

HBR

mag.com.au

Hunter Business Review

MAY 2025

VOLUME 21 NUMBER 4

Print Post Approved 100002454

21ST YEAR OF
PUBLICATION

20 YEARS



MARKETING



ENVIRONMENTAL
SUSTAINABILITY



BUSINESS TECHNOLOGY

Australia \$6.60

ISSN 2202 - 8838 (Print)

ISSN 2202 - 8846 (Online)



9 772202 883002 >

HUNTER BUSINESS REVIEW
Connecting & informing business people



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 **T:** +61 2 4949 8500



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



GARRY



SANDIE

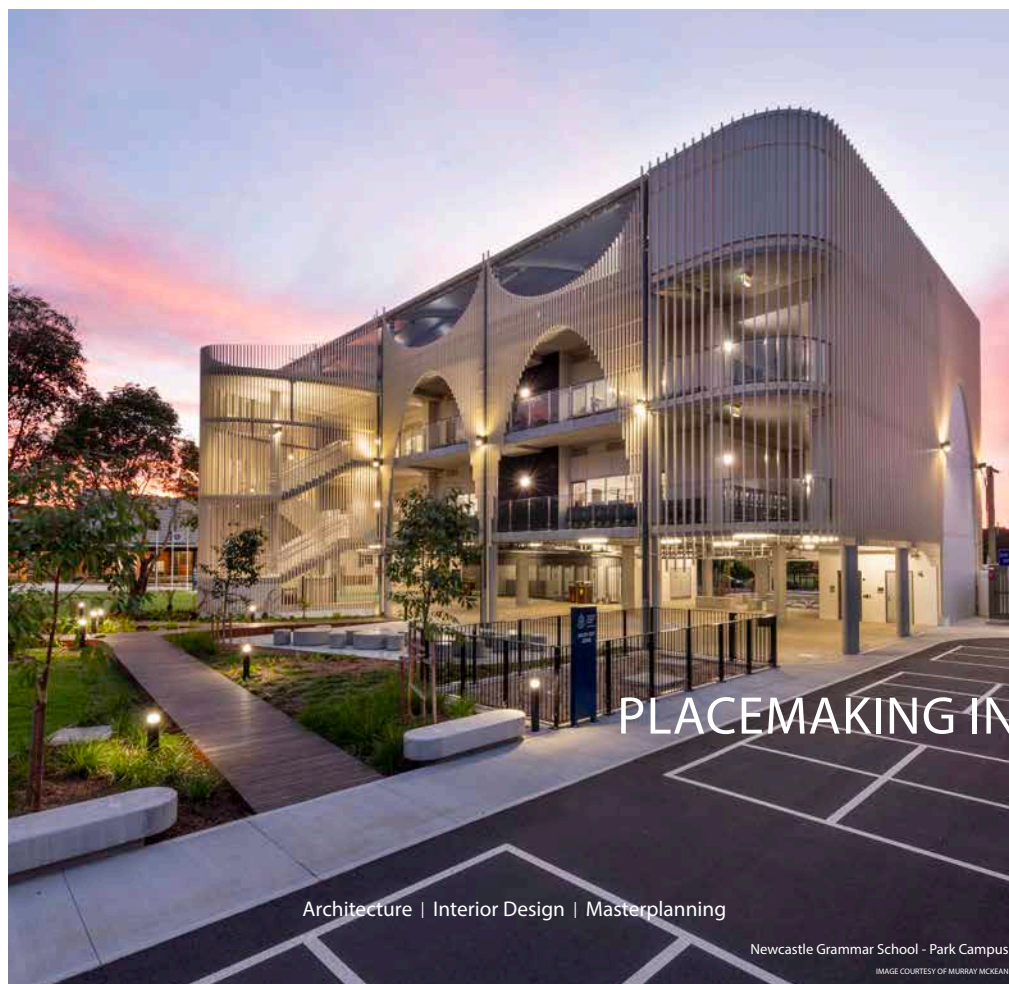


JASON

- 4** From the Editor
- 5** Business News
- 18** Marketing
- 20** Business Technology
- 24** Environmental Sustainability
- 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.



SHAC

PLACEMAKING IN THE HUNTER

Architecture | Interior Design | Masterplanning

Newcastle Grammar School - Park Campus

IMAGE COURTESY OF MURRAY MOEYAN

02 4961 5888
www.shac.com.au

From the Editor



With the Federal election returning the ALP for another term, all eyes will be on the agenda the Government has for the next three years.

With a sizable majority, the Government may feel it has the mandate for some major changes but will need to work with business if it wants to achieve a more prosperous nation for Australia, particularly given the volatile global economic conditions.

One of the stated aims for the term is to raise

productivity which is vital to increasing living conditions and business competitiveness. For many years, Australia has had insipid productivity performance and fallen behind many other nations.

The Government must realise that to increase productivity, it can't burden business with more regulations and initiatives that hamper business growth.

This will only occur if it consults closely with business and an understanding that to achieve sustainable real wages growth businesses need to improve their performance and confidence.

The size of the majority means that it is likely that the ALP will be in power for at least 6 more years, or until 2031 if we have full electoral cycles.

This would all but kill off the Coalition's plans to build nuclear power plants in time to reach net zero by 2050.

Renewable energy investors will however be more confident, and the rate of transition should increase in coming years.

With the lack of a strong opposition, at least in number, we will all be looking closely at the new Government's policy directions in coming months.

This issue marks the 20th anniversary of the Hunter Business Review.

In this time, we have seen major changes in the Hunter economy, becoming much more diversified and resilient. It faces some major challenges in coming years, including in traditional strengths such as coal mining, but it is well-positioned to face the economic challenges head on and continue to be a major contributor to the state and national economies.

Particular thanks go to Edgar Adams, Editor and Publisher of the Central Coast Business Review, who was instrumental in establishing the Hunter Business Review.

We also thank our readers, advertisers and news providers for their help over the past two decades and look forward to continuing to serve the Hunter business community.



First Hunter Business Review Issue

Garry Hardie

Editor and Publisher

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

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

E: info@HBRmag.com.au

Aerobridge installation marks final stretch to international status

With Newcastle Airport set to officially become an international port of entry to Australia in August 2025, the installation of the airport's first-ever aerobridge, a new baggage carousel, and key terminal finishes has signalled the final phase of a once-in-a-generation project that will redefine connectivity and economic growth for the Hunter Region forever.

Interim CEO Andrew Warrender said watching the 31-tonne, 20-metre-long aerobridge being installed was an emotional moment for a project which has the backing of the entire Hunter Region and beyond.

"The aerobridge's installation was a defining moment for this incredible project of transformation for our airport and ultimately our region," Mr Warrender said.

"The aerobridge allows passengers to board and disembark directly from the terminal, protected from the elements, and with greater accessibility for all.

"We're on the cusp of something extraordinary – a future where Newcastle Airport serves as a true global gateway for our region and the aerobridge arriving was a physical exclamation point pointing to exciting times of growth ahead."

With sustainability at the core of all business operations and infrastructure development, April also saw another landmark moment in the international terminal's delivery when a substation was energised that will power the entire terminal and integrate with a 1236-panel solar system located in the Premium Undercover Car Park.

Newcastle Airport's international terminal is on the final approach for completion. Current works include:

- New baggage infrastructure to support Code-E and Code-C aircraft, enhancing passenger access and efficiency.



- Terminal finishes including polished concrete flooring on the ground floor, carpeting on the upper level, and bathrooms and amenities.
- Fit out of the Arrivals Café and announcements on the food and beverage offering coming soon.
- New full sprinkler fire system to the new and existing terminal building.
- A new landscaped forecourt.
- Linemarking and landscaping of Williamstown Drive to improve access and make way for new curb side drop-off/pickup areas and pedestrian access to the Premium Undercover Car Park.
- A new car rental building.

FOR LEASE

SHOWROOM / OFFICE

5/ 122 Garden Grove Pde, Adamstown



- Comprising large open plan showroom with office, staff room and amenities.
- Property features include parking, disabled access and air conditioning.
- Ample signage opportunities & very central Newcastle location.
- NLA of 320m² (approx). Net door unit would also be made available if more space is required providing a total of 580m² (approx).

SHOWROOM / OFFICE WITH WAREHOUSE

18/ 132 Garden Grove Pde, Adamstown



- Situated at the front of popular Industrial Estate with frontage to Garden Grove Parade.
- Current configuration is made up of 580m² (approx) of showroom/ office space and 60m² (approx) of warehouse, however can be altered to suit your requirements.
- The warehouse has 2 roller doors and there is a generous amount of onsite parking.
- Available August 2025.

ATTN: CHILDCARE OPERATORS

25 Melbourne St, East Maitland



- Expressions of interest are now being sought for Childcare Operators interested in leasing a new purpose built 90 placement facility.
- Currently at high level concept stage with a DA planned to be lodged within two months of a commitment from an appointed operator.
- Approval & construction process is anticipated to take 15 to 18 months from the time an agreement to lease is executed.



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

Major development in Stage 2 of Astra Aerolab approved

The NSW Government Hunter and Central Coast Regional Planning Panel and Port Stephens Council have approved a major new development in Stage 2 of Astra Aerolab.

This new high-technology industrial facility will feature offices, industrial workshops and supporting infrastructure – the development will contribute to the Commonwealth's Defence AIR6500 program. Once complete, it's expected to create over 150 local jobs; delivering a strong boost to the Hunter economy and our defence industry.

Construction is targeted to begin in Q3 2025 (subject to approvals) and will meet the requirements of the State Environmental Planning Policy (Sustainable Buildings) 2022 and NABERS commitments. The prospective tenant – a major defence industry prime contractor – has worked closely with Newcastle Airport for several years to bring this project to life.

Subdivision civil works across Astra Aerolab Stage 2 are already underway and expected to wrap up later this year.

Andrew Warrender, Interim CEO of Newcastle Airport, said: "This is a major milestone for Astra Aerolab. We're pleased to be partnering with the defence industry to help deliver the infrastructure needed for Australia's future defence capability."

