INSIDE 4-PAGE SOUVENIR FEATURE:
Birth of TROPNEST | Theme of diversity in 2018
John Polson’s story | Pick Your Patch returns
TROPFEST Australia, supported by foundation partner CGU Insurance, today unveiled plans for TropNest, a ground-breaking creative hub for film-making, collaboration, workshops, screenings and events in Western Sydney, thanks to a new partnership with Melrose Park urban developers - PAYCE.

Young emerging filmmakers from around Australia and the world will be invited to apply for a limited number of spaces at the Nest, where they will work rent-free — with no strings attached — on their film projects.

Heavy-hitting media partner YouTube Australia will also join forces with Tropfest in 2018, when the ‘main event’ returns to Parramatta Park on an adjusted date of Saturday 17 February 2018 as part of a broader week of excitement and celebration of all things independent film and culture.

TropNest, in association with Melrose Park, is one of the exciting initiatives we’ve undertaken in the past decade,” said Tropfest Founder and Executive Chair John Polson.

‘And having YouTube Australia join us for our ‘main competition’ means one great thing for our emerging filmmakers: millions more eyeballs, literally! We’ve refined our dates in February to better align with our partners. 2018 will be a huge step towards our goal of becoming a 10-day multi-platform, multi venue festival in Western Sydney, encompassing independent film, entertainment and culture,’ he said.

TropNest will pop-up in early 2018 in Melrose Park in the heart of Western Sydney, with a long-term plan for the Nest to become a permanent addition to the urban renewal project taking place in the new suburb.

TropNest at Melrose Park is an exciting new creative hub concept. A place to create, a hub to collaborate and a Nest to call home for young emerging filmmakers,” said PAYCE Director Dominic Sullivan.

In 2018, Tropfest will be live-streamed around Australia and the world for the first time ever thanks to YouTube Australia.

As part of the grand prize, Tropfest’s winning filmmaker will also get to visit the YouTube Space in Los Angeles, as well as attend a film immersion course and undertake a ‘week of meetings’ with agents, studio executives and other industry professionals courtesy of the Motion Picture Association.

“Tropfest Australia is delighted to partner with Tropfest in 2018. We’re consistently inspired by the creativity and craft of Australia’s independent filmmakers, so we’re excited to join this significant cultural event to support the creator community and connect them with new audiences around the world,” said Head of YouTube Australia.

To top it all off, Australian production house Kennedy Miller Mitchell has once again pledged $10,000 cash to the competition’s winner.

Tropfest will also continue multiple year partnerships with CGU Insurance, Parramatta Park Trust, City of Parramatta and Western Sydney University - which hosts the incredibly successful TropTalks series, a galab that takes place in the week leading up to the ‘Tropfest main event’.

As a Tropfest foundation partner for the third consecutive year, CGU Insurance resurrected Tropfest in 2016 after an abrupt cancellation, helping to ensure the success of the festival and the many small businesses that participate in the event.

CGU Insurance also strongly supports Tropfest with a dedicated ‘main event’ sponsorship this year by encouraging entries from filmmakers from all backgrounds who bring a unique perspective and dedication to the contribution that cultural diversity makes to our communities.

Other Tropfest events across the week include a satellite competition for entrants of 15 years-old and younger, and Tropjam – a brand new musical program showcasing Australia’s hottest emerging bands and musicians.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

For festival details, screening venues and regular updates on all things Tropvisit: Website: www.tropfest.org.au

Facebook: www.facebook.com/tropfest

We’ve also brought back Pick Your Patch, allowing fans to support their favourite filmmakers and filmmakers can be as literal or as subtle as they like.

Nearly half of Australians were either born overseas or have at least one parent born overseas, so it’s only natural ‘Tropfest tells the stories of our diverse society.’

The NSW Government encourages greater cultural diversity on our screens to reflect Australia’s rich multicultural identity.”

Mr Williams said.

Amateur or pro, Tropfest is open to anyone with a camera and a story to tell. All you must do is start shooting. Entries opened for submission through the Tropfest website on October 15 2017 and close 1 January 2018.

In Tropfest tradition, films must be no longer than seven minutes, and must contain the Tropfest Signature Item (TSI) – ‘ROSE’.

It is entirely up to entrants as to how they include the TSI in their film, with filmmakers encouraged to be as literal or as subtle as they like.

Every year, Tropfest sees filmmakers from all walks of life competing for the chance to be one of 16 finalists whose films will premiere live in front of tens of thousands of people, and broadcast to an even bigger home audience.

Along with unrivalled attention from the film community both locally and internationally, the winner of Tropfest will also host of prizes – being announced soon. These prizes are designed to help these artists take the next critical steps in their career.

“We’re really pleased CGU is a Strategic Partner for Tropfest again this year and ‘main event’. We’re excited by the prospect of another spectacular event’, said Ben Bessell, IAG’s Executive General Manager Business Distribution.

‘As a backer of Australian small businesses with its parent company IAG, CGU recognises the contribution they make to their communities and the economy. With more than a third of small businesses owned by first and second-generation migrants to Australia, we know it’s important to shine a light on their success and celebrate their hard work, grit and dedication as part of the 2018 festival.

‘We are thrilled to be a Strategic Partner for Tropfest and encourage filmmakers from all walks of life to enter,” said Suellen Fitzgerald, Executive Director, Parramatta Park Trust. ‘Parramatta Park is a stunning world class destination and a key part of the cultural life of Western Sydney that will deliver a memorable and memorable experience for festival-goers and filmmakers.

Tropfest is an exciting part of Parramatta Park and is a unique competition in which every film must be made specifically for Tropfest and must include the Tropfest Signature Item (TSI), which changes each year. Ten finalists are selected from hundreds of entries.

ABOUT TROPFEST

Tropfest is Australia’s biggest and most prestigious short film festival. Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.

Tropfest has grown incredibly since its humble beginnings at the Tropicana Café in Sydney’s Darlinghurst in 1993, where an eager crowd of 200 showed up for a short film screening organized by Tropfest founder John Polson.
Insight is more valuable than hindsight.

Together, we’ll anticipate every angle in a deal and transform your business for the future.

Drawing on our deep industry knowledge we’ll work with you to define strategy, unlock value, harness synergies and mitigate risks. Let’s make buying, selling, pooling, funding or partnering just the start of new opportunities. To learn more, contact David Pring on 9455 9996.

Anticipate tomorrow. Deliver today.
Sydney’s smartest place to live, work & play

The Northwest’s one and only Resort Class Apartments – Now Selling

Be part of the fastest growing area in Sydney, with a short walk to future Norwest train station.
Luxurious Sky Residences, private residents’ pool, club & sky gardens set above a world class business and waterfront dining precinct.

This is your the opportunity to invest in the evolution of the Norwest.
Make your next smart investment. Enquire now to find out more about large 2 bed apartments $770,000 - $880,000.

VISIT OUR DISPLAY AND VIEW OUR FULL 2 BEDROOM + STUDY APARTMENT
OPEN WED-SUN 12-3PM OR BY PRIVATE APPOINTMENT | 11 SOLENT CIRCUIT, BAULKHAM HILLS (Situated on Norwest Lake)

1800 088 800 | esplanadenorwest.com.au

Another premium development by Capital Corporation

*Disclaimer: All information is subject to change, error or omission. The information contained in this advertising and marketing material is correct at the time of printing. We exclude all implied or implicit terms, conditions and warranties arising out of this document and any liability for loss or damage arising from this. Prices quoted in this advertisement may vary based on availability of stock.
WHILE Australia has given a ringing endorsement of same sex marriage, Western Sydney residents have begged to differ.

Of the more than four million Australians who took part in the marriage law postal survey, 61.6 per cent supported changing the law to allow same sex couples to marry.

But the vote across Sydney’s west and south west was very different. Of the 17 federal electorates that recorded a majority no response, 12 were in Western Sydney.

They included Fowler, Chifley, Greenway, Mitchell, Banks, Lindsay, Macarthur, Reid, Lindsay, Lindsay, Lindsay, Lindsay, Lindsay, Lindsay, Lindsay, Lindsay, Lindsay.

“People aged 65 and over had the lowest offending rates, while those aged 18-20 had the second lowest offending with just 1,097 people charged last year,” said Mrs Pavey.

Mrs Pavey said the campaign aimed to highlight this.

“Taking your eyes off the road to look at your mobile phone for just two seconds, you are travelling 13 metres blind, while text driving increases the risk of a crash by 23 times.”

The NSW Government also has partnered with the Sydney Swans in a mobile phone distraction campaign – Out of Sight Out of Mind.

Principal contributor: Anthony Alcock
Ed: Michael Heu
M: (0409) 765 413 E: michael@wsba.com.au
Manufacturing editor: Craig Highton, (0488) 607 050
Advertising manager: Jennifer Upjohn, (02) 555 791
Anthony Acciai: (02) 113 075
Contributions: David Pring, Geoff Lee MP, James Whiley, Michael Walls.
Printer: Spotpress
Website: www.wsba.com.au
General enquiries: info@wsba.com.au
Phone: 02 4572 2336 Fax: 02 4572 2340
Regional Roundup

NORTH WEST

Facilities approval
ALTIS Property Partners has approval from the Department of Planning & Environment for the construction of facilities for Linfox and N&A Fruit, at the warehouse and logistics hub, at Orchard Hills.

Goodman gets approval
GOODMAN Property Services has approval from the Department of Planning & Environment for the construction of the Sigma Pharmaceutical warehouse and distribution centre, and 200 parking spaces, at the Oakdale Industrial Estate, at Kems Creek.

Two cafes sold
THE Parkview Café, in the Parkview Business Centre, 1-9 Solent Circuit, Baulkham Hills, was sold under the hammer for $1M; it has an established tenant on a five-year lease. The cafe in the Norwest Private Hospital, at 1 Norbrick Drive, Bella Vista sold for $2.57M; it is leased to 2020, plus a five-year option.

120,000 new jobs
FIGURES released by the Western Sydney Rail Alliance show a north-south passenger rail network joining the new Western Sydney Airport, at Badgerys Creek, to Penrith in the north and Campbelltown in the south could add more than 350,000 new homes and almost 120,000 new jobs to the region.

SOUTH WEST

Plaza wins again
DUTION Plaza, the council-owned building in Cabramatta, won the Excellence in Government Leadership category at the Urban Development Institute of Australia NSW awards. Earlier, the plaza finished second in the Urban Design section of the 2017 NSW Architecture Awards.

Only one NSW area
BRINGELLY - Green Valley (which includes Cobbitty and Oran Park) is the only NSW area in the top ten growth regions in Australia, according to Australian Bureau of Statistics data.

Bought for $23M
HONG Kong Australian Corporation has bought, for $23 million, a 20,236-square-metre free-standing property, at 150 McCredie Road, Smithfield, from ASX-listed fund manager, Propertylink.

Councils co-operating
CAMPBELLTOWN, Camden and Wollondilly councils are co-operating to develop the tourism potential of the Macarthur region and attract investors.

Club’s $16M upgrade
CAMPBELLTOWN Catholic Club proposes a $16 million expansion of its Rydges Campbelltown Hotel to meet demand from business and tourism. Thirty eight new rooms will be added and 116 existing rooms will be refurbished, plus a 200-person function centre catering to corporate events and weddings.

CENTRAL WEST

NRMA relocates
THE NRMA has relocated from North Strathfield to a new purpose-built, six-storey head office, on Murray Rose Avenue, Sydney Olympic Park, opposite the Olympic Park train station, to house over 500 staff.

Project refused
PARRAMATTA City Council has refused a DA for a nine-storey mixed-use development containing 29 apartments and three levels of basement car parking, at 15 Cowper Street, Parramatta.

Sekisui House DA
FOLLOWING its $360M winning tender for the 9.4-hectare “super” residential site in Wentworth Point, developer Sekisui House has submitted a DA to the City of Parramatta for a $144M residential project at the site, comprising four buildings, ranging in height from six to 28 storeys, including 364 units and 447 parking spaces.

$144M CBD project
DEVELOPER Sekisui House has submitted a development application for a $144M residential project to Parramatta City Council for four residential buildings on a 11,290 square metre site, at Wentworth Point. The four buildings vary in size, from six-storeys to 28-storeys.

$12M spent at Liverpool
LIVERPOOL Council CEO, Kiersten Fishburn, said $12M was spent in the last financial year on revitalising Macquarie Mall as a part of a strategy to activate the city centre.

Restaurant sells for $1.3M
MANUELLA Restaurant, at 8/62-72 Queen Street, Auburn, sold for $1.3M. The property, with a secure lease until 2024, has an area of 98 square metres. Net income: $83,194 per year approximately.

Call 1300 882 032

Save money, get peace of mind. Let Etienne Lawyers lead you through the legal minefield.
etiennelawyers.com
MOVING HOME OR OFFICE?

USE SYDNEY’S MOST TRUSTED REMOVALIST.
VOTED NO. 1 FOR DEPENDABILITY & AFFORDABILITY!

FREE BOXES
It’s our way of giving you that “extra” customer service that makes all the difference.

SECURE PACKING
Our packing material exceeds industry standards and is available in various sizes.

DISCONNECTION & RECONNECTION
We can organise your changeover & provide you with our expertise in disconnecting & reconnecting your utilities.

INTERSTATE REMOVALS
We are one of the largest Removal Companies servicing Interstate (Melbourne, Brisbane and Canberra/ACT).

AAA City Removalist is renowned as Sydney’s most trustworthy company when it comes to moving homes or offices.
So aside from the advantages you get in terms of us understanding your needs, you’re also going to benefit from getting THE BEST PRICE!
We can organise free box hire and offer full or part packing/unpacking services.
In other words, we’re your ONE-STOP-SHOP when it comes to “removalist services”!
So if you’re moving soon, contact us to discuss how we can help!

AAA City Removalist

1800 77 77 81  aaacityremovalist.com.au

Unit 4, 7 Roberts Rd, Greenacre
Sydney NSW 2190

1800 77 77 81
info@aaacityremovalist.com.au
www.aaacityremovalist.com.au
www.facebook.com/AAACityRemovalist/
NSW is strong with start-ups

NSW has more start-ups than any other state, and more successful start-ups in multiple industries, according to a new report.

Deputy Premier, Minister for Regional NSW, Skills and Small Business John Barilaro said the recently released 2017 StartupAus Crossroads report highlights significant growth in NSW’s start up sector since 2011.

He said that the growth has been amplified by recent NSW Government initiatives including the launch of Jobs for NSW and the $35M Sydney Startup Hub.

“The highly regarded StartupAus Crossroads report in 2017 includes a deep-dive into NSW strengths and our opportunities for growth, as we move closer towards our goal to become a world leading centre for innovation,” Mr Barilaro said.

“The sector is worth $70B to the NSW economy, so as a government we want to be doing everything we can to create the right environment for people to have the confidence to launch a start-up, and the support they need to make sure it succeeds.

Sydney ranks in the top three start-up ecosystems in Asia and 17th in the world (2017 Start-up Genome Report).

“NSW’s startup sector also extends substantially beyond metropolitan Sydney with more than 1 in 10 NSW start-ups based outside the city,” Mr Barilaro said.

The NSW Government, through Jobs for NSW, has committed $190 million to support fast-growth businesses at every stage of their lifecycle.

On top of that, we’ve also launched the new $150 million GO NSW Equity Fund, a partnership with First State Super, which will see the NSW Government take an equity stake in high-growth companies.”

Who is the typical mum in business?

• She has two kids and is likely to be educated. Half of all business mums are between 30 and 39 years old.

• One in 10 are single parents, nearly a third are born overseas and one in four have more than one business.

• More than half have businesses in a completely new field to what they were doing before.

• Six out of 10 mums who started their business this year have an infant or toddler.

Mums in business rise up

JANELLE Keys was enjoying a successful career in print design when she got itchy feet.

“I wanted to do my own thing knowing kids would come along in the next year or two,” the now mum of three said.

So, she took the skills she’d amassed over many years and started her own business. Fast forward 15 years and Ms Keys is enjoying the rewards of two successful businesses – graphic design and photography.

And she’s not alone. A new report has found the number of women running businesses with dependent children is on the rise.

Striking a balance: Richmond mum of three Janelle Keys is among a growing number of mothers running a business. “We’re very lucky that with technology at our fingertips we can equip ourselves at home.”

Continued on page 7

CONFERENCE & ACCOMMODATION PACKAGES AVAILABLE!

Relax and unwind after your Conference in our stylish & luxurious hotel at Novotel Sydney Norwest. We are located in the heart of the Norwest Business Park, surrounded with lush gardens and open spaces. We offer 132 guest rooms, a dedicated event floor with 7 flexible function rooms, as well as a restaurant and bar, making us the perfect option for your next event.

Talk to a member of our Meeting & Events team today to find out more about booking your next business or social event.

Phone: +61 02 9634 9634

1 Columbia Court
BAULKHAM HILLS NSW 2153
Email: MEETINGS@novotelnorwest.com.au
www.novotelnorwest.com.au
The Australian Mums in Business report, commissioned by Mums & Co, an online support network for business mums, found half the women surveyed started their own business after finding that working for someone else was not viable.

And for those who took the leap to be their own boss, four in five said they were happier for it.

Carrie Kwan, co-founder of Mums & Co, said more women were moving into self-employment because of increasing childcare costs, workplace inflexibility and unequal pay.

“Now I contract back to my old employer for 16 hours a week and do freelance the rest of the time which cuts out all the commuting, business travel and events,” Ms Kwan said.

The report found flexibility in working hours and location were the primary triggers for 16 hours a week and doing freelance the rest of the time which cuts out all the commuting, business travel and events. “It’s worth taking on the challenge because it means I get to watch my son grow up.”

Ms Kwan said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}

Ms Keys said.}
Most stressful jobs of 2017

**LIANA STILLITANO**

They say Christmas is the season of stress. But if you find you’re pulling your hair out year round, it may have something to do with your job.

The causes of stress can vary. It may be the long hours on the job, heavy workload, the responsibility or tight deadlines that have you feeling bogged down.

But a recent survey has revealed the higher the risk of personal harm the more stressful the job.

Online job seeking website CareerCast released its list of top 10 most stressful jobs for 2017 – and some may surprise you.

Defence personnel, firefighters, police officers and pilots topped the list, followed by event co-ordinator, journalist, senior executive and public relations officer. Rounding out the list were taxi drivers and broadcasters.

A similar compilation by Australian job search website Adzuna included teachers, nurses, surgeons and social workers.

Stress management expert John Hinwood said the greater the responsibility at work, the higher up the stress ladder employees climbed.

“The people at the top of the list are directly responsible for the lives of others. If they make a mistake, people can die,” said Dr Hinwood, founder of Stress to Strength. “The stress rises because of the level of responsibility.”

“If you’re in Afghanistan every day and you go out on patrol, you could die. You’re working on the edge.”

“A social worker is working with people who are highly stressed. A taxi driver doesn’t know who they’re next passenger will be, it could be a psychopath.

“As for a journalist, the stