy in B-grade spaces decreased from 13.1% to 11.2%, reflecting 111 sqm of net absorption
- C-grade spaces saw a decline in vacancy from 19.9% to 18.7%, with 685 sqm of net absorption
- D-grade spaces struggled, recording a vacancy increase to 9.3% due to -491 sqm of net absorption
- Future supply includes 3,100 sqm of new office space expected in 2025, followed by 3,650 sqm in 2026, with an additional 8,571 sqm mooted for the coming years.

## FOR SALE BY ONLINE AUCTION

### BIDDING OPEN FROM MONDAY 3RD MARCH 2025



#### INVESTMENT IN JUNCTION VILLAGE

[Lot 2/ 10-16 Kenrick St, The Junction](#)

- Strata shop situated in popular Shopping Centre
- Housing established Nail Technician on 3 yr Lease
- Current net income of \$23,860 pa (approx)
- Net lettable area of 40m<sup>2</sup> (approx)
- Free on-site parking for customers
- Rare opportunity for an investor to acquire a commercial investment at a very affordable price and in a prestigious location

**Bidding Open from 11am, Monday 3rd March**  
**Auction to Conclude 2pm, Tuesday 4th March**



#### ADJOINING STRATA UNIT INVESTMENT

[Lot 36 & 37/ 185 Darby St, Cooks Hill](#)

- Two adjoining commercial/ retail suites with glass shopfronts and excellent wide frontage to the very popular Darby Street retail strip
- Leased to well established sporting shoe retailer on 5 + 5 + 5 year Lease
- Current net income of \$54,430 pa (approx)
- Located in highly sought after retail and dining location and only 2 kilometres from Newcastle's Central Business District.

**Bidding Open from 11am, Tuesday 4th March**  
**Auction to Conclude 2pm, Wednesday 5th March**



#### MULTI TENANTED INVESTMENT

[145-147 Darby St, Cooks Hill](#)

- Recently refurbished two-storey freehold with rear access & on-site parking
- Housing two retail tenancies on the ground floor, a Pharmacy & Cosmetic Injectable Clinic, and two large 3-bedroom apartments on the first floor
- Current net income of \$155,503 pa (approx)
- A fantastic opportunity for an investor to acquire a multi tenanted freehold well located in the highly regarded retail & commercial Darby St precinct

**Bidding Open from 11am, Wednesday 5th March**  
**Auction to Conclude 2pm, Thursday 6th March**

For further details or an inspection contact **DAVID ROGERS**  
admin@dowlingcommercial.com.au | 0425 267 111 | 02 4969 8000

**WWW.DOWLINGCOMMERCIAL.COM.AU**

**DOWLING**  
**COMMERCIAL**

## Australian Government announces support for low-carbon aluminium

In January, Prime Minister Anthony Albanese, Minister for Industry and Science Ed Husic, and Federal Member for Paterson Meryl Swanson visited Tomago Aluminium smelter and announced an aluminium production credit to help secure and bolster aluminium smelting in Australia.

Tomago also hosted the Assistant Minister for a Future Made in Australia Tim Ayres and Hunter based federal MPs to highlight the critical role Tomago has towards Australian manufacturing.

The production credit, part of the Future Made in Australia Plan, puts Australia on a path to becoming a leader in green metals manufacturing, while supporting a continued strong economic future for communities that have powered the nation's aluminium industry for generations.

Tomago CEO Jerome Dozol welcomed the news and said the investment made through the Future Made in Australia Plan demonstrates the commitment the Australian Government has towards the aluminium industry and to businesses like the Tomago smelter.

"We are at the very centre of Australian manufacturing, providing nearly 600,000 tonnes of aluminium each year right here in the Hunter region," said Jerome Dozol.

"This investment will provide support for onshore aluminium being manufactured at Tomago, and we will begin a new phase through the development of low-carbon aluminium.

"This sits in line with our firm commitment to decarbonise our aluminium smelting operations by 2035.

## Artificial ponds for Green and Golden Bell Frogs

Endangered green and golden bell frogs located on the north and south of Ash Island are able to mix more easily due to the installation of new artificial ponds throughout 2024.

Port Waratah is a partner in the development of seven new 'cluster' ponds established within the Hunter Wetlands National Park on Ash Island near Kooragang, 12 kilometres west of Newcastle. The series of ponds help connect the two groups of the Kooragang bell frog population and provide breeding habitats and refuges in dry periods to help rebuild frog numbers.

The project is in partnership with NSW Parks and Wildlife Service, Trees in Newcastle, Hunter Local Land Services, The University of Newcastle (UoN) and NCIG. Monitoring by UoN and the NSW Government's Saving our Species Programme in 2023-24 found low numbers of green and golden bell frogs on Ash Island, including in the Hunter Wetlands National Park, probably due to lower than predicted rainfall during the breeding season. The information helped the team understand that artificial sources of freshwater regularly spaced across the island could likely help the frogs survive dry years, plus allow them to move more easily across the island.

UoN also realised there was very little movement between the smaller northern bell frog subpopulation and the larger southern subpopulation, so the recommended placing of artificial 'cluster ponds' across the island would help the frogs mingle while providing drought-resistant breeding habitat.

The ponds were designed with input from the UoN, the Saving our Species Programme and local industry partners, including Port Waratah, that monitor green and golden bell frogs across the Kooragang wetlands. The design builds on trial ponds first constructed by Port Waratah in 1997 and supplements the artificial pond features incorporated by Hunter and Central Coast Development Corporation as part of remediating and managing the former Kooragang Island Waste Emplacement Facility.

Each new 'cluster pond' has one large, 1.5 metres deep circular tank-pond to provide permanent fresh water and a shallow three-chamber trough to provide preferred breeding habitat. Frogs can



enter the lower ponds or hop up rock-basket ramps to access the large tank for a deeper dive.

The wired-together rock ramps also provide hidey holes in cracks and crevices, in which the frogs can heat-up in a "frog sauna" from the sun-warmed rocks. Heat can help the frogs shed the deadly chytrid fungus, which is one of their biggest threats. The ponds are also raised above ground-level, preventing tiny, introduced tadpole and egg-eating fish called Gambusia from washing into them after heavy rain.

On 15 November 2024, a dozen Port Waratah employees together with volunteers from the project partners planted native plants and vegetation around the cluster ponds helping to connect the frog populations previously isolated in the north and south of Ash Island. The frogs use the foliage to safely move across distances and easily access the newly installed ponds.

There is potential to build up to 20 more ponds at strategic locations across Ash Island over the next four years. The project is supported by funding from Port Waratah Coal Services, Newcastle Coal Infrastructure Group (NCIG) and the NSW Government.

## Final F-35A aircraft delivered

The final nine of Australia's fleet of 72 F-35A Lightning II aircraft have been delivered, ensuring the Australian Defence Force (ADF) has what it needs to defend our nation.

Defence has undertaken the rapid introduction of this important capability since the first two F-35A Lightning II aircraft arrived in Australia on 10 December 2018.

The F-35A aircraft fleet, in conjunction with the EA-18G Growler and F/A-18F Super Hornets, are the cornerstone of Australia's air defence and strike capability, as outlined in the 2024 National Defence Strategy. As a multi-role fighter, the F-35A can perform air-to-air and air-to-surface missions, and utilise stealth technology, electronic protection, electronic attack and advanced countermeasures to maximise lethality and survivability.

The arrival of the final nine aircraft also demonstrates an enhancement of the warfighting capability of Australia's F-35A fleet, with these aircraft the first in the fleet to receive Technology Refresh 3, enabling Block 4 upgrades that will support the new and enhanced capabilities required to meet the evolving threats of the future.

This important milestone concludes a year in which accelerated capability delivery for the ADF was pushed to the forefront with the elevation of the Defence Industry portfolio to Federal Cabinet.

The 2024-25 Budget saw Defence funding increase to \$764.6 billion over the decade to support a more capable and self-reliant ADF that can safeguard Australia's security into the future.

This builds on a record of delivery in financial year 2023-24, where Defence's achieved acquisition result was the largest on record at \$16.6 billion, with an estimated 54% of funding contributing to Australian industry. Sustainment over the same period was more than \$16.4 billion, with an estimated 79% of funding contributing to Australian industry.



# Local focus. National strength.



## Engineering Success

Civmec is an industry leading Australian multidisciplinary heavy engineering, construction and maintenance contractor, providing high-quality integrated services to the resources, infrastructure, energy, marine and defence sectors. Our advanced facilities and local expertise provide clients with a genuine option to benefit from specialist resources skilled to a principal standard.



### Manufacturing

- Heavy engineering
- Off-site modular assembly and testing
- Bulk material handling equipment
- Shipbuilding
- OEM material handling equipment



### Construction

- Module installation
- Structural, mechanical and piping
- Electrical, instrumentation & control
- Structural concrete works
- Site earthworks



### Maintenance & Capital Works

- SMPE&I maintenance
- Civil
- Industrial insulation
- Rope access
- Heat resistant industrial linings

**Civmec Newcastle Facility** **A:** 40 Old Punt Road, Tomago, NSW 2322 **W:** [civmec.com.au](http://civmec.com.au) **T:** +61 2 4949 8500



## City of Newcastle seeks partner for landmark affordable housing project

City of Newcastle is seeking a development partner for its landmark affordable housing project located on vacant land in the Newcastle CBD.

Known as Rail Bridge Row, the site on Hunter Street, which is part of the former heavy rail corridor, is set to play a key role in increasing affordable housing supply in the city.

A national invitation for expressions of interest (EOI) has been issued to find suitable partners with the capabilities and expertise to deliver the project in collaboration with the City.

Executive Director Corporate Services and Chief Financial Officer, David Clarke, said City of Newcastle is embarking on a journey to forge a vibrant community where everyone can thrive.

"As we prepare for a significant population increase of more than 40,000 by 2041, we are fully aware of the pressing need for safe, convenient and affordable housing," Mr Clarke said.

"By seeking to partner with an experienced community housing provider and other interested parties to deliver this project, we are creating a new affordable housing model that could potentially be replicated at other sites within Newcastle.

"Our long-term strategy is based on thoughtful collaboration with housing experts and industry stakeholders. Through strategic collaboration, meticulous planning, and unwavering dedication, we are not just dreaming of a better Newcastle - we are creating it.

"Our commitment to achieve our vision is strengthened by a groundbreaking partnership between the City of Newcastle and the NSW Government leading to a historic \$12 million investment in social housing right here in our city.

"This partnership has already begun to positively impact our local area with the rapid development of additional social housing in Wallsend.

"We invite all interested community housing providers and other parties to review the expression of interest documentation for the Rail Bridge Row Affordable Housing Project, with EOIs closing on 7 March 2025."

City of Newcastle has undertaken detailed investigations on the site, which has the potential to provide more than 30 affordable housing units which would be operated by an experienced community housing provider, making the project ideal for funding through the Federal Government's Housing Australia Future Fund.

Following assessment of the EOIs, a number of parties may be invited to submit detailed proposals later in 2025, with a view to the project then proceeding through formal design and approvals processes.

The 4,125 sqm lot at 280 Hunter Street stretches from Brown Street to near the intersection of Darby and Hunter Streets and is opposite the Crown Street light rail stop.

It was purchased by City of Newcastle from Hunter and Central Coast Development Corporation in 2020.

Additionally, the site has also been earmarked to deliver an important east-west commuter cycleway connection between Argyle Street and Wharf Road, strengthening Newcastle's cycling infrastructure while enhancing the sustainability and liveability of the city.

## Fullerton Cove shopping centre development gets green light

The Hunter & Central Coast Regional Planning Panel has given approval for a shopping centre development application at Fullerton Cove.

The development involves the construction of a supermarket, liquor store, commercial tenancies, medical centre and car parking.

Port Stephens Mayor Leah Anderson said the new mixed-use shopping centre would be an excellent benefit for the growing community.

"This type of development is a priority for Council, highlighting housing, open space, the environment, community facilities, and town centres," Mayor Anderson stated.

"The approval of this development aligns with our 20-year Fern Bay and North Stockton Strategy plan to help guide development in the area," she added.

When approving the development, the Regional Planning Panel considered the development to be in the public interest.

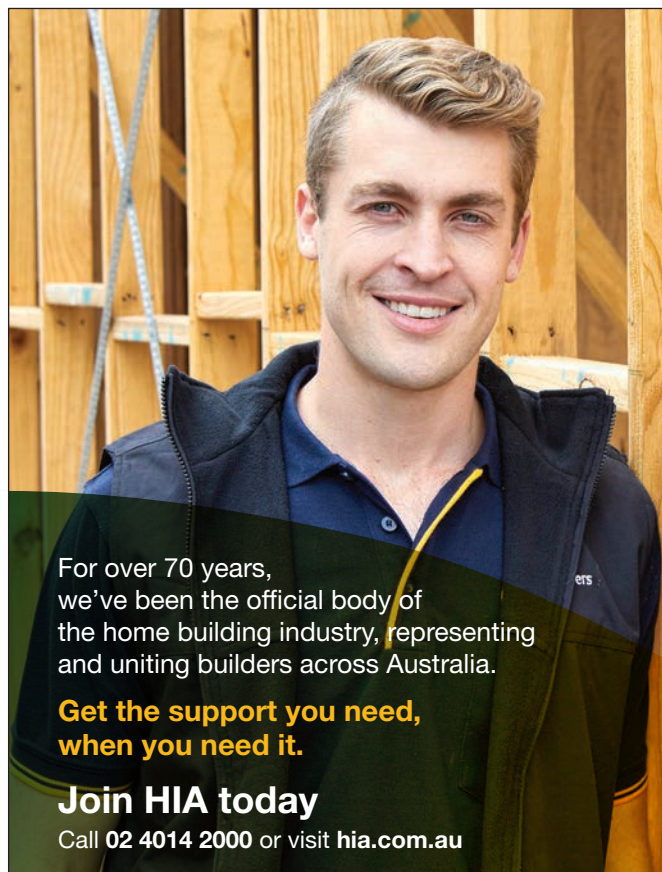
Councillor Giacomo Arnott said the development will have positive social and economic benefits for the local community.

"I've been advocating, alongside the community of Fern Bay and Fullerton Cove, for a supermarket and local retail in the area since I was first elected in 2017 - from the implementation of the Fern Bay and North Stockton Strategy, to the rezoning of the land, to a letter being sent to the Planning Panel late 2024 encouraging them to speed up this development approval," Cr Arnott said.

"This approval has been a long time coming and I'm thrilled at all the local jobs that will be created, and that one of our fastest growing areas will have access to groceries and services nearby.

"I believe in building well serviced neighbourhoods, and the rapid growth of this area without local retail options is a decades-old error that I am pleased to see fixed, but also committed to preventing occurring again," he added.

The site at 42 Fullerton Cove Road, Fullerton, was rezoned in 2022 to be a shopping centre as part of the Fern Bay and North Stockton Strategy plan.



For over 70 years, we've been the official body of the home building industry, representing and uniting builders across Australia.

**Get the support you need, when you need it.**

**Join HIA today**

Call 02 4014 2000 or visit [hia.com.au](https://hia.com.au)



**you're in good hands**

# 2NURFM 103.7 WOULD LIKE TO THANK THE 186,000 LISTENERS *who tune in each month!\**



**2NURFM is Newcastle and  
The Hunter Valley's favourite  
community radio station that  
packs a big punch!**

**Proudly locally owned and operated**  
by a top-notch bunch of radio professionals

**Reaching 186,000 listeners each month\***  
we boast a track record of achieving outstanding cost  
effective results for clients with our broad and affluent  
40+ years demographic\*

**Promote and market your business brand**  
to our engaged and loyal audience

*Partner with the station  
that is making waves*

**Our professional sales team listens**  
to what your business needs and prepares  
creative solutions, helping you connect with  
our audience.

**Contact | [sales@2nurfm.com](mailto:sales@2nurfm.com)**

**2NUR** FM103.7  
**GOOD TIMES & GREAT MUSIC**  
**2NURFM.COM.AU**

\*[National Listener Survey – conducted by McNair Yellow Squares – Greater Newcastle 2024 Survey Wave 2].

## EnergyCo and Ausgrid committed to delivering Hunter-Central Coast REZ

The Energy Corporation of NSW (EnergyCo) has signed a commitment deed with Ausgrid to deliver the network infrastructure needed for the Hunter-Central Coast Renewable Energy Zone (REZ).

Ausgrid was selected as the preferred network operator following a competitive tender process. The project scope includes upgrades to the existing network infrastructure to deliver an additional 1 gigawatt of network transfer capacity in the Hunter-Central Coast REZ.

Ausgrid says this will bring economic benefits to the region and they will work with communities to minimise impacts and maximise benefits for local communities such as more jobs, opportunities for local businesses and potential new industries for the area.

The commitment deed confirms that Ausgrid will be responsible for financing, designing, constructing, operating, and maintaining the Hunter-Central Coast REZ network infrastructure.

Ausgrid's proposal predominantly includes upgrades to existing infrastructure which significantly reduces impacts on surrounding communities and environment.

The Hunter-Central Coast REZ will ensure the region plays a key role in the state's renewable energy future, powering existing industries and emerging technology in green hydrogen, ammonia and metal production, offshore wind, electric vehicle fleet operators and electrification of industrial processes.

EnergyCo will continue to engage closely with the local community, industry, local government and other stakeholders as the design and delivery of the REZ progresses.

## Port of Newcastle bolsters Australia's supply chain resilience

Port of Newcastle has further diversified its trade offering with several car carriers discharging passenger and heavy vehicles at the Port over the Christmas and New Year period.

The passenger vehicle imports follow Port of Newcastle's approval from the Department of Agriculture, Fisheries and Forestry (DAFF) in October as a first point of entry port.

In recent years, DAFF has tightened biosecurity requirements to protect Australia from foreign pests and contaminants, however, with limited ports approved to import passenger vehicles – only one previously in NSW – consumers have experienced delays in receiving their orders due to quarantine requirements and supply chain delays.

Port of Newcastle Acting CEO, Nick Livesey, said the Port is responding to the needs of industry and consumers.

"The Productivity Commission and National Freight and Supply Chain Strategy both highlight the need for improved supply chain resilience across our ports and freight supply chain, and we are responding to those needs," Mr Livesey said.

"In recent years, Port of Newcastle received calls from shipping lines globally requesting they unload vehicles in Newcastle due to extensive waits to access their proposed destination.

"We didn't have the approval to take vehicles then, but we do now and are ready to cater for the needs of the broader automotive industry, should it be passenger vehicles, agriculture or mining," he said.

Kate McArthur, Executive Manager of Growth and Development said Port of Newcastle has capacity, availability, and potential for growth to accommodate industry needs.

"Vehicle imports is one of three strategic projects Port of Newcastle is focusing on, the others being a container terminal and clean energy precinct," Ms McArthur said.

"With over 300 hectares of the Port's lease land vacant, we are the only port on the East Coast of Australia that can



accommodate the needs of the industry at the scale required.

"We have been importing high and heavy (rail wagons, locomotives and excavators, for example) for many years, which is complemented by our superior access to the national road and rail networks and will deliver the same benefits to the broader automotive industry," she said.

Shipments received over the Christmas and New Year period at Port of Newcastle have included over 2,500 passenger vehicles, along with parts and equipment for agricultural and mining equipment.

Port of Newcastle is continuing to invest in the infrastructure required to accommodate the automotive industry's needs and further improve NSW and Australia's supply chain resilience.

## Final stage of Kooragang Island remediation complete

The remediation of the former BHP land in Kooragang Island has been completed, creating a new environmental and economic asset for the Hunter Region.

Over more than a decade, the Hunter and Central Coast Development Corporation (HCCDC) and its partners have transformed the 65-hectare former industrial landfill site into safe and usable land with enormous potential.

Plans are underway to create a clean energy precinct on the site that would position Newcastle as a leader in producing, storing and exporting clean energy materials such as hydrogen and green ammonia.

The site is also delivering major ecological benefits, including restoring an internationally significant wetland ecosystem that provides an ideal habitat for the endangered Green and Golden Bell Frog.

This milestone marks the final stage of HCCDC's broader remediation project which has covered 217 ha of former BHP lands, including the nearby Mayfield Steelworks site.

Responsibility of the Kooragang Island site has now been handed to Port of Newcastle.

# ADVERTISE HERE



# 2025 HUNTER INVESTMENT PROSPECTUS

## YOUR NEXT SMART BUSINESS, INVESTMENT & LIFESTYLE CHOICE

Published by **Hunter Business Publications Pty Ltd**, the Hunter Investment Prospectus is an important promotional project for the Region that is distributed as a high-quality hard copy as well as online.

View a copy of the 2025 Hunter Investment Prospectus  
online at **[www.hunterinvest.com.au](http://www.hunterinvest.com.au)**

### SUPPORTERS

The Hunter Investment Prospectus is only made possible by the following organisations that have supported this project and are active supporters of the growth of the Hunter Region.

#### GOLD SUPPORTERS

Kongsberg Defence Australia  
Maitland City Council  
Out of the Square Media  
University of Newcastle

#### SILVER SUPPORTERS

Cessnock City Council  
Dantia  
Dungog Shire Council  
Emergent Group  
Evoke Projects  
Four Walls Commercial  
HunterNet  
McNamara Adams  
MidCoast Council  
NCP Printing  
NGM Group  
Port of Newcastle  
Port Stephens Council  
Regional Development Australia – Hunter  
Scorpion International  
Singleton Council  
TAFE NSW  
Upper Hunter Shire Council  
Varley Group

#### BRONZE SUPPORTERS

Business Hunter  
EJE Architecture  
Housing Industry Association – Newcastle  
Hunter Water  
Knight Frank Newcastle  
Whiteley

For queries or feedback regarding the **2025 Hunter Investment Prospectus**, please contact:

**Hunter Business Publications Pty Ltd** P: +61 2 4062 8133 E: [info@HBRmag.com.au](mailto:info@HBRmag.com.au) W: [www.HBRmag.com.au](http://www.HBRmag.com.au)

## University secures \$20.7 million innovation facility

On 20 January Prime Minister Anthony Albanese visited the University of Newcastle to announce \$20.7 million in funding to develop a 'Future Industries Facility' at the university's Callaghan Campus.

The Future Industries Facility will bring together undergraduate students, Small and Medium Enterprises (SMEs) and community from across the Hunter to test and scale-up new technology and upskill people in Australia's energy, resources, and manufacturing sectors, for the net zero economy.

The funding is part of the Australian Government's Regional Precincts and Partnerships Program and will contribute more than \$160 million annually to the Hunter region's economy and create 740 direct and indirect jobs.

University of Newcastle Vice-Chancellor, Professor Alex Zelinsky AO said the Future Industries Facility was the next step in the region's transformation.

"Our University has been part of this community for 60 years and we've always been a connector between research, industry, education and our local people. That's a real strength and we know that working together is how we all achieve our goals, so we're enormously grateful that the Australian Government has backed us to use this investment to help our region for the future.

"This crucial new initiative will enable us to boost regional development, and develop nationally significant technology to help us achieve net zero and create jobs in our region," Professor Zelinsky said.

"We've listened to businesses and understand the barriers they face in testing, piloting, and scaling their ideas.

"This new facility will provide the missing link on the pathway between idea and commercialisation for SMEs. It will meet three critical needs – the need for technology innovation; for decarbonised energy resources and manufacturing; and the need for skills at scale.

"It will provide a front door for business wishing to access a smart, diverse and skilled workforce, and will give undergraduate students really valuable experience working on these projects and showing them their potential career pathways."

The investment will fund two 1250sqm and 1500sqm industrial scale research translation and demonstration spaces allowing multiple (up to 16) academic-industry partnerships to trial and test new enabling technologies from research phase to market inception.

An accompanying Career Ready Placement Program will be an industry academy for students with a focus on diversity, equity, inclusion and First Nations participation.

The project is scheduled to be operational next year, with 80 small businesses projected to access the facility in the first decade.

## Liddell remediation approved

The Future Land Use and Enabling Works project for Liddell Power Station has been approved by the NSW Government, which will see the former power station, demolished, remediated and transformed for future industrial land uses.

The approval of the State Significant Development, south of Muswellbrook, will mean more jobs and industrial opportunities for the Upper Hunter.

Spanning around 143 hectares, the Future Land Use and Enabling Works project is expected to generate more than \$260 million in Capital Investment Value (CIV) for the Upper Hunter Region as well as 100 full time equivalent jobs.

Remediation works will include:

- Demolition of the power station
- Construction and operation of a borrow pit for capping, civil works and recontouring of the site
- Recontouring and revegetation of the site
- Construction and operation of a landfill for the disposal

of asbestos contaminated soil and material from demolished infrastructure.

In 2023, the Liddell Power Station came to the end of its technical life and was formally closed, with the proponent AGL committing to remediate the site for a cleaner future.

Following the assessment from the Department of Planning, Housing and Infrastructure (DPHI) the approval has strict conditions of consent to manage biodiversity, water and traffic impacts. Works are now expected to commence within the next 3 months and are expected to continue over the next ten years.

The Upper Hunter has long been an industrial powerhouse and this approval is only the most recent planning determination that indicates a broader Government support for the Upper Hunter to remain an industrial centre.

The approval also comes shortly after the NSW Government launched its Industrial Lands Action Plan which sets out a new approach to plan, secure, and manage the supply of industrial lands to deliver new jobs, drive investment and support local economies.

Minister for the Hunter Yasmin Catley said "The \$260 million project injects a major capital investment within the Upper Hunter and will support dozens of new, local jobs.

"The Liddell Power Station is an important part of the Hunter's history and this project represents the significant investment opportunities that lay ahead for the region.

"Today's announcement further shores up our region as an industrial powerhouse, that will attract jobs, investment and innovation for decades to come."

## New \$26 million intersection opens at Thornton

Maitland City Council has officially opened the new four-way intersection at Raymond Terrace Road and Government Road in Thornton. Jointly funded by Council and the NSW Government, the \$26 million project has seen new traffic lights installed, dedicated right-hand turning lanes added and both roads widened to two-lanes in each direction.

Maitland Mayor Philip Penfold says, "We're proud to deliver this critical piece of infrastructure for the people of Thornton."

"Thornton is one of the fastest growing suburbs in Maitland and this upgrade will help ease traffic congestion for residents, visitors and commuters which is great news for our community," Mayor Penfold said.

Minister for Regional Transport and Roads, and Maitland MP Jenny Aitchison says "I have long advocated for significant road upgrades for the fast-growing Thornton and Chisholm communities, the fastest growing area in the state outside the Sydney basin for over 20 years.

"I am proud to be part of a Government which is funding and delivering significant upgrades to this area such as this one, the M1 to Raymond Terrace project and the duplication of Thornton Rail Bridge."

This project is part of Maitland City Council's long-term strategy for the Thornton Road Network to improve traffic infrastructure for the people of Thornton, Chisholm and surrounds.



# COMING EVENTS.....

**21 February 2025, 5:30pm - 9pm**

**Business Hunter**

Business Social | Business Hunter x hyp x Newcastle Business Club x Hunter Net

Venue: McDonald Jones Stadium

<https://events.humanitix.com/business-social-or-business-hunter-x-hyp-x-newcastle-business-club-x-hunter-net>

**27 February 2025, 7am - 9am**

**Business Hunter**

Unlock Global Potential: NSW Jobs Connect Breakfast with Business Hunter

Venue: McDonald Jones Stadium

<https://events.humanitix.com/unlock-global-potential-jobs-connect-breakfast-with-business-hunter>

**4 March 2025, 12pm - 1:30pm**

**Newcastle Business Club**

March Luncheon | Women in Tech- In celebration of International Women's Day

Venue: The Delany Hotel

<https://newcastlebusinessclub.com.au/event/march-luncheon-women-in-tech-in-celebration-of-iwd/>

**20 March 2025, 7:30am - 9:30am**

**HIA**

Industry Outlook Breakfast

Venue: Club Macquarie, Argenton

Cost: \$109 (members), \$199 (non-members)

<https://hia.com.au/awards-and-events/events/industry-outlook/hunter-nsw/2025/industry-outlook-breakfast-argenton-mar20?s=HENIOB2501%2f2025+HIA+Hunter+Industry+Outlook+Breakfast>

**22 March 2025, 9am - 12pm**

**The Business Centre**

Dynamic business planning: Build for success

Venue: The Business Centre

<https://events.humanitix.com/operational-foundations-building-a-dynamic-business-plan-for-success-series-1-workshop-3>

**26 March 2025, 11:50am - 2pm**

**Business Hunter**

Energy and Resources Lunch with Matt Kean, Chair of the Climate Change Authority

Venue: McDonald Jones Stadium

<https://events.humanitix.com/business-hunter-energy-and-resources-or-february-2025>

**27 March 2025, 11:30am - 2:30pm**

**HIA**

Building Women Luncheon

Venue: Earp Distilling Co, Carrington

Cost: \$140 (members), \$280 (non-members)

<https://hia.com.au/awards-and-events/events/business-partner/hunter-nsw/2025/business-partners-network-carrington-mar28>

**12 April 2025, 9am - 12pm**

**The Business Centre**

Business foundations: Compliance and Revenue

Venue: The Business Centre

<https://events.humanitix.com/cost-structures-and-revenue-streams-building-a-strong-business-foundation-series-1-workshop-4>

## 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)





Heal Urgent Care CEO Dr Tim Stewart, Newcastle Surf Lifesaving Vice President Riley Petherbridge and Club member Dr Francesca Mortell

## Newcastle Surf Lifesaving and Heal Specialist Urgent Care form partnership

Our Hunter surf lifesavers are the heroes of our local beaches. But what happens when they are injured as part of their community service? Newcastle Surf Lifesaving and Heal Urgent Care are thrilled to announce a new partnership that will ensure our lifesavers receive the best possible care if they are hurt while training or patrolling.

The Surf Club has more than 600 members and is growing significantly every year, so being able to offer a robust solution for on-the-job injuries is crucial. Lifeguards can sustain many different injuries while looking after beachgoers like strains, cuts, head knocks and even fractures.

“Surf lifesaving can be risky, so the Club wants to make sure that being a volunteer is not impacting daily work life and the ability for lifesavers to bring money home,” said Newcastle Surf Lifesaving Vice President Riley Petherbridge. “We also want our lifesavers to be fit and healthy and ready to rescue people on the beach.”

“In the past, our injured members have been lost in the system of bouncing around between specialists and GPs, and trying to understand when they can get back to their regular job and back to the beach,” said Mr Petherbridge.

Heal Urgent Care’s emergency clinic in Cooks Hill is now offering all Newcastle Surf Lifesaving members immediate access to the emergency specialist team seven days a week, ensuring quick and streamlined treatment and recovery. The partnership extends to the Heal Urgent Care After Care service including Fracture Clinic, Orthopaedic Specialist reviews, physiotherapy, coordination of scans, and planning and recovery with occupational health specialists as part of the Heal Work Health Hub.

Emergency Physician and Heal Urgent Care CEO Dr Tim Stewart sees the benefit for active volunteers having access to a “one-stop-shop” medical service. “When the Club told us they were struggling to navigate treatment for injured lifeguards and the workers compensation processes, Heal Urgent Care really wanted to be part of the solution,” said Dr Stewart. “Being a member of a local surf club is such a big part of the Hunter beach culture and it’s important to look after the people that give up their time to look after us at the beach.”

Surf lifesaver and rescue boat trainer, Dr Francesca Mortell also works as an emergency doctor as her day job.

“Feedback from volunteers who have been injured and then been to Heal Urgent Care, even for their primary injury, they describe having excellent care, and I’ve seen that on the other side having also worked at Heal as an emergency doctor,” said Dr Mortell.

“Things happen much more efficiently, not waiting for 8 hours for injuries that aren’t life threatening, but understanding it’s still important to be seen on the day and get the right treatment,” said Dr Mortell. “It means that people don’t ignore things that they might otherwise, because they know they will have to wait for a long time and it takes a long time to be seen by a doctor.”

“Having the service there, and members know it’s there for them, I think volunteers really appreciate it,” said Dr Mortell.



**EMERGENCIES  
CAN'T WAIT**

Heal Newcastle  
Cnr Union & Parry Street Newcastle

Heal Maitland  
30 Metford Road East Maitland

13 0009 0009 | [healurgentcare.com.au](http://healurgentcare.com.au)

Walk-in's  
welcome  
7 days

# Coping with anxiety

**Christine Field**  
**Hunterlink**

For fifteen years, Hunterlink has provided mental health and wellbeing support as an employee assistance provider (EAP).

As an EAP, Hunterlink supports workplaces throughout Australia and New Zealand by delivering a holistic mental health and wellbeing program that includes 24/7 phone counselling support, brief intervention, management and outplacement services, mental health and wellbeing training and onsite critical incident support.

We work with employers to tailor our services and provide a range of mental health and wellbeing training programs that are onsite and offer webinars that are live and recorded for greater delivery.

A common thread, as a presenting issue from people contacting Hunterlink, is anxiety.

## Anxiety – What is it?

Everyone feels anxious now and then, it is an important feeling to have as it helps us to avoid dangerous situations. It is the fight or flight sensation that is innate in all of us.

For some people, the anxious feelings don't go away, they feel an overwhelming sense of worry and dread that affects their ability to concentrate, sleep and carry out ordinary tasks; at work, school and in one's personal life. At times an anxiety attack can be so severe it is immobilising and may include obsessive thoughts that you are unable to control.

The ABS National Survey of Mental Health and Wellbeing found 1 in 4 Australian's experience anxiety at some stage of their lives;

one in three women and one in five men, and over 2 million people experience anxiety a year. Of the number of people experiencing anxiety the majority are aged between 35 and 44 years of age.

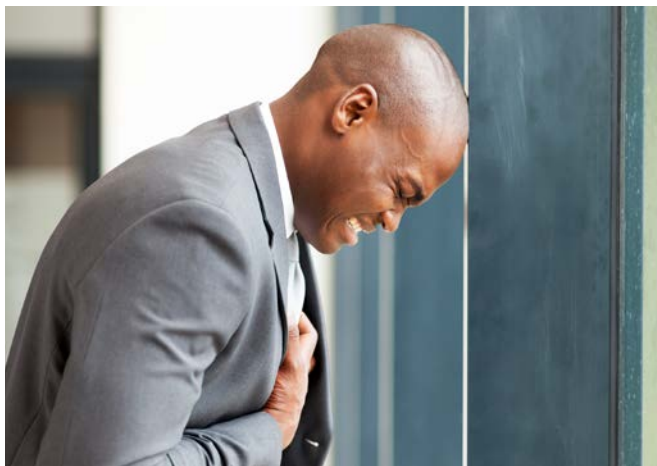
For Hunterlink, these statistics are not unusual, as our calls are predominantly anxiety related.

Just know you are not alone and help is only a phone call away to provide the tools to assist you manage anxiety. We can talk through the symptoms you are having and discuss your feelings of not being in control and how unsettling that can be. At Hunterlink our counsellors can help you understand the feelings you are having and provide the necessary tools required to help you prepare for when feelings of anxiety present.

## ANXIETY – SIGNS AND SYMPTOMS

- Hot & cold flushes
- Tightening of chest
- Quick breathing
- Racing heart
- Panic attacks
- Worry
- Excessive fear
- Obsessive thinking
- Catastrophising
- Restlessness
- Avoidance of situations that make you feel anxious - work, study or social life.

**To learn more about how Hunterlink can best support your employees, we can be contacted 24/7 on 1800 554 654, in business hours on (02) 4929 6625 and by email at [enquiry@hunterlink.org.au](mailto:enquiry@hunterlink.org.au)**



**Christine Field** has led Hunterlink for the past five years as CEO. She is an experienced leader who has seen Hunterlink through a rapid period of growth, navigating COVID19 and the need for professional and adaptive workplace mental health and wellbeing programs. As CEO she has seen a shift in need that focuses on real time responses to crisis, greater awareness of psychosocial hazards in the workplace and supporting employees and employers navigate the rise in psychological claims. Christine promotes a culturally diverse locally based Newcastle team that manages six crisis helplines, including MATES in Construction, Mining, Energy and Manufacturing Australia and MATES in Construction NZ.



Almost one in five employees state their work often triggers mental health challenges, yet nearly nine in ten managers' report they are satisfied with their organisation's ability to create psychologically healthy workplaces for workers, according to a recent study by Allianz.

These shocking results highlight exactly why Hunterlink EAP is passionate about delivering comprehensive mental health care and training.

As one of Australia's specialist Employee Assistance Provider, we know better than anyone that workplaces who fail to invest

in psychological health suffer more critical incidents, higher staff turnover, worse team cohesion and culture, lower productivity, increased absenteeism, and diminished overall employee well-being.

Our Mental Health Awareness training is designed to equip your workplace with the guidance, tools, skills, and insights necessary to cultivate a supportive and resilient environment.

This comprehensive program goes beyond merely raising awareness; it actively empowers

your employees and leadership to proactively address psychological health challenges and recognise psychological hazards that may be in your workplace.

No workplace is the same, which is why Hunterlink is committed to delivering our services tailored to your unique needs and preferences.

Together, we can build a better future for your organisation and employees.

*Get in contact with us to learn more.*



**HUNTERLINK EAP SUPPORTING WORKERS' WELLBEING SINCE 2010**

FREE 24/7 NATIONAL ASSISTANCE HELPLINE: 1800 554 654 24/7 SEAFARERS' WHATSAPP HELPLINE: +61 439 382 204

[www.hunterlink.org.au](http://www.hunterlink.org.au)

[enquiry@hunterlink.org.au](mailto:enquiry@hunterlink.org.au)

[@hunterlink\\_eap](https://www.instagram.com/hunterlink_eap)

[hunterlinkEAP](https://www.facebook.com/hunterlink_eap)

## Exercising when you are time poor

Running a business can be a demanding task and usually involves long work hours that can make it difficult to find the time to exercise.

We should however remember that exercise can bring many benefits to your general wellbeing and your business.

Even incorporating a little regular exercise can improve your health, resulting in you being more productive at work, improving your decision making and reducing illness. Whilst exercise has major impacts on your physical wellbeing, it can also help significantly with your mental health. In fact exercise is one of the most powerful ways to combat stress and help with a broad variety of mental health issues, including anxiety and depression. It can also help to promote better sleep patterns, making you more refreshed in the morning and able to face the day's challenges.

The problem many businesspeople face is that they are very time poor. Finding time to exercise can be a real challenge. The first thing to remember is that spending time to exercise is an investment in you and your business, the benefits are likely to easily outweigh the time spent. A great goal is to find 30 minutes a day for exercise.

The following are some tips for reaching this daily goal:

- **Break up the 30 minutes** – If 30 minutes in one stretch is just too difficult, consider breaking it up into 2 x 15 minutes or even 3 x 10 minutes.
- **Schedule exercise** – It is best to schedule exercise, especially until you create the habit, otherwise it will be all too easy to miss exercising.
- **Increase your incidental exercise** – There are many things you can do throughout the day to contribute. Consider parking a little way from work and walking, take the stairs instead of a lift, walk to the nearby shop instead of driving – there are countless ways to introduce little bits of exercise into your day.



- **Have a walk at work** – A regular lunchtime walk can contribute greatly to your goals. It is also a great way to clear the head and return refreshed. You may even like to consider a walking meeting. If you would like to have a discussion with a work colleague, perhaps you can have a walking meeting. This will also remove you from distractions in the office.
- **Consider a gym membership** – You may wish to consider a gym membership. This can be advantageous because of the equipment and advice on offer. Tell them for example you can only do 20 minute sessions and they can map out an exercise plan. Time spent at the gym can be intense, meaning you can cram a lot of exercise into a short period. Select a gym that is close to your work, home or on your daily travels. If time is tight, you don't want to spend extra time traveling to exercise.

Running a business can be difficult and stressful. Remember that you are one of the greatest assets of your business. It only makes sense to invest some time in your health so you can be even more effective for your business.

## Healthy Minds, Safer Sites

The NSW Government is undertaking a campaign across New South Wales construction sites to improve psychological health and safety at work.

Known as the 'Healthy Minds, Safer Sites' campaign, inspectors are providing advice and resources to manage psychosocial hazards. These include aspects of work and situations that may cause a stress response, which in turn can lead to psychological, and sometimes physical harm.

The initiative forms part of the New South Wales Government's Psychological Health and Safety Strategy 2024-2026 plan which is backed by \$5.6 million over the next two years to deliver workplace mental health programs.

Some of the common psychosocial hazards in the construction industry are harassment (including sexual or racial), bullying, work pressure, exposure to a traumatic event and violence, and hazardous physical working environments.

Workplace mental ill health is estimated to cost Australian businesses up to \$39 billion each year, due to lost participation and productivity. In addition, the rise in psychological injury is leading to an increase in workers compensation claims which in turn is pushing up premiums. An investment in preventing psychological injury will also save money.

The NSW construction industry employs over 400,000 people. Data shows that psychosocial hazards are increasing, with the cost and time off work typically three times higher than that of physical claims. Between 2019 and 2024 there were almost 900 major workers compensation mental stress claims in construction, with work related harassment and/or bullying the most common reason.

SafeWork NSW Inspectors have found most employers are aware that poor mental health is an issue, with around half reporting that they have assisted a worker or colleague with mental health issues. They will continue their visits to construction sites until the end of March 2025.

Preventing psychological harm, supporting recovery, and promoting mental health are critical components of a mentally healthy workplace.

All employers can achieve psychologically healthy and safe workplaces by taking these steps:

- identify the things that could cause harm and consider the potential risks,
- consult with their workers on things that could cause harm and ways to manage risks,
- implement control measures to eliminate and minimise risks,
- monitor worker safety to ensure control measures are working, and
- review the controls regularly.

## PKF announces major office refurbishment

PKF Sydney and Newcastle has announced the refurbishment of their Newcastle office. This significant project represents their ongoing commitment to creating an inspiring and collaborative workplace for our team, while enhancing the experience for our valued clients.

To bring the vision to life, PKF Sydney and Newcastle has partnered with Skelcon, a Newcastle-based construction company renowned for its innovative design and construction solutions. Specialising in commercial fitouts and refurbishments, Skelcon brings extensive experience to this project, ensuring it meets the highest standards of quality, functionality, and aesthetics.

The refurbishment aims to revitalise the Newcastle office, integrating modern design elements with functionality to support their team and clients better. The upgraded space will include state-of-the-art meeting rooms, open-plan work areas, and improved collaboration spaces to reflect the evolving needs of their dynamic workplace.

Speaking about the project, Andrew Beattie, Partner at PKF Sydney and Newcastle, said "This refurbishment is more than just a facelift for our office. It's about creating a space that embodies our values and supports the well-being and productivity of our people. Skelcon has been an exceptional partner in this journey, and their professionalism and dedication have exceeded our expectations."

Skelcon, a trusted name in construction, has been instrumental in delivering projects that redefine the standards of commercial fitouts. Their team is committed to providing seamless project management and high-quality outcomes tailored to the needs of each client.



*Joel Skelton and Andrew Beattie*

Joel Skelton, Managing Director at Skelcon, expressed his enthusiasm for the partnership "We are proud to collaborate with PKF Sydney and Newcastle on this refurbishment. It's always exciting to work with an organisation that values innovation and excellence as much as we do. This project is a testament to what can be achieved when great teams come together."

PKF Sydney and Newcastle looks forward to welcoming clients and partners to their new and improved Newcastle office soon.



**Skelcon** is a boutique design and construct company specialising in medical, hospitality, and commercial fit-outs and developments.

With a commitment to professionalism, transparency and quality, **Skelcon** delivers projects on time and within budget while maintaining the highest standards.

Our in-house team, including an interior designer and architect, provides a seamless end-to-end service, transforming client visions into reality.

With a strong presence in Newcastle, the Hunter Valley and the Central Coast, **Skelcon** has built lasting relationships with trusted contractors and consultants, ensuring exceptional results every time.



## Workplace design trends for 2025

**Jerry Kennard**  
**Evoke Projects**

If you're planning a new workplace fit-out or refurbishment for 2025, you will hope for a modern yet enduring interior design. Workplace design and fit-out company Evoke Projects explores the office design trends for 2025 that are most likely to give a good long-term return on investment.

### Be the change you wish to see in the world

Often credited to Gandhi, this saying encourages us to embody the change we would like to see in the world. If you act, a small change has already happened, and it encourages others to follow. The same is true of your physical environment and culture at work. Whatever you want your brand to be renowned for, start the change with a workplace design that reflects this.

Colour, lighting, technology, graphics, furniture choices, innovative technology, use of space, wayfinding and a focus on well-being are all examples of design aspects that can set change in motion.

Individuality is on trend for 2025 design. A workplace design that reflects your aspiration is individual, authentic and enduring.

### Sustainability continues to dominate design decisions

Eco-friendly workplace design choices are popular with staff, clients and other stakeholders.

- Choose materials that are environmentally friendly and long lasting. This reduces waste and gives a better return on investment.
- Energy efficient lighting, water fixtures and HVAC systems save money and the planet.
- Smart technology and sensors will support these systems to be even more efficient.
- Furniture or decorative pieces made with reclaimed wood, recycled metal or upcycled materials will make a statement.
- Bamboo, cork and recycled tiles are sustainable floor coverings.

### Go bold in 2025

Bolder colours are making a comeback in 2025. Less neutrality, more colour. Clever use of accents, furniture and feature walls in your workplace design will bring life to your office. Take care with fixture colour choices. Unless it's your brand colour, fixtures such as cabinetry will have better longevity in traditional, non-dating colours. Go bold on window furnishings, chairs, lounges and artwork as they are more cost effective to change. The bold colour trend reflects the focus on individuality in design.

While the Dulux colour forecast is based on residential interior design, they predict warmer, rich burgundies and wine hues will become more prominent throughout 2025, alongside increased use of green including olive, sage and vibrant yellow-green. Link to <https://www.dulux.com.au/colour/colour-trends/2025-forecast/>

### Darker, warmer timber but cooler metal

We are seeing a movement away from light and whitewashed timber. Warmer tones are returning to our interior design timbers, such as spotted gum and ironbark. Interestingly, this is in line with the Dulux forecast for warmer colour palettes. When choosing timber, you can make sustainable choices by checking for certifications such as the Programme for the Endorsement of Forest Certification (PEFC) and the Forest Stewardship Council (FSC).



For metals, silver tones are on trend in 2025. Chrome, aluminium and stainless steel will introduce a sharp, cool edge to your design.

### Space efficiency

Companies are watching the bottom line and looking to optimise the use of real estate. With this assessment in the use of space for staff, tasks and business objectives, we will see office layouts rescaled and reimagined in 2025. 'Flexibility' and 'multipurpose' are the buzzwords.

- Dividers, partitions, acoustic panels, screens and modular/stackable furniture will be hot on the shopping list.
- Vertical and mobile storage solutions will be selected for space efficiency.
- Slimline chairs and compact footprint workstations win over bulky furniture.
- The huddle space is the new conference room.

### Social spaces

Despite the need for efficiency, companies are still trying to attract more workers back to the office. Social spaces promote a positive work culture, creativity and improve employee satisfaction. Communal areas, collaboration spaces and breakout zones are unlikely to suffer in 2025 as these social spaces are necessary to attract and retain the best talent.

### Well-places

The focus on well-being in the workplace has never been greater. Every week, the news brings us stories of workplaces in the spotlight for all the wrong reasons. Businesses are very aware that workplace well-being matters both reputationally and for the bottom line. Staff who are healthy and feel well-treated have lower rates of absenteeism and perform their work better.

**To discuss a new workplace fit-out for 2025, please call Evoke Projects on 1300 720 692.**



**Jerry Kennard** is a highly focused and results driven Managing Director who leads through example and motivates the Evoke team to work to their full potential. He inspires his team to think outside the box when delivering creative and visionary office design and fit-out solutions to ensure that every client not only achieves their operational objectives but also increases the engagement, productivity and retention of their team. He believes the physical environment is like the soil for every team to grow in, and ultimately the determinate of their success.

# We create well—places<sup>™</sup>

We always consider the whole.

Taking a holistic approach in turn helps to improve occupant health, wellbeing and productivity, while fostering an organisation's culture through place.

We aim to create environments that set people up for success — however that might look for them.

**We are creators of well—places.  
Places that enable people to do well.**



1300 720 692

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

# Supporting Local, Building Stronger Communities

At Insight Building Services, we're proud to play an active role in supporting organisations that help our community thrive. We believe in the power of local involvement and the positive impact that sports and community groups can have on individuals and families.

As part of our commitment to fostering community growth, we proudly sponsor Redhead Surf Life Saving Club, the home of Daniel Collins, who was crowned 2024 Australian Ironman Champion, and a club that provides opportunities for the next generation of athletes shaping the future of the sport.

We also proudly sponsor a 16ft racing skiff 'Insight Building/NAVS' at the Belmont 16ft Sailing Club. The crew have taken out the Australian 16ft Skiff Sprint Series Championship back-to-back for the past 2 years.

These communities represent commitment, teamwork, and excellence, and we're privileged to be a part of their success.



# Constructing Success for Your Business



Insight Building Services have been delivering high-quality commercial construction services for businesses throughout New South Wales for 14 years. Our team is dedicated to turning your vision into reality—whether it's an office fitout, building refurbishment, or new commercial construction project. From concept to completion, we manage every phase of the project with integrity, attention to detail, and a commitment to excellence.



(02) 4943 5535

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

# The Changing Face of Office Environments: A Positive Outlook for 2025

In the years since the COVID-19 pandemic redefined the workplace landscape, businesses in Newcastle and the wider Hunter region have faced unprecedented challenges and opportunities. While hybrid work models and remote arrangements have become staples of modern operations, recent trends indicate a resurgent focus on office environments, reflecting a broader desire to restore some level of historic normality and foster collaboration.

At Newcastle Office Interiors, we've observed a steady and encouraging trend: businesses are actively investing in their office spaces. This investment signals not only a commitment to growth but also a recognition of the vital role the office plays in fostering culture, innovation, and team cohesion. Employers are seeing the value in creating environments that entice staff back into the workplace—a crucial step in reestablishing the interpersonal connections that drive success.

## Why Are Businesses Investing Now?

Several factors contribute to this renewed focus on office environments:

- 1. Enhancing Employee Engagement:** Many businesses understand that a well-designed office is more than a workspace; it's a tool for engagement. From ergonomic furniture to collaborative hubs, the modern office is evolving to meet the needs of today's workforce.
- 2. Rebuilding Culture:** For many, the prolonged absence from physical offices disrupted company culture. By creating inviting, functional spaces, businesses are reinvigorating their team dynamics and sense of belonging.
- 3. Encouraging Productivity:** While remote work has its benefits, the office remains a hub of creativity and collaboration. Strategic investments in technology and layout design are fine tuning workflows and maximising output.
- 4. Signaling Stability:** Upgrading an office sends a powerful message to employees and clients alike: we are here, we are growing, and we believe in our future.

## Trends We're Seeing

- **Hybrid-Friendly Designs:** Offices are being tailored for flexibility, with spaces that cater to both in-office and remote collaboration.
- **Sustainability:** Businesses are choosing sustainable materials and energy-efficient solutions, reflecting a broader commitment to environmental responsibility.
- **Wellness-Focused Spaces:** Features such as natural light, greenery, and breakout areas promote mental and physical well-being, making the office a place employees want to be.



**The office is back—and it's better than ever!**



## What This Means for Newcastle

The businesses we're working with recognise that the office is no longer just about desks and chairs; it's about fostering connection and driving innovation. This optimism is infectious, and it's a clear indicator that our local economy is vibrant and forward-thinking. Companies are seizing the opportunity to reimagine their workplaces as strategic assets.

At Newcastle Office Interiors, we're proud to be part of this transformation. We work closely with suppliers and manufacturers to deliver the very latest in office design and innovation, ensuring our clients benefit from cutting-edge solutions tailored to their unique needs. As businesses continue to adapt and thrive, we're here to support their journey, providing tailored solutions that inspire confidence and success. If you've been considering an upgrade to your office environment, now is the time to act. Together, we can create spaces that bring people back, energize teams, and set the stage for a prosperous future.



For refurbishment and fit out

known nationally as



Visit our website or call us  
to schedule a free consultation.  
Let's create a workspace that inspires!

T. 02 4942 5109

E. [sales@newcastleofficeinteriors.com.au](mailto:sales@newcastleofficeinteriors.com.au)  
[newcastleofficeinteriors.com.au](http://newcastleofficeinteriors.com.au)

## Recycled furniture division launched by Experienced Office Furniture

Experienced Office Furniture has launched a new division specialising in the reconditioning or removal of surplus commercial furniture. The recently launched Work.Life Recycled Furniture has a clear focus on sustainability and the circular economy.

The brainchild of Experienced Office Furniture's General Manager Paul Wildschut, Work.Life has a strong connection to the original foundation of the company and sees a full circle shift back to their passion for 'experienced' furniture.

The concept is simple. Work.Life has divided three categories that will see the best possible outcome with an emphasis on minimising waste.

"Work.life Furniture manages all stages of a product's life: raw material extraction, materials processing, manufacture, distribution, use, repair and maintenance, disposal or recycling," Paul said.

A Grade furniture items are simply cleaned and presented for sale though the work.life showroom in Lambton and work.life online portal, B Grade items are repaired or have parts replaced and readied for sale though the work.life showroom and online portal and C Grade includes items that are not suitable for resale and will be broken down and through our partners recycled where possible including particle board and steel recycling minimising land fill and waste.

"We aim to operate in a manner that always harps back to the concept of cradle to grave stewardship", Paul said.

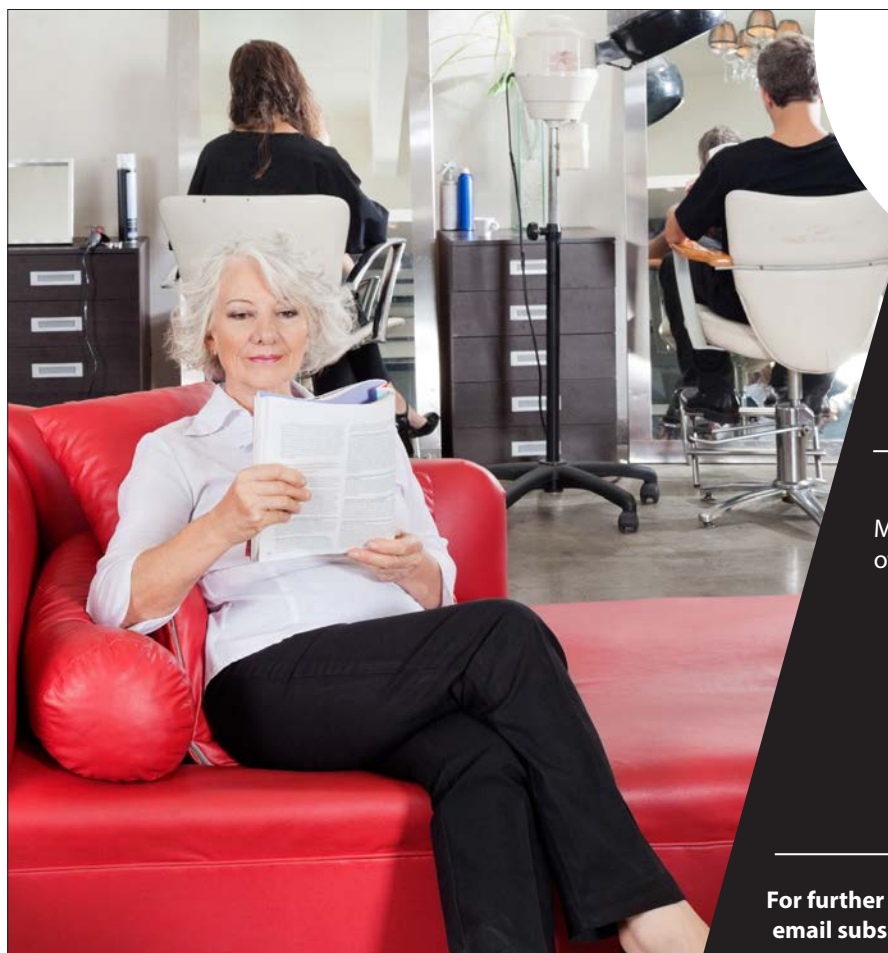
"To ensure the best solution we partner with industry leading companies to return raw materials to the supply chain and products to the local market cutting down transport costs and resource consumption."



*The new division has a strong connection to the original foundation of the company*

Work.Life Furniture can assist companies with ESG requirements providing reporting around all materials collected.

"The future is in our hands, it's an exciting era of awareness towards how we move forward with a smaller footprint," Paul said with a strong sense of optimism and excitement.



**Be informed - receive  
your own copy of**

# HBR

**HBR is available as a hard  
copy magazine and online.**

Make sure you receive **HBR** by completing one of these options at [www.HBRmag.com.au](http://www.HBRmag.com.au)

1. Receive your own hard copy **HBR** mailed directly to you for only around \$1 a week.
2. Receive notification when the latest issue of **HBR** is available for reading FREE online

For further information visit [www.HBRmag.com.au](http://www.HBRmag.com.au), email [subs@HBRmag.com.au](mailto:subs@HBRmag.com.au) or call (02) 4062 8133



recycled furniture

[www.worklifefurniture.com.au](http://www.worklifefurniture.com.au)

A new initiative  
committed to delivering  
asset management  
services to our clients  
that bring new life to  
surplus commercial  
furniture.

**It's as easy as abc.**



**a**

**A Grade**

Furniture items are simply cleaned and presented for sale through the work.life showroom in Lambton and our work.life online portal.

**b**

**B Grade**

Furniture items are repaired or have parts replaced and readied for sale through the work.life showroom and our online portal.

**c**

**C Grade**

Items that are not suitable for resale are broken down and through our partners recycled where possible including particle board and Steel recycling minimising land fill and waste.

Call our team today on 02 4952 1555 or email [sales@eof.com.au](mailto:sales@eof.com.au) to request a proposal document

**25 Bindera Road, Lambton (next door to Experienced Office Furniture)**



# HBR

# business services

ACCOMMODATION

## BORRELLI-QUIRK NEWCASTLE REAL ESTATE NEWCASTLE - HUNTER TOURISM & ACCOMMODATION

- Leading suppliers of quality, fully furnished and self contained accommodation for short or long stays in and around Newcastle.
- Beachfront, harbourfront, suburbs, 1 to 4 bedroom apartments and homes. Cleaning service available.
- A cost effective, more flexible and comfortable alternative for visitors and business colleagues.
- A phone call or email is all it takes to match your requirements promptly.



P: 49615566 E: joanne@bqnre.com.au W: bqnre.com.au 1/91 Hannell Street, Wickham @ NCYC

CONTRACTS MEDIATION

## ENGINEERING CONTRACTS MEDIATION

- Expert Determination and Mediation
- Secure online mediation option
- Economical and prompt dispute resolution
- Engineering, construction and commercial disputes



bruce@basacon.com.au www.ecmediation.com.au 0425 358 897

DOCUMENT DESTRUCTION

## ADAMSTOWN CLEANING SERVICE

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



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

CLEANING SERVICES

## THE MOBILE SHREDDING COMPANY

- Security bins and one-off shredding
- Totally secure in-truck on-site shredding
- NAID AAA Certified
- Locally owned and operated
- Servicing Newcastle, Hunter Valley, Port Stephens & Central Coast



Phone: 4957 9903 www.mobiles shredding.com.au

"SECURE DESTRUCTION - GUARANTEED"

A little girl asks her father: "Daddy, what is corruption?"  
 "Go bring me a beer and I'll tell you."  
 "But mummy said you should stop drinking!"  
 "Get yourself an ice cream too while you bring me that beer."  
 "Oh, okay!"

As a butcher is shooing a dog from his shop, he notices a \$20 bill and a note in the dog's mouth that reads: "5 lamb chops, please."

Amazed, he takes the money, puts a bag of chops in the dog's mouth, and quickly closes up shop to follow him.

He watches in awe as the dog waits for a green light, looks both ways, and trots across the road to a bus stop. The dog checks the timetable and sits on the bench. When a bus arrives, the dog walks to the front, inspects the bus number, and hops on.

Dumbstruck, the butcher boards too, following the dog as the bus travels to the suburbs. After a while, the dog stands on his back legs, pushes the "stop" bell, and gets off. The butcher follows closely.

The dog runs up to a house, drops the bag of lamb chops on the doorstep, and backs up. He takes a big run and whap! slams into the door. No answer.

The dog repeats the process, slamming into the door several times, until a big guy opens the door and starts cursing and shouting at the dog.

The butcher, furious, runs up and yells, "What the hell are you doing? This dog is a genius!"

The owner replies, "You got to be kidding... it's the third time this week he's forgotten his keys!"

Did you know that piranhas can devour a human to the bone in 30 seconds?

Anyway, I lost my job at the aquarium today.

Johnny's father took him on a big fishing trip interstate.

On returning home after catching only three fish his father says, "The way I figure it each fish cost us \$400!"

Johnny replied, "Well, at that price it's a good thing we didn't catch any more of them than we did."

In a Catholic school cafeteria, a nun places a note in front of a pile of apples, "Only take one. God is watching."

Further down the line is a pile of cookies. A little boy makes his own note, "Take all you want. God is watching the apples."

### QUOTE OF THE MONTH

"Don't worry about failures, worry about the chances you miss when you don't even try."

- Jack Canfield

## PRINT. Explore the Possibilities.

**2024 SPECIAL OFFER**  
**SPEND OVER \$2,000**  
**AND GET 10% OFF\***

### SINCE 1975, NCP PRINTING HAS BEEN NEWCASTLE AND THE HUNTER REGION'S, PREMIER PRINT GROUP.

From stationery to magazines, point-of-sale to packaging, direct mail to inventory management and distribution, our comprehensive production facilities combined with our expertise ensure the right solution is offered for your print and communication needs.

#### NEWCASTLE OFFICE

14 Channel Road, Steel River Industrial Estate, Mayfield West NSW 2304

**P 02 4926 1300** **E sales@ncp.com.au**

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

#### SYDNEY OFFICE

8-10 Frank Street, Wetherill Park NSW 2164

**P 02 9757 3000** **E sales@brightprintgroup.com.au**

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



**NEWCASTLE'S MOST  
EXPERIENCED AND VERSATILE  
PRINTING COMPANY**

\* Deal available for **new customers only**. New customers must mention this ad to qualify for this promotion.



KONGSBERG



Kongsberg Defence Australia

# We're **investing** in the future

Join the Hunter Region's newest tech leader where innovation and technology come together in a brand new state-of-the-art facility.

**Become part of the future with us.**

SCAN FOR MORE



**kongsberg.com**