Career opportunities at Singleton Council continue to be five-star

Singleton Council has retained its five-star rating as a great place to work for the fourth consecutive year in the 2025 annual review of the human resources industry's top performers. The 2025 HRD 5-Star Employers of Choice list was determined following a rigorous three-month process based on precise criteria as well as valuable insight and honest feedback from employees.



Singleton Council cadet accountant Samuel Holz, Apprentice Parks & Gardens Hamish Paget, Trainee Water & Sewer Operator Jesse Matthews and Manager People & Culture Alison Bodiam.

Singleton Council General Manager Justin Fitzpatrick-Barr said the award recognised Council's dedication to its workforce in a range of areas including employee benefits, opportunities for career progression and development, and overarching people-first approach.

He said Council was particularly proud of the Future Ready Singleton program introduced this year, which has seen the recruitment of seven apprentices, trainees and cadets in a range of fields.

"Local government is a vastly diverse industry and there's such a broad range of professions, trades and skill sets working every day with a shared goal to deliver the best possible services to our community," Mr Fitzpatrick-Barr said.

"With that in mind, our organisation is committed to supporting our staff in the best way, from health and wellbeing initiatives including wellbeing leave and flexible work options, right through to opportunities for career growth and enhancement.

"This award is great reinforcement that the approach we're taking doesn't just make Singleton Council a great employer, but an industry leader."

Chris Sweeney, Managing Editor for Special Reports at HRD said employees shared their valuable insight and honest feedback to determine the 5-Star Employers of Choice.

"Singleton Council was recognised for fostering an inclusive and supportive working culture. They also led the way in delivering for their staff by placing an importance on key issues such as employee development," he said.

The Mutual Bank's Business Cheque Account rated one of the best on offer

The Mutual Bank's Business Cheque Account has been recognised by Mozo for its exceptional value and quality.

Mozo has been helping consumers make informed purchase decisions for more than a decade, evaluating thousands of products on the market, to help consumers make more informed financial decisions.

The Mozo Experts Choice Awards showcase the best products and services in the marketplace which offer exceptional value or quality for Australians.

The Mutual Bank's Business Cheque Account has won a Mozo Award in the Small Business Exceptional Everyday Account category.

Mozo analysed 622 personal, business and Self-Managed Super Funds products from 85 providers across all categories when deciding the winners.

The Mutual Bank's Chief Member Officer, Matthew Dunnill, said the Mozo win highlighted why The Mutual Bank's Business Banking is one of the Hunter's best kept secrets.

"Our Business Banking Managers have the local knowledge, depth of experience and authority to move fast to support your business growth goals," said Mr Dunnill.

"We also offer innovative solutions and competitive products to help small business owners.

"Our Business Cheque Account is a great example of fuss-free support, offering at-call access to your funds with no monthly account-keeping fee."

The Business Cheque Account win follows The Mutual Bank's Budget Home Loan winning a Mozo Award three years running.

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

Help shape the future of net zero manufacturing

The TAFE NSW Net Zero Manufacturing Centre of Excellence has been established to address skills shortages and to support Newcastle and the Hunter region's shift from a coal-based economy to net-zero and clean energy.

With our fully subsidised, 2-hour, online Microskill course – **Discover Renewable Manufacturing Careers**, learn how industries are adopting sustainable practices and gain skills to support net zero manufacturing. Discover career pathways that align with your goals and help drive Australia's greener future.

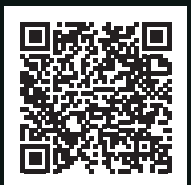
Enrol for free today.



Image by: NSW Department of Planning and Environment / Neil Fenelon

Q TAFE NSW Centres of Excellence

📞 131 601



Hunter Manufacturing Awards return in 2025

The 2025 Hunter Manufacturing Awards (HMA) were officially launched on 7 May at the premises of Omnia (2024 Manufacturer of the Year <50 employees) and co-hosted by Apollo Engineering (2024 Manufacturer of the Year ≥50 employees).

The launch unveiled a revitalised program designed to spotlight innovation, inclusion, and global competitiveness in one of regional Australia's most vital industries.

Now in its 21st year, HMA continues to celebrate the outstanding achievements of manufacturers across the Hunter, Central Coast, New England and Mid-North Coast regions. But this year comes with a powerful new incentive: a first-of-its-kind partnership with Industry Update's Australian Manufacturing Awards will see 2024 HMA winners automatically fast-tracked as national finalists in the debut of the prestigious new national program.

"We're proud to be raising the profile of regional manufacturers on a national stage," said HMA Chair Jacqui Daley.

"This partnership is a game-changer, it's about putting the Hunter on the map as a manufacturing powerhouse and giving our winners the recognition they deserve across the country."

Two new award categories were also launched in response to industry priorities:

- Digital Transformation Award – recognising outstanding use of digital technologies to improve efficiency, reduce costs, and drive innovation in manufacturing operations.
- Diversity in Manufacturing Award – celebrating businesses and individuals that are fostering inclusive, accessible, and equitable workplaces across the manufacturing sector.

"We're recognising the real forces shaping the future of manufacturing; digital innovation, diverse talent, sustainable operations, and global thinking," said Ms Daley.

Jochen Werner, Operations and Engineering Manager Omnia



"The 2025 awards are about more than trophies, they're about celebrating the people and ideas that will lead our industries forward."

The 2025 awards also feature a streamlined entry process following feedback from manufacturers, making it easier for businesses of all sizes to apply. HMA has also introduced new technology to simplify the submission experience, ensuring more manufacturers can share their stories of impact and innovation.

Ben Bronkhorst, Business Development Manager at Apollo Engineering, says their success has come from deliberately challenging national trends.

"We've actively bucked the downturn in manufacturing by diversifying into competitive contract manufacturing," said Mr Bronkhorst.

"Investments in technologies like advanced fibre lasers with sheet automation began as internal improvements for our parts washers but evolved into a platform for the growth of our contract manufacturing service offering. At the same time, we've developed innovations like the Biofeed food waste processor, putting Apollo at the forefront of practical sustainability."

Liam Manning, Chief Commercial Officer for SAPHI, the 2024 HMA Innovation Award winner agrees saying there is strong demand for AI-driven solutions in manufacturing, particularly in workplace safety and operational efficiency.

"As the industry faces increasing pressures, businesses are investing in technologies like ours to do more for less."

HMA 2024 winners Included:

- Manufacturer of the Year (≥50 Employees): Apollo Engineering
- Manufacturer of the Year (<50 Employees): Omnia Wheel
- Excellence in Product Design: SafeGauge
- Collaboration Partnership: The Melt, Allegro Energy & Muswellbrook Shire Council
- Outstanding Start-Up: Allegro Energy
- Building Workforce Capability: Morgan Engineering
- Export & Global Supply Chains: Whiteley
- Innovation: SAPHI
- Sustainable Operations: Signarama Tuggerah
- Marketing Excellence: Out of the Square Media & Guts Creative
- Rising Star: Jamie Woods, TW Woods
- Apprentice of the Year: Christie Hayward, Westrac
- Manufacturing Leader: Peter McKinnon, Omnia
- Hall of Fame: Joss De Iuliis

The Hall of Fame also returns in 2025, with business and community nominations open once again for individuals or companies who have made a long-term contribution to the region's manufacturing sector.

The 2025 awards will culminate in a gala event on Thursday 30 October 2025, bringing together industry leaders and innovators to celebrate the strength and future of regional manufacturing.

Local manufacturers are encouraged to enter the 2025 Hunter Manufacturing Awards to and gain from the many benefits, including:

- Boosting your visibility and reputation.
- giving your team the recognition they deserve.
- strengthening your industry connections.
- defining what makes your business great.
- cementing your credibility in a competitive landscape.
- reflecting on your achievements and growth.
- attracting top-tier talent.
- discovering fresh ideas and inspiration.
- gaining a competitive edge in tenders and contracts.
- opening doors to new opportunities.
- inspiring your team and the next generation.

For further information and to enter the 2025 Hunter Manufacturing Awards please visit www.hma.org.au

FORGING OUR FUTURE

HMA

HUNTER MANUFACTURING AWARDS



REGISTRATION AND APPLICATIONS ARE

NOW OPEN

Forging Our Future — celebrating excellence in manufacturing across the Hunter Region.

If your business is part of our region's manufacturing sector, this is your time to shine. Entering the Hunter Manufacturing Awards showcases your achievements, builds your reputation, and opens new business opportunities - right across Australia.

Learn more about the 15 award categories and how you can build your profile nationally.



**APPLICATIONS
CLOSE**

20th August 2025

**FINALISTS
ANNOUNCED**

1st October 2025

**AWARDS
NIGHT**

30th October 2025

Don't miss your chance to be part of the 2025 Hunter Manufacturing Awards. Visit www.hma.org.au to learn more.

MAJOR SPONSOR

Downer

GOLD SPONSORS

CIVMEC

NEW TECH PEOPLE

WITH THANKS TO OUR SPONSORS AND PARTNERS



TAFE NSW

KPMG

HEDWELD
GROUP OF COMPANIES

BISCIT
limitless possibilities

VARLEY
EXCELLENCE SINCE 1886

OMNIA

HUNTER

Whiteley
Corporation

WesTrac

CAT



Industry Update
MANUFACTURING MEDIA

HERALD
newcastleherald.com.au

HBR
Hunter Business Review

Hunter iF



McEWAN
and PARTNERS

SIRON
HOLDINGS GROUP

HUNTERNET
The power of many

**BUSINESS
HUNTER**

CENTRAL COAST
INDUSTRY CONNECT

helloworld
BUSINESS TRAVEL
NEWCASTLE

NHN
GROUP

Cost-effective portable buildings delivered in a few weeks

A manufacturer of rugged portable container-based buildings built to the high standards required by Australia's leading companies is introducing a cost-effective range of standardised designs built to the same top standards of OH&S compliance, portability, comfort and durability.

Modulate's new standardised Express 6 and 12 metre models – designed for fast delivery, within a few weeks for urgent needs – have a design life of 25 years under heavy use, with low maintenance, in common with Modulate custom-fabricated buildings already proven service with major companies in localities ranging from marine, desert, city, Outback, and the jungles of Papua New Guinea.

The robust, cyclone-rated* High-Cube standardised Express container-based buildings are fabricated and finished for rapid delivery, with the work being handled totally in-house at Modulate's 20,000 sq m modern production facility in Mayfield, where end-to-end precision manufacturing, quality control and on-time, on-budget delivery are managed on the one site. (*All 2.4m wide containers are cyclone rated, provided they are held down correctly, according to the design manual.)

Rather than providing piecemeal answers involving multiple contractors and potential delays each step of the way, Modulate Group has invested in its production facility, including a seamless series of production facilities including zones for assembly, construction, fabrication, painting, and final fit-out, to deliver efficient and high-quality final product.

Benefits of this "under one roof" approach include premium quality control, reliability of delivery, engineering to statutory compliance requirements, and top safety and comfort features, says Modulate General Manager Jack Adams, whose family



A 12 m x 2.4 m Express Office featuring a separate restroom under construction at Modulate's Mayfield facility.

has decades of experience in the establishment, relocation rehabilitation of major mine, construction and infrastructure sites.

Both the 6 m and 12 m Express Office variants have high quality inclusions, such as:

- Paint – Touch-up welds, colour-matched to the shipping container
- PA Door – Personal Access (PA) Door, 2040mm x 920mm
- Windows – Aluminium-framed, 1200mm x 1200mm, black frame. Two for the 6m building, three for the 12m.
- Insulation – 50mm Expanded Polystyrene (EPS) panels
- Air Conditioning – Teco 2.75kW Reverse Cycle Window/Wall – includes one single GPO
- Flooring – Modulate vinyl planks
- Lighting – Batten lights – two for the 6m building, three for the 12m.
- Power Outlets – two double GPOs
- Switches – Light switch
- Switchboard
- External Power Access – Junction box with 15amp caravan plug

Short-term extension approved while work continues on HVOCP Amendment Report

HVO has been granted short-term extension of time from the NSW Government to allow ongoing mining until December 2026 within the currently approved area (also known as Modification 8).

This extension was necessary to protect the jobs of our workforce and give certainty to our contractors, community partners, and the businesses that rely on us for work in the region.

Work on the proposed HVO Continuation Project (HVOCP) is ongoing in response to NSW Government request for more detailed information as part of its assessment of our proposal. We are undertaking additional modelling and mine planning to provide this information. This will be presented in an HVOCP Amendment Report, which is expected to be submitted in August.

The HVOCP Amendment Report will outline significant changes to the continuation project, including but not limited to:

- Reduced project mine plan
- Limit on overall coal production
- Reduced life of mine
- Material reduction in greenhouse gas emissions

The Amendment Report will also outline and update the anticipated environmental impacts of HVOCP compared to the initial project proposal.

The HVOCP is now entering its fifth year of the project approval process. Both Yancoal and Glencore who are JV Partners in HVO have repeatedly stressed the need for regulatory clarity and consistency between the New South Wales and the Federal Governments to avoid duplication or unintended negative consequences with over 1,500 jobs in the Hunter at stake.

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



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

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

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

2025 NSW Women in Mining

Hope Mulvihill, General Manager, Business Development and Technical Services at Glencore, has been named the 2025 Exceptional Woman in NSW Mining.

Hope realised her passion for mining at university, becoming the first ever female president of the University of Queensland's Mining and Metallurgy Association student chapter and vice president of the AusIMM student chapter. After joining Glencore in 2011, Hope worked as a Senior Mining Engineer and Business Analyst before her appointment in 2024 as General Manager of Business Development and Technical Services, overseeing governance, business planning, merger and acquisition due diligence assessments and project support. Her career and personal experience in mining has driven Hope to become a strong advocate for women to consider mining as a dynamic and fulfilling career path.

Other Award winners include Glencore Process Engineer Jenny Park, who has been named 2025 NSW Exceptional Young Woman in Mining.

Jenny oversees coal quality, production, and costs across Glencore's NSW Coal Handling Preparation Plants (CHPPs), driving operational efficiencies. Jenny was the first female member of Glencore's corporate processing team, and CHPP Production Superintendent, developing critical leadership experience in these roles.

Senior Research Fellow from Orica Sue Nee Tan received the 2025 Technological Innovation Award for her work inventing new ways of safely and efficiently delivering, handling, and using bulk explosives in underground mines.

Stephanie Gelland from Kingston Resources was awarded the 2025 Inclusion & Diversity Champion Award for her work in fostering diversity and inclusion within the mining industry.

The 2025 Exceptional Tradeswoman/Operator/Technician Award was awarded to Danica Tyrell from Newmont. Relocating to Orange in 2015, Danica took up a role as a Site Asset Operations Centre (SAOC) Technician and became the only female working at the SAOC to hold the role of dual concentrator Control Room Operator. Today, Danica works as the Senior SAOC Analyst at Newmont.

Glencore also won the Excellence in Diversity Programs and Performance Award for their First Nations Pathway Program.

The winners in the six award categories will be entered into the Women in Resources National Awards.

City of Newcastle looks to the future with strategic investments

City of Newcastle has taken another step in its long-term financial plans to ensure it can meet the need for infrastructure and services across the city into the future.

Councillors recently signed off on the purchase of a significant commercial landholding in Taree, which is operated by Bunnings under a 10-year lease. This is the first property acquired under City of Newcastle's Future Fund strategy, which was established to seek better financial returns through a range of strategic investments.

Executive Director of Corporate Services and Chief Financial Officer David Clarke said the Future Fund allowed City of Newcastle to diversify its revenue base to cater for both the growing population and aging assets.

"We're continuing to think outside the square when it comes to how we deliver for our city," Mr Clarke said.

"City of Newcastle manages \$2.7 billion worth of infrastructure assets on behalf of the community.

"While these assets have long, useful lives, they do need greater levels of investment over time as they age, which is why we put aside funds each year to ensure we are able to cover the cost of their future renewal.

"The Future Fund allows us to increase investment of our cash reserves into a diverse portfolio of land, buildings and City of Newcastle's commercial operations.

"This will provide the growth we need as we balance financial stewardship with innovation, ensuring that every decision we make today contributes to a thriving city for generations to come."

The Bunnings purchase was vetted by the Future Fund Governance Committee in line with its adopted investment strategy and follows the review of more than 20 properties during the past 12 months.

The Committee's membership includes representatives of City of Newcastle and the elected Council, as well as two independent members with appropriate professional capabilities and an independent Chairperson.

New TAFE NSW Maitland course to help locals tap into plumbing careers

The peak industry body for plumbers has welcomed a new TAFE NSW Maitland course aimed at giving locals a leg-up into a plumbing career and addressing a crippling skills shortage in the sector.

The fee-free Certificate II in Plumbing (Pre-Apprenticeship) has kicked off in Maitland and will give students practical, hands-on skills and basic theory, while allowing them to earn industry recognised credentials that can lead to an apprenticeship and future employment.

Declining apprenticeship numbers, an ageing workforce, major infrastructure projects, and urban expansion have all been cited as reasons for a skills shortage in the plumbing industry. Plumbing was also on the Federal Government's Core Skills Occupations List, released in December, which outlined the jobs where the skills shortage was so dire, imported workers were needed.

Master Plumbers NSW President Greg McElroy praised the new TAFE NSW Maitland course, saying it would expose more people to the trade and help them decide if they wanted to make a career from plumbing.

"There's huge demand for skilled plumbers right now and once you've done an apprenticeship, the world is your oyster," Mr McElroy said.

"The days of tradies being those who failed at school are long gone. The modern plumber has to have the skills but also the smarts to potentially start their own business and be an entrepreneur.

"It's great TAFE NSW is running this course and helping whet the appetite of students so they can determine whether it's the right career path for them."

Plumbing contributes 9% to Australia's GDP and supports thousands of trade jobs in Australia.



Plumbing apprentices Zack William and Levi Blundey

The Mutual Bank joins fight for a better deal for regional communities

The Mutual Bank has joined the fight for a better deal to meet the increasing costs of helping its regional customers who need access to cash and trained assistance in dealing with scams and fraud.

The Hunter-based Bank's CEO Mark Williams said its seven branches play a key role in supporting the communities it serves but, like many small regional banks, are challenged with avoiding becoming "pass-through" branches for the major and digital banks.

The Mutual Bank has joined an alliance of 19 regional banks calling for the introduction of a shared cost model to support the vital services provided by bank branches in regional communities such as cash handling, assistance for seniors or people with a disability and support with scams and fraud.

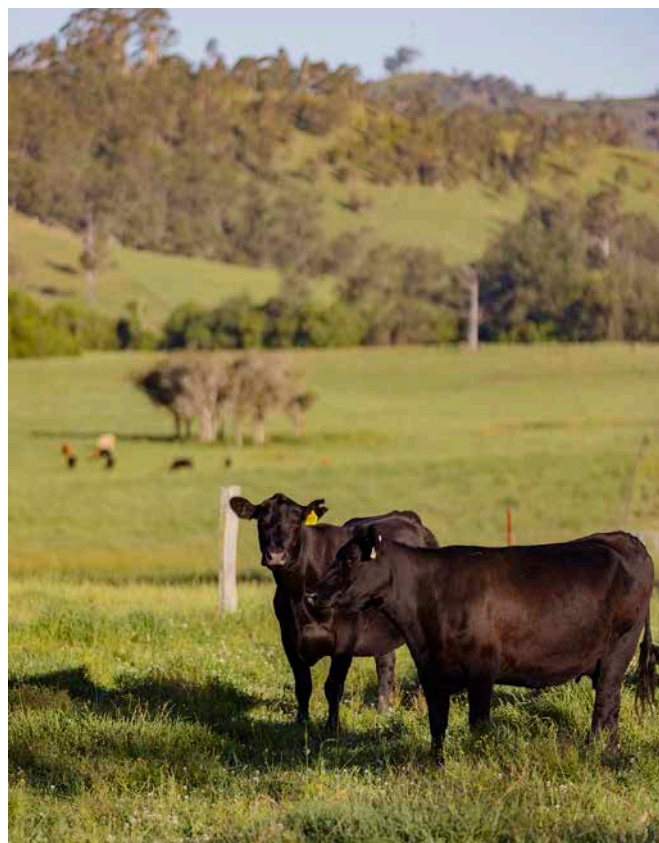
Under a shared cost model, big banks whose regional branch investment falls short of the industry average would be required to assist. As such, the model will ensure that all banks meet or exceed those baseline expectations, either directly through their own regional branch network, or via the shared costs model.

"The Mutual Bank's purpose is to champion financial wellbeing for our Members and regional communities, to help people thrive, and our branch network plays a vital role in achieving that purpose," Mr Williams said.

"The Mutual Bank is the only bank in Dungog and Mayfield and has fulfilled a much-needed gap for those communities in being able to access essential banking services."

Mr Williams said while the bank had seen an increase in customers and branch transactions in those locations, the challenge remained to ensure it was not simply acting as a conduit to funnel funds back to the major banks who have withdrawn their support in those communities.

"Our bank branches offer secure services and personal, professional advice that cannot be replaced by post offices or



ATMs," Mr Williams said.

The alliance is also calling for regional banks to be a part of discussions about the future of Armaguard and cash-in-transit services which are more expensive for regional banks.

Managed IT & Security —

A holistic approach to your IT

A tailored people first solution to fully support your business and team

02 4003 3979

FordhamIT.com.au



FordhamIT



Darby Street, Newcastle

HunterNet celebrates excellence in industry

HunterNet proudly recognised the outstanding achievements of individuals and organisations across the region at the 2025.

HunterNet Industry Excellence Awards, held on Friday, 11 April at the iconic Newcastle City Hall. This prestigious annual event celebrated the innovation, dedication and excellence that continue to shape the industrial landscape of the Hunter.

The evening brought together members from across the HunterNet Cooperative to honour the remarkable talent, collaboration and contributions of businesses, apprentices, trainees, and host companies throughout the network.

With a strong field of nominees across a range of categories, the Awards highlighted the capability, resilience and forward-thinking attitude that define the Hunter's industrial sector. From inspiring young professionals to industry veterans, the event was a true celebration of the people and projects driving the region's ongoing success.

Adding a unique touch to the evening, the bespoke trophies presented to winners were proudly designed and manufactured by HMA's Manufacturer of the Year, Apollo Engineering, showcasing the advanced capabilities of our region's engineering and manufacturing sector.

HunterNet extended its sincere thanks to the sponsors for their continued support, and to their members for their ongoing contribution to the success of the Cooperative. A special thank you also went to the dignitaries in attendance, whose presence helped make the evening a memorable occasion.

The 2025 Industry Excellence Awards not only acknowledged achievements to date but also reaffirmed HunterNet's commitment to supporting the future of industry, skills development and innovation throughout the Hunter Region.

HUNTERNET COOPERATIVE AWARD WINNERS

Export Award – Banlaw

Sponsored by Hedweld Group of Companies Banlaw was recognised for excellence in international exporting, showcasing innovation, quality, and commitment to promoting Australian products globally.

Harrison Whitfeld, Marketing Manager at Banlaw said "This award for Export recognises our determination to continue building home-grown global business. We're extremely proud of our heritage as Hunter Valley manufacturers and I'm constantly impressed by the innovation and talent surrounding us. I hope that our efforts will lead to greater collaboration in the region as more realise the immense global value we provide by designing, building, and deploying world-class products and solutions together. Banlaw is the only fully integrated software, hardware and service company specialising in fluid intelligence - and we've got the world banging on our door. There's plenty of challenges to go around, but it's a great time to be doing international business this side of the Hunter River."



 An advertisement for Banlaw Fast-Fill nozzles. The background is a dark blue industrial setting with various equipment. In the foreground, a white and blue Fast-Fill nozzle is shown in a cutaway view, revealing its internal components. The text "BANLAW Fast-Fill nozzles last 4x longer." is prominently displayed in white and yellow. The Banlaw logo, a stylized drop inside a circle, is in the top left. At the bottom right, the Banlaw logo is repeated with the tagline "Fluid Asset Intelligence" and the text "Pioneers in Fluid Intelligence."

BANLAW Fast-Fill nozzles last
4x longer.

BANLAW
Fluid Asset Intelligence
**Pioneers in
Fluid Intelligence.**

Rod Murphy Innovation Award – HiVis Group

Sponsored by R&R Murphy

HiVis Group was acknowledged for their innovative thinking and cutting-edge technologies that are transforming industry practices and boosting productivity.

Sustainability Award – Ramboll

Sponsored by AGL

Ramboll was honoured for implementing environmentally responsible strategies that minimise impact and promote long-term efficiency.

Harvey Knox Award – Rod Henderson

Sponsored by Port Waratah Coal Services

Rod Henderson was celebrated for his exceptional leadership, collaboration, and support of HunterNet's mission and growth.

Networking Award – Steph Loadman

Sponsored by peoplefusion

Steph Loadman was recognised for her commitment to building industry relationships and actively engaging in the HunterNet community.

Member of the Year – Rarekind

Rarekind was awarded for their consistent involvement in HunterNet activities and their dedication to fostering collaboration across the membership.

The Kristen Keegan Future Leaders Scholarship 2025 - Sheena Cherian**HUNTERNET CAREER CONNECTIONS AWARD WINNERS****Apprentice of the Year (Ivan Randon Award) – Sarah Pringle (UGL)**

Sponsored by Sandvik

Sarah Pringle was recognised for her outstanding technical skills, dedication, and contribution to her host company.

Finalists: Tasmyn Fellows (GOSS Engineering), Jye Macpherson (Sandvik) and Ben Hobson (UGL)

Women in Industry Award – Isla Johnston (GOSS Engineering)

Sponsored by WesTrac CAT

Isla Johnston was acknowledged for her excellence in trade, leadership, and advocacy for women in traditionally male-dominated industries.

Trainee of the Year – Lucy Smithson (HBT Australia)

Sponsored by Thales



Lucy Smithson stood out for her commitment to personal and professional development throughout her traineeship.

Finalists: Jordon Cranch (UGL), Brittany Bool (TW Woods)

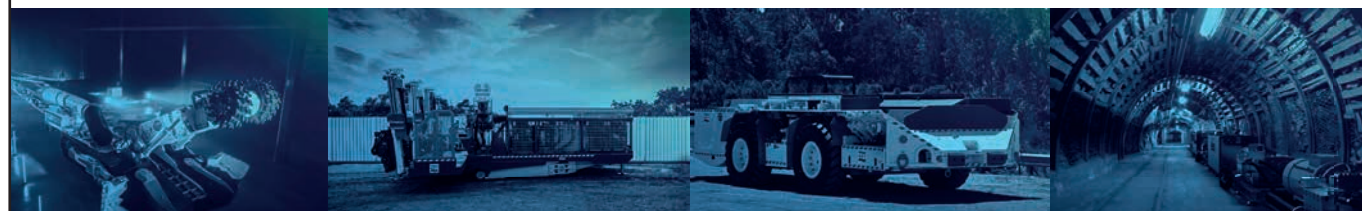
**Complete Systems for Your Operational Needs**

Built on the foundations of several industry leaders, HBT is your integrated single solution provider for the mining and tunnelling industry. We specialize in high-performance longwall mining systems, mining electrical engineering, roadway development and room & pillar equipment. All our solutions are technologically advanced and backed by a global team of experts.

Learn more at hbt-group.com

We're committed to being your single source solution provider to help you lower costs, improve productivity and keep your people safer — and we have the infrastructure to support our customers anywhere in the world.

**Shearers • Plow systems • Armored Face Conveyors • Beam Stage Loaders • CST Drive systems • Roof supports
Hydraulic legs, cylinders & valves • Integrated control systems • High-pressure pump stations • Roadheaders
Energy supply and electrical engineering • Continuous miners • Shuttle cars • Feeder breakers**



HSSE Award – Josh Perry (Star Group)

Sponsored by Happy Health

Josh Perry was recognised for his leadership in health, safety, security, and environmental practices, making a positive impact in the workplace.

SBAT Award – Harmony Etuale (Sandvik)

Sponsored by M.A.S.T.

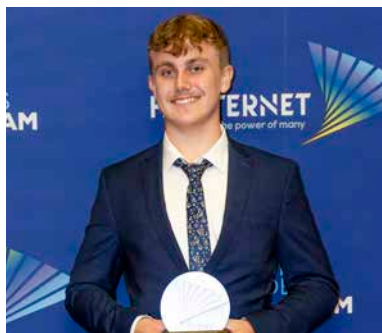
Harmony Etuale was celebrated for her ability to successfully balance school and on-the-job training, making a strong contribution to her host company.

Finalist: Bella Purcell (Swanson Industries)

1st Year Apprentice of the Year – Ben Smith (Milltech Martin Bright)

Sponsored by Apprenticeship Support Australia

Ben Smith was acknowledged for his dedication and performance in the first year of his apprenticeship.



Finalists: Taj Kelson (StarGroup) and Tianna (BAE Systems)

2nd Year Apprentice of the Year – Noah (BAE Systems)

Noah Young was celebrated for his strong work ethic and commitment during his second year of training.

Finalist: Axell Thoren (Hedweld)

3rd Year Apprentice of the Year – Eliza McLean (UGL)

Eliza McLean was recognised for her continued growth, professionalism, and achievements in her third year of apprenticeship.

Finalists: Jackson Monaghan (Hedweld) and Josh Pajtl (Sandvik)

Host Company of the Year – Less than 50 employees – Regal Rexnord

Regal Rexnord was recognised for its outstanding support and development of apprentices and trainees in a small business setting.

Host Company of the Year – More than 50 employees – HBT Australia

HBT Australia was celebrated for fostering a positive learning environment and consistently supporting emerging talent across the workforce.



HunterNet congratulates all award recipients and finalists. Your achievements reflect the strength and future of industry in the Hunter and inspire the next generation of professionals.

MILLTECH Martin Bright



Ben Smith with his family and Miltech representatives

Milltech Martin Bright is proud to be acting as host company for (2024) First Year Apprentice Award Winner – Ben Smith.

Ben is undertaking the Certificate 3 Engineering – Mechanical Trade course at TAFE and since commencing work early 2024 has acquitted himself in an outstanding manner at work and TAFE. It was clear from the first interview that he had the potential to be a success. He fits in well with **Milltech Martin Bright**'s mantra of pursuing continuous improvements demonstrating his skills and determination to succeed. A good example of his initiative is that he enrolled himself in other helpful courses at TAFE of his own volition. His practical work is well beyond expectations for a person who is now a second year apprentice.

It is no surprise he won the award. **Milltech Martin Bright** is grateful to HunterNet Co-Operative for making him available to us.

Milltech Martin Bright was established in 1992 and is Australia's only remaining, fully integrated Engineering Bar Processor operating from premises at Tomago (Heat Treatment), Hexham (Bar Peeling and Precision Grinding) and Laverton Nth, Vic (Bright Drawing and Chrome Plating). The company employs 85 people and supplies its products nationwide as well as to NZ through the Engineering Bar Distribution Network. Output ranges between 25,000 and 30,000 tonnes with capacity well beyond that.

We look forward to Ben making further outstanding progress through his training and continuing to make a valuable contribution to the company.

W: www.milltechmartinbright.com **A:** 5 Laverick Avenue, Tomago NSW 2322
P: (02) 4964 0100 **E:** sales@milltechmartinbright.com

HUNTERNET



INDUSTRY EXCELLENCE AWARDS



► INDUSTRY ► LEADERS ► EMERGING TALENT

HUNTERNET
The power of many



HUNTERNET
CAREER CONNECTIONS
Developing skills for success



HUNTERNET
FUTURE
LEADERS
PROGRAM

The just-right fit: Why regional creativity wins

Alison Smith and Ben Ogden
Out of the Square Media

As a regional creative agency, one of the things we enjoy most about our position is the ability to tap into all of our local knowledge and then use that as a superpower to help regionally-based organisations to grow their potential.

But as a regional agency, one of the challenges we face is being able to gear ourselves to meet the expectations of the enormous range of entities in our market: from small businesses who are aiming to punch above their weight, to large corporations who extend into this region and beyond.

We're sure this is a circumstance that confronts and tests many other local SMEs.

Regional advertising agencies are embedded in the business life of their communities, with a front row seat for the shifting sands and changing focus of the local economy. We track those actions in real time, not from an offshore gig-economy outsourcing platform. This closeness fosters creativity that's grounded in genuine understanding but built to perform on a national stage. We take enormous pride in having our strategic and creative work for local entities recognised nationally by prestigious industry awards such as SEM Rush, AMI Marketing and the Cairns Crocodiles.

We enjoy leaning into our passion projects, wholeheartedly wearing our regional heart on our sleeve for all to see. Our most recent self-initiated and self-funded project was to create a 20 minute documentary video exploring the genesis of one



OOTS Team Leaders: Production Director, Alison Smith and Head of Client Solutions, Ben Ogden

of Newcastle's most beloved icons: the cliff-hugging ANZAC Memorial Walk. Have a look on YouTube (Newcastle ANZAC Memorial Walk 2025) and be inspired by what can be achieved when passionate and clever people collaborate in the most meaningful of ways.

Regional agencies tend to work with clients, not just for them. We measure our success not only by awards or impressions, but by lasting partnerships and tangible results. Trust, transparency, and true collaboration drive better outcomes, and we think our clients agree, because many of our commercial relationships span decades, not months.

Without the luxury of metropolitan budgets, our clients would agree that being able to do more with less, is something we can all relate to. We know we have to be smart and resourceful, sharpen our strategic thinking, and ensure that creativity is tied to outcomes. We love the scope to spread our creative wings, but we appreciate that marketing and advertising results must be outcome-driven.

As a full-service creative solution we offer outcomes through our expertise, all in-house at 77 Hunter St, Newcastle. Brands can expect data-driven insight and strategy, world-class branding, websites that drive conversion, copywriting that turns lookers into bookers, leading design, and video production that outshines our big city counterparts. This affords us a nimbleness to turn things around quickly and efficiently, while not sacrificing offering high-calibre output and integrated delivery.

As businesses decentralise and the 'regional boom' continues, partnering with a regional agency means aligning with the future, not just following it. We're delighted at the prospect of creativity, resilience, and close community connection, fast becoming essential ingredients for success. We could not be more excited to anticipate being a part of the wave of region-led innovation that is sweeping across the Hunter and surrounding areas of the north coast, central coast, and central west. Regions are on the rise and the best and brightest are on our doorstep.

Out of the Square: big enough to deliver, small enough to genuinely care. Everyone's 'just right' is different, but with a full creative solution under one roof, we could be the answer that is just right for you.

PLAN YOUR MARKETING!

Looking to expand your brand awareness and reach new potential customers?

As the Hunter's leading hard copy and online business and industry publication, HBR offers excellent reach to decision makers and their staff across the region and beyond.

Contact **HBR** today for more information on how we can help with your marketing in 2025.

P: (02) 4062 8133 |
E: garry@HBRmag.com.au
W: www.HBRmag.com.au





Big enough to craft award-winning campaigns, branding, video and websites, all in-house.

Small enough to do it with personalised service, tailored outcomes and genuine care.

The creative agency that's **just right**.

Strategy. Creative. Digital. Video.

OUT
OF THE
SQUARE

CSIRO invites SMEs to R&D program to advance AI, digital tech innovation ideas

Australia's national science agency, CSIRO, is calling on small to medium-sized enterprises (SMEs) developing solutions in digital technologies and artificial intelligence (AI) to apply for its latest Innovate to Grow program.

Expressions of interest are open for the eight-week online program, which gives selected businesses free access to R&D experts, industry mentors and self-paced learning modules to help them turn an early-stage idea into an actionable research plan and funding roadmap.

Michelle Armistead, Program Manager for Innovate to Grow, said since its launch in 2020, the program has supported more than 650 SMEs nationwide.

"Australian SMEs are at the frontier of our digital and AI opportunity," Ms Armistead said

"Whether you're training large-language models, deploying robotics on a factory floor or hardening cyber-defences, the pace of innovation is relentless.

"Our role is to connect founders with the science, data and people they need to turn good ideas into investable R&D projects."

Lurra Systems is a Melbourne-based start-up providing high accuracy global navigation satellite system positioning and geospatial solutions for various industries.

Luis Elneser, Founder and CEO of Lurra Systems completed Innovate to Grow in 2023.

"The concepts and structure are well-suited for many SMEs, and I would recommend the program to colleagues," Mr Elneser said.

"I'm now actively executing my R&D plan and collaborating with my mentor on a new project that emerged during the course."



Innovate to Grow: Digital Technologies and Artificial Intelligence is open to SMEs working in the following subsectors:

Artificial intelligence, including:

- Computer vision
- Machine learning
- ChatGPT/large language models
- Natural language processing
- Digital manufacturing
- Quantum computing
- Cybersecurity
- Robotics and autonomous systems.

Applications close on 1 June 2025.

Technology for business success

For over 40 years, we have been the areas foremost provider of technology services. We supply opportunities for our customers to better manage and maintain their key business processes and systems. We can uniquely support your total office environment, from the network to the output, and everything in between.

We work with businesses to help identify potential areas of improvement in their process's and I.T. Systems to maximise efficiency. Whether you are looking to improve efficiency, enhance security, or keep your team connected, our team is here to support your business at every stage.

The **Pivotal Andor** "Technology as a Service (TaaS)" allows our customers to take advantage of our full range of technology and support by paying a simple monthly subscription.

We are not just your IT provider – we are here to partner in your success.

Our Expertise Includes:

Managed IT Services – Proactive support, strategic guidance, and rapid response to keep your systems running smoothly.

Print and Document Management – High-quality, cost-effective print systems with advanced document security and workflow automation.

Cloud and Infrastructure – Scalable, secure cloud solutions for businesses looking to reduce costs and increase flexibility.

Unified Communications – Advanced phone systems, VoIP, and hybrid work solutions for seamless team connectivity.

Point of Sale Systems – Reliable, real-time solutions for retail, hospitality, and customer-focused businesses.

Let us help you map your technology journey!
Contact us today for a FREE IT Health Check and discover how **Pivotal Andor** can support your business at every turn.

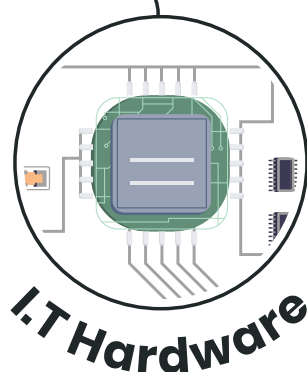
Pivotal Andor – Technology for Business Success.

pivotalandor.com.au | 1300 132 000 | info@pivotalbusiness.com.au

Pivotal Andor

On the Road to Smarter IT

From cloud to comms, cyber to print—Pivotal Andor maps your technology journey from start to success. **One partner. Every solution.**



**Technology
For Business
Success**
pivotalandor.com.au

SERVICING

Newcastle
Central Coast
Hunter Valley
New England
Port Macquarie

● For over **40 years.**

Contact us for a
FREE IT Health Check

☎ 1300 132 000

✉ Info@pivotalbusiness.com.au

Should I outsource my IT or hire internally?

If you're reading this, it's likely because you've realised that it's time for your business to invest in its IT.

That's fantastic! You're part of a growing group of businesses that understand the importance of modern technology for thriving in today's digital landscape.

Now, you face a critical decision: should you outsource your IT or hire internally? This is a significant choice that comes with unique advantages and challenges for both options. Let's explore the key factors to consider, helping you make an informed decision that aligns with your company's needs and goals.

When hiring internally is a good idea

Hiring internally can be a suitable option depending on your objectives and business requirements. Consider internal hiring if you want to:

- Have greater control over your IT operations, allowing you to manage and prioritise projects directly.
- Build a team that is familiar with your business's infrastructure and IT history
- Have predictable and consistent costs that outsourcing may not provide
- Have a team that can work closely with other departments, fostering better communication and collaboration across the organisation.
- Have immediate availability of a technician team

The limitations of hiring internally

The disadvantages of internal hiring are important to consider when making your decision about your business IT. Here are some things for you to consider:

- **Significant Costs:** A primary challenge is the high cost associated with salaries, benefits, and continuous training for IT staff, which can add up quickly.
- **Skill Gaps:** Keeping pace with rapid technological advancements can be difficult, and your team may lack the specialised expertise needed for certain projects.
- **Staff Availability:** Internal IT staff will require personal and annual leave, which can be problematic during IT emergencies.
- **Limited Exposure:** Internal teams may have restricted exposure to various industries and technologies, which can hinder their ability to innovate and implement best practices from other sectors.
- **Compliance and Security:** Staying current with the latest standards requires ongoing education and adaptation. Internal teams may struggle to keep up with these ever-changing requirements.

The benefits of outsourcing your IT

In contrast, outsourcing your IT to a trusted and experienced provider can have its advantages, including:

- **Cost Efficiency:** Outsourcing can significantly lower costs associated with hiring, training, and maintaining an internal IT team. Managed providers offer scalable solutions tailored to your budget.
- **Access to Expertise:** Managed providers bring a wealth of specialised knowledge and experience. They stay up-to-date with the latest technologies and industry best practices, ensuring your IT infrastructure is cutting-edge.
- **Enhanced Security:** Managed providers prioritise security and compliance, offering advanced protection against cyber threats. They continuously monitor and update security measures to safeguard your data and systems.
- **Scalability and Flexibility:** As your business grows, your IT needs will evolve. Managed providers offer scalable solutions that can easily adapt to your changing requirements, providing the flexibility to expand or reduce services as necessary.
- **Focus on Core Business:** Outsourcing IT allows you to concentrate on your core business activities without the distraction of managing complex IT tasks. This can lead to increased productivity and a stronger focus on strategic goals.

When to leave it to the professionals.

How do you determine if outsourcing is the right choice for you? Here are some questions to ask yourself:

- Do you spend more time thinking about your IT than any other aspect of your business?
- Do you lack the information, resources, or staff to complete complex migrations or projects independently?
- Are you seeking compliance support?
- Is it challenging for you and your team to stay updated with regulations, best practices, and technology?

If you answered "yes" to any of these questions, your business would significantly benefit from the support that a dedicated IT provider can offer. Even if you already have an internal IT team, a provider can collaborate with your team to achieve your goals and objectives more efficiently.

For further information contact Dynamic Business Technologies on 1300 799 094, email enquiries@dbtechnologies.com.au or visit www.dbtechnologies.com.au



CIBIS launches new platform to support local government staff

CIBIS International, a leading provider of digital solutions for business and government, has launched a new platform designed to streamline governance, delegated authority, and compliance for Local Government Legal (LGL) and its clients across New South Wales.

LGL provides specialised legal services to local government councils throughout NSW, providing expert legal advice and representation in Administrative Law, Environmental Law and Local Government and Planning Law.

Marlie Caban, Director of Local Government Legal, highlighted the importance of the new system, stating: "As a firm that specialises in local government and planning law, we are committed to providing high-quality legal services to our clients. We saw a need for a high-performance system capable of supporting councils with delegations, authorisations, and electronic approvals as part of our broader digital transformation initiatives."

Caban further emphasised the selection of CIBIS for the project: "CIBIS was awarded the contract because of its reputation as a trusted provider. We are extremely pleased with the outcome."

Tony Heitmeyer, General Manager of CIBIS, expressed enthusiasm for the collaboration: "This project extends our reach within the local government sector, where we already support dozens of NSW councils with technology solutions. Managing delegations, authorisations, corporate governance, and administrative law presented new challenges, but with LGL's guidance, we have delivered a highly effective solution."

Marlie Caban, Director
of Local Government
Legal



Heitmeyer also underscored the significance of proper delegation of authority in local government operations: "Many people may not realise that council officers require the correct delegation of authority to perform their duties. Whether addressing illegal dumping, vicious dog attacks, building inspections, or environmental matters, failing to secure proper authorisation can lead to legal complications and financial costs."

Through this collaboration, CIBIS has developed a polished, user-friendly platform that enhances efficiency and compliance for councils across NSW.

"We are proud to support LGL in its mission to help councils operate more effectively, said Tony Heitmeyer.

"This project exemplifies how true collaboration can lead to innovative and impactful solutions."

UNLOCK THE POWER of Next-Gen Technology for Your Organisation

Is your organisation making the most of today's game-changing tools?

- ✓ Artificial Intelligence
- ✓ Chatbots
- ✓ Large Language Models
- ✓ Process Augmentation
- ✓ API Automation ...and more!

As a local, innovative, and trusted software partner, we're already helping government and business clients harness these cutting-edge technologies. We're delivering real efficiency gains, rock-solid data security, and tangible results from day one.

Talk to us today and discover how to use new tech to realise your vision.

READY TO FUTURE-PROOF YOUR OPERATIONS?



www.cibis.com.au



Are you up to date with NSW's 2024 Environmental Protection Legislation Amendments?

New South Wales has recently seen significant changes in environmental protection legislation, marking the most substantial reforms since the establishment of the Environment Protection Authority (EPA) in 1991.

The Environment Protection Legislation Amendment (Stronger Regulation and Penalties) Bill 2024 has been introduced, aiming to enhance the EPA's investigative and enforcement capabilities and to increase penalties for environmental offences. This legislative overhaul was prompted by the discovery of asbestos-contaminated mulch, leading to one of the largest environmental investigations in decades. The amendments include a doubling of maximum penalties for the most serious offences, introduction of product recall powers for contaminated materials, and a 'name and shame' process for poor environmental performers.

The recent amendments to environmental protection legislation in NSW reflect a growing commitment to stronger environmental protection in NSW are set to have a significant impact on property owners and businesses.

With the introduction of the Environment Protection Legislation Amendment (Stronger Regulation and Penalties) Bill 2024, there is a substantial increase in penalties for environmental offences, which now reach up to \$10 million for corporations and \$2 million for individuals for the most serious offences. Asbestos-related offences now carry fines up to \$4 million for companies and \$1 million for individuals. This could affect businesses that may be involved in activities with potential environmental risks, as they will need to ensure stricter compliance with environmental

regulations to avoid these steep penalties. Property owners, particularly those dealing with development and construction, must be vigilant about waste management and potential contamination issues, such as asbestos, to prevent incurring liabilities. The 'name and shame' process introduced may also impact the reputation of businesses, influencing customer trust and investment decisions.

Overall, these legislative changes underscore a shift towards greater environmental accountability and sustainability, which will require businesses and property owners to adapt their operations accordingly.

In light of the recent environmental legislation changes in NSW, businesses and property owners are facing a new landscape of compliance. Businesses in NSW can prepare for the recent environmental legislation changes by taking several proactive



HAZMAT SERVICES

OHS | WASTE | ENVIRONMENT

HAZMAT SERVICES is a locally owned & operated Specialist OHS | Waste | Environment Services Consultancy. Our qualified Team deals specifically with hazardous materials in the workplace, in, on or under the ground. Our goal is to provide our clients with practical and technically sound solutions to comply with various legislative requirements in order to maintain their corporate, regulatory and social responsibilities.

- Remediation Action Plans
- Environmental Monitoring
- Environmental Site Assessments
- Contaminated Land Management
- Soil and Waste Classifications
- Licensed Asbestos Assessors
- Environmental Plans
- Asbestos and Hazardous Materials Surveys
- Asbestos and Hazardous Materials Management Plans
- Emergency response to Catastrophic Events
- Asbestos, Silica, Dust, Chemical, Noise Monitoring
- Occupational Hygiene Monitoring Programs for Environmental Remediation Projects
- Occupational Hygiene Management Plans
- Respirator Fit Testing



Level 1, 45c Fitzroy Street, Carrington NSW | www.hazmat-services.com.au
E. admin@hazmat-services.com.au | T. 02 4961 1887 F. 02 4969 5887



steps. Firstly, it is crucial to conduct a thorough review of the new amendments and assess their implications for current operations and future projects. This necessitates a comprehensive review of operational practices to ensure adherence to the heightened standards. The 'name and shame' process for poor environmental performers further emphasises the need for transparency and accountability. Updating internal environmental compliance protocols and risk management strategies will be essential to align with the new regulations. Companies should consider investing in training programs to ensure that staff are aware of the changes and understand the increased responsibilities and penalties associated with non-compliance. It would also be wise to engage with environmental consultants and legal experts to navigate the complexities of the new legislation.

By proactively adapting to these regulatory changes, businesses can mitigate risks and can not only comply with the new requirements but also position themselves as leaders in environmental responsibility and sustainability.



Hazmat Services Pty Ltd specializes in hazardous workplace, occupational health, safety, and environmental consulting services. They can assist businesses in several key areas to ensure compliance with regulatory requirements, minimising risks, and maintaining a safe and compliant workplace.

For further information please contact Hazmat on (02) 4961 1887, email info@hazmat.com.au or visit www.hazmat.com.au

Sludge treatment success shows clean, green solutions work for SMEs

An energy-saving sludge handling solution for small-to-medium food and beverage waste producers throughout Australasia and the Asia-Pacific has been shown in service to cut sludge volumes and waste transport and disposal costs to less than a seventh of previous levels.

A US in-service performance assessment of KDS sludge dewatering technology – conducted over 250 days to demonstrate accuracy and reliability – involved a mixed food waste disposal challenge involving oily and starchy wastewater treatment issues of a type typical of SME food and beverage processing operations and of commercial kitchen waste, cleaning and grease trap processes.

Wastewater treatment authority Michael Bambridge says the technology assessment – which is equally applicable to KDS operations in Australasia and SE Asia – also produced waste that is safer for wastewater maintenance and cleaning staff by radically reducing the amount of sticky, hazardous waste they typically have to handle.

“The in-service trial of KDS technology – which cuts sludge volume before dewatering from 403 tons to 53.52 tons afterwards – disproves the common misconception that energy-efficient and environmentally harmonious sludge separation wastewater treatment is mainly for the largest applications,” says Michael, whose company, CST Wastewater Solutions, is installing the low maintenance, low energy stainless steel system in industrial and municipal applications.



Lighter, drier, healthier and more easily recycled and transported dried sludge produced using KDS technology

KDS systems have already been installed in potato processing, fruit processing, and municipal mixed waste applications in Australasia, where they ideally complement, and attach readily to, typical dissolved air flotation (DAF) technology widely used in food, beverage, and primary product processing industries.

Self-cleaning KDS systems are available in hydraulic capacities from 264-4,092 gal/hr (approx. 1,000-15,490 litres) with input solids content of 2%.

“Efficient sludge dewatering can reduce the volume of sticky sludge produced by typical DAF installations by 70-90%, making it lighter, drier, safer to handle, transport and dispose of or recycle,” says Michael, who has decades of Australasian and international experience in engineering cleaner and greener waste disposal plants, including in environmentally sensitive areas.

“But obstacles to wider adaptation of such technology by SMEs may include costly large dewatering systems, when SME’s typically need more compact and profitable ways to make sludge dryer, lighter, easier to handle, and safer to dispose of,” he says.

Oversized systems often have built-in high operating costs to achieve results, including costly use of polymer, electricity, and wash water. They also may require the presence of skilled engineering staff to optimise their performance, dedicated skills that SMEs often do not have and cannot afford.

The KDS Multidisc Roller technology from CST Wastewater Solutions – which requires no wash water, while capturing 90-97% of solids – is engineered for simple, reliable operation, with its self-cleaning multidisc functionality helping to overcome the limitations and maintenance needs of technologies such as screw presses, belt presses and centrifuges.

The US in-service trial of the technology demonstrated:

- Reductions of yearly sludge disposal costs from \$US40,300 previously, to \$US5,352 based on the extended trial period. (Approx \$A60,000 and \$A8500)
- Zero water and extra polymer costs.
- Power usage of less than half a kilowatt over an eight-hour day (0.48 kW)

Australia's energy future should be made at home

Australia's transition to renewable energy is well underway, and batteries are quickly becoming the backbone of that shift. But as more homes and businesses invest in energy storage, it's time to ask a bigger question—who's building the technology we're relying on, and what are the long-term consequences of that choice?

The decisions we make about how and where they're made will shape our economy, our national security, and our sustainability goals for decades to come.

The government's recent commitment to subsidise home battery systems is a welcome move. Making solar storage more affordable will help thousands of families and businesses cut energy bills and reduce reliance on fossil fuels. But there's a growing concern that most of these batteries will come from overseas, often at prices that seem too good to be true.

As Brian Craighead, co-founder of Energy Renaissance, put it, "It looks and feels and smells like dumping... They're offering crazy terms that local businesses simply can't match."

The issue isn't just price. When critical infrastructure is imported, we lose visibility over how it's made, what's inside it, and who ultimately controls the technology. Craighead has raised alarm bells about cybersecurity risks tied to imported battery systems. If we care about protecting our homes, businesses and grid from potential threats, the question of where batteries come from becomes more than a matter of cost—it becomes a matter of safety.

There's also the environmental impact to consider. Importing batteries means longer supply chains and higher transport emissions. It means we often don't know the conditions under which materials were sourced or assembled. On the other hand, manufacturing locally gives us more control. We can build with sustainability in mind from the start—something we're committed to at Energy Renaissance, where our operations are powered by solar and our products are designed to support recycling and reuse.

Supporting Australian manufacturing is about more than keeping jobs at home. It's about choosing a cleaner, more transparent supply chain and investing in the kind of industry that aligns with our climate goals. Right now, Australia has the capability to produce batteries tailored to our environment and needs. What's missing is scale—and that requires real backing from both government and industry.

Craighead summed it up plainly: "We just need more people and more equipment. The factory is here. The tech is here. We're ready—we just need to scale up."

Australia has a chance to lead in battery innovation, but it won't happen by accident. It requires deliberate choices—to favour quality over quick wins, local solutions over global shortcuts, and long-term resilience over short-term savings.

If we're serious about sustainability, we need to think about where our clean energy comes from, how it's stored, and who we're empowering in the process. That's a conversation worth having—not just in policy circles, but in every community looking to build a cleaner, more independent energy future.

Strong demand powers Newcastle's first climate champions program

More than 50 community members have graduated from City of Newcastle's inaugural net zero training initiative, highlighting a growing appetite for local climate action.

Experts from Australia's leading climate change organisations equipped participants with the skills and knowledge to create community-led projects that support the shift to renewable energy, electrification and energy efficiency in Newcastle.

The six-week Empowering Climate Champions training program was inspired by Rewiring Australia, whose co-founder Dr Saul Griffiths was a keynote speaker at one of City of Newcastle's



City of Newcastle staff, Councillors Declan Clausen, Elizabeth Adamczyk and Sinead Francis-Coan join graduates from City of Newcastle's Empowering Climate Champions training program.

popular Empowering Newcastle event series, which attracted more than 1500 attendees in 2024.

Newcastle CEO Jeremy Bath congratulated participants at a graduation ceremony and said they would play an important role in the city's action on climate change.

"Achieving our goal of net zero emissions in Newcastle by 2040 is going to take a collective effort," Mr Bath said.

"The overwhelming response to this first round of Empowering Climate Champions training shows that people in our community not only want to see action taken to address climate change, but they are also willing to step up and lead the charge.

"This program has been designed to empower our community to be part of the solution as they learn from experts in the field, including the Climate Council, Community Power Agency and BehaviourWorks Australia.

"I look forward to seeing the community-led projects our first group of graduates deliver."

City of Newcastle's Executive Manager Environment and Sustainability Marnie Kikken said Empowering Climate Champions is a United Nations CIFAL Newcastle UNITAR certified program that provides graduates with an internationally recognised accreditation.

Pumped hydro project study announced at Mt Arthur Coal

BHP has partnered with renewable energy and infrastructure company ACCIONA Energía to explore the development of a pumped hydro energy storage project at Mt Arthur Coal.

In 2022, BHP announced its decision to responsibly transition Mt Arthur Coal to closure in 2030, based on the mine reaching the end of its economic life.

As part of the planned pathway for closure, BHP has gained approval from the NSW Government to extend mining activities at Mt Arthur Coal for an additional four years, from July 2026 to June 2030.

BHP's conceptual studies show that a pumped hydro energy storage project at Mt Arthur Coal has the potential to:

- Support around 1,000 jobs within the Upper Hunter in the construction phase
- Contribute to ongoing economic activity in Muswellbrook
- Provide power for up to 500,000 homes across NSW every day.

Over the next twelve months, ACCIONA Energía will carry out due diligence on the possibility of converting part of the Mt Arthur site into a pumped hydro energy storage project.

ACCIONA Energía has significant experience in developing large scale infrastructure and renewable energy projects in Australia, including 600MW of operating assets with another 1.3GW currently being commissioned, and over 14GW of operating electricity generation worldwide.

Separately, BHP is committing to a \$30 million community fund to help support the Upper Hunter prepare for 2030 and beyond. The fund will be delivered in partnership with the community through a shared decision-making model and will prioritise job creation, industry diversification and economic empowerment.



Local resource recovery, sorted.

REMONDIS Australia's Resource Recovery facility at Tomago hosts a fleet of specialised MDG compliant waste logistics vehicles and purpose-built processing facilities for solid and liquid waste streams. With a passion for local resource recovery backed by innovative technology, we love what we do.

On-site services include:

- _ Waste and recycling logistics
- _ Liquid waste services
- _ Paper, cardboard and plastic baling
- _ Refuse-Derived Fuel Plant
- _ Product Destruction

T 13 73 73

remondis-australia.com.au

REMONDIS®

WORKING FOR THE FUTURE

Energy Co Delivers Grants to Cassilis future infrastructure

Cassilis is set to benefit from a substantial \$11.2 million funding boost, with the NSW Government confirming that Upper Hunter Shire Council's applications to the Legacy Infrastructure Fund have been successful.

The NSW Government has committed \$45 million for the Central-West Orana Renewable Energy Zone (REZ) Legacy Infrastructure Fund, to provide funding for infrastructure projects that will deliver long-term and legacy benefits for local communities within the Central-West Orana REZ.

Key projects confirmed for Cassilis include:

- Cassilis Sewage Treatment Plant - \$9.8 million to construct a Sewage Treatment Plant and reticulation system to service properties within the village of Cassilis. The project will have a range of environmental and public health benefits for the local community.
- Cassilis Footbridge, Pathways and Landscaping - \$1.4 million to construct a footbridge across the Munmurra River with additional pathways and landscaping to be integrated.

The project will improve connectivity and accessibility and ensure pedestrians can safely access the recreation grounds from the village.

Climate change's new environment and pipeline spill hazards demand innovative protection solutions

Protecting environmentally sensitive areas against floods and unintentional leaks and spills from industrial and public facilities is looming larger as a corporate risk and OH&S issue as climate change brings more extreme weather to Australia.

It is especially relevant to enterprises and industries handling large amounts of water, wastewater and process and cooling fluids. These include waste storage sites and dams, mining and energy reservoirs (including hydro, green energy, fossil and – possibly in the future, nuclear) municipal waste and water treatment facilities, plus waste processing and recycling facilities, food and beverage processing and primary product manufacturing and processing facilities.

All of these depend on effective and well-maintained pipeline systems that can handle both regular flows and exceptional flows as circumstances demand, free from blockages and leaks and with provision to safely stop flows where required and move work crews into secured pipeline sections where repairs are needed, without overloading and shutting down entire networks to fix a localised problem.

Measures to anticipate maintenance and exceptional flow issues around sensitive sites include:

- Responses that can be easily installed and quickly deployed in emergencies, such as spills
- Reliability and durability of the methods employed to quickly seal pipelines or temporarily isolate sections for maintenance or repair (particularly bearing in mind that long sections of pipelines may not have or normally need permanent valving to permit finely graduated isolation)
- Proven failsafe performance to protect workers inside and around suspect or failing sections of pipelines to ensure the safety of workers exposed to potentially hazardous work in confined spaces.

"In a context where securing sensitive sites is a top priority, critical infrastructures must meet strict risk prevention and environmental requirements. Protection against intrusions, technical incidents, and natural disasters calls for innovative solutions," says Vinh Lam, who is responsible for the Pronal Elastomer pipe stopper and emergency response ranges



Pronal pipeline stoppers can be deployed quickly and easily to provide environmental protection and maintenance worker safety

distributed nationally by the complete national network of long-established actuation, isolation and suspension specialists, Air Springs Supply.

The multi-sized stoppers – in a range spanning pipes from 45-2115+ mm diameter in stock sizes and up to 3000 mm for customised types – are typically used to carry out sealing tests and maintenance work on pipeline systems. They are also applied to prevent accidental pollution such as spilling of toxic product, thus preventing the flow of toxic fluids into drainage networks or the surrounding environment.

Pronal ranges – some of which also feature bypasses to maintain services during pipeline work – enable inspections and work to be carried out without major lengthy shutdowns

"The versatility of the material used, and the production method (customised dilatibility) means Pronal inflatable stoppers are suitable for all types of pipelines including concrete, cast iron, steel, stainless steel and PVC," says Vinh Lam.

They are extremely strong and durable in service, being hot vulcanised in a mould and Kevlar reinforced, giving outstanding service life.

Regions to benefit from upgrades of roads to Renewable Energy Zones

Road upgrades that pave the way for the state's Renewable Energy Zones (REZs) have begun after the NSW Government awarded the contract to deliver the first stage of the \$128 million Port to REZ Program. The program will upgrade key roads and intersections to make it possible to transport the oversized equipment needed to build renewable energy projects in regional NSW and leave improved roads for the whole community.

The NSW Government is investing \$110.5 million to build better roads that benefit communities and support the delivery of vital infrastructure and affordable renewable energy. The Australian Government is investing another \$18 million in this project.

The first stage of works includes upgrades at 19 locations from the Port of Newcastle to Elong Elong near Dubbo, unlocking access to the Central-West Orana Renewable Energy Zone.

Australian company BMD Constructions Pty Ltd has been awarded the contract to deliver these works. Construction is expected to start within weeks. The project will create 60 jobs during construction.

The upgrades will include pavement widening, drainage adjustments, new turning lanes and relocation or adjustment of utilities, depending on the location. Once delivered, the upgrades will benefit all motorists by reducing delay times, easing travel through intersections and improving road safety.

Construction will commence at several locations, including Selwyn Street in Mayfield North, Lonsdale Street in Jerrys Plains, Vinegaroy Road in Cassilis and Barneys Reef Road in Dunedoo.

It's expected many upgrades will be completed this year. The Port to REZ program will continue to investigate further works across NSW.

Why biodiversity credit markets matter now

Dr. Kate Dodds
Corporate Carbon Group

Australia is on the cusp of a major new investment opportunity – biodiversity credit markets that could deliver environmental and economic benefits alike. For decades, carbon markets have shown how financial mechanisms can drive emissions reduction. Now, with the potential to turn conservation efforts into investible assets, biodiversity credit markets present a parallel opportunity to enhance our environment's resilience to climate change while driving investment in conservation. However, for a biodiversity market to thrive, the challenge of standardisation must be addressed. Without a clear methodology, we risk stalling momentum before the market even begins.

Australia's biodiversity credit market emerges

With growing interest from investors and policymakers, biodiversity credits are a financial tool to direct investment into nature. Biodiversity credits reward businesses that improve environmental outcomes and invest in restoring nature, creating a financial incentive to protect ecosystems.

The recent United Nations Biodiversity Conference (COP16) saw countries commit to raising \$200 billion annually by 2030 for biodiversity protection which signals growing international confidence in biodiversity markets and offset schemes as a means to finance conservation. Yet, despite this momentum, biodiversity credits remain underutilised in financing conservation.

While various financial mechanisms have been proposed to fund nature-based solutions and active overseas markets, without clear rules, demand signals, and incentives, biodiversity credits risk remaining a promising but unrealised solution.

The introduction of Australia's Nature Repair Market legislation is a step forward. With the first government-backed biodiversity credit framework now available, there is now an opportunity to create a scalable and impactful market - if designed correctly.

Why standardisation is critical for biodiversity market success

For biodiversity crediting to succeed, a clear, credible, and science-backed methodology is essential - both in rural and urban settings. Without strong standards, the biodiversity market could become fragmented and fail to build investor confidence.

The importance of clear governance has already been recognised in Australia, with recent reforms to the New South Wales biodiversity offset scheme aimed at reversing biodiversity decline and increasing market integrity. This reinforces the need for a robust national approach, ensuring biodiversity markets deliver real ecological benefits rather than simply offsetting loss elsewhere.

To ensure market viability, we advocate for two key modifications to the existing scheme:

- **Government-backed biodiversity credit purchases:** Just as the government helped establish the carbon market by purchasing credits, a similar approach is needed for biodiversity credits. Without early demand from government-backed buyers, the market risks slow development, deterring private investment.



- **Unitisation of biodiversity credits:** The current scheme issues a single biodiversity certificate across a project's lifespan, which is a significant departure from counterpart international markets. As you cannot value one species above another, credits should reflect incremental biodiversity improvements, for example, a percentage increase in ecosystem health. In turn, this will also ensure they are more tradeable and attractive to investors.

Urban greening as an economic opportunity

Biodiversity credits have the potential to transform built environments, providing a financial mechanism for greening cities without relying solely on government grants. Developers, councils, and businesses could invest in biodiversity credits to fund projects like green roofs, wildlife corridors, and native habitat restoration - enhancing both environmental and economic resilience.

From improving air quality by expanding urban green spaces to reducing extreme heat through tree cover, and ecological corridors that restore connectivity for wildlife, rather than replacing existing sustainability policies, biodiversity credits should be a complementary tool supporting climate change resilience.

Policy and industry engagement pave the way for a thriving market

For biodiversity credits to succeed, alignment between policymakers, businesses, and landholders is critical. Without coordinated and collaborative participation, biodiversity markets could fail to gain traction, similar to the early challenges seen in carbon trading.

Governments and industry stakeholders must work together to establish:

- Rigorous standards to ensure that biodiversity credits represent real, measurable gains rather than speculative offsets.
- Market-based incentives that encourage private sector participation in biodiversity restoration.
- Industry-wide coordination to align the interests of conservationists, investors, and urban planners.

For further information contact Corporate Carbon Group on 1300 227 206, email info@corporatecarbon.com.au



Dr Kate Dodds is Chief Technical Officer at Corporate Carbon Group. She is passionate about safeguarding ecosystem function amidst global change, holding a PhD in Marine Ecology. At Corporate Carbon she realises this through the implementation of nature-based emissions reduction and removals solutions which maximise carbon, environmental and social benefits.

Delivering climate solutions from project development to the sale of credits

HBR



business services

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

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

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

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.mobileshredding.com.au

"SECURE DESTRUCTION - GUARANTEED"

A distraught senior citizen phoned her doctor's office.
"Is it true," she wanted to know, "that the medication you prescribed has to be taken for the rest of my life?"

"Yes, I'm afraid so," the doctor told her.

There was a moment of silence before the senior lady replied, "I'm wondering, then, just how serious is my condition. This prescription is marked 'No repeats.'"

A man goes into a circus tent, finds the ringmaster, and asks to join the circus.

"What's your act?" asks the ringmaster.

"I do bird imitations," says the man.

"Forget about it!" says the ringmaster. "No one comes to the circus to see bird imitations."

"Fair enough," says the man, and flies out of the tent.

A lawyer sold his well to an old man. Two days later, the lawyer came to the old man and said, "Sir, I sold you the well, but not the water inside! If you want to use the water, you will have to pay extra."

The old man smiled and replied, "Yes, I was about to come to you. I was going to say that you should take your water from my well, or else you will have to start paying rent from tomorrow."

This man was on a train and this woman opposite looked at him and said, "Every time you smile, I feel like inviting you to my place..."

He asked, "Are you single?" She replied, "No, I'm a dentist."

A woman noticed her husband standing on the bathroom scale, sucking in his stomach.

"Ha! That's not going to help," she said.

"Sure, it does," he said. "It's the only way I can see the numbers."

A teenage boy had just passed his driving test and asked his father when they could discuss his use of the car.

His father said he'd make a deal with his son, "You bring your grades up from a C to a B average, study your Bible a little, and get your hair cut. Then we'll talk about the car."

The boy thought about that for a moment, decided he'd settle for the offer and they agreed on it.

After about six weeks his father said, "Son, you've brought your grades up and I've observed that you have been studying your Bible, but I'm disappointed you haven't had your hair cut."

The boy said, "You know, Dad, I've been thinking about that, and I've noticed in my studies of the Bible that Samson had long hair, John the Baptist had long hair, Moses had long hair, and even Jesus had long hair."

The father responded, "Did you also notice that they all walked everywhere they went?"

QUOTE OF THE MONTH

"Build something 100 people love, not something 1 million people kinda like."

- Brian Chesky, cofounder of Airbnb



WE KNOW PRINT.

At NCP, we provide a comprehensive suite of print and related services including:

- Award-winning Offset Printing
- Digital Printing
- Graphic Design
- Packaging
- Celloglazing and Coating
- Prepress Services
- Embossing and Foiling
- Die-cutting and Carton Making
- Wide Format
- Print Management
- On-line Ordering
- Transactional Mail/Intelligent Mailing
- Variable Data Printing
- Warehousing and Distribution
- Kitting and Packing
- Inventory Management
- PUR Binding

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

SYDNEY OFFICE

8-10 Frank Street, Wetherill Park NSW 2164

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

brightprintgroup.com.au

B | P | G

BRIGHT PRINT GROUP

NCP is a division of the Bright Print Group.



KONGSBERG



Innovation for a safer future

At KONGSBERG, we harness over 200 years of innovation to develop cutting-edge defence technologies that protect people and critical infrastructure – from the ocean floor to the edge of space.

As a global defence company, we are leaders in the design and development of advanced defence systems.

Now, we're proud to bring Australia's first missile manufacturing and maintenance factory to Williamstown, joining forces with the Hunter region to support national security and provide over 100 permanent jobs.

Together, we're building a safer future for Australia.

kongsberg.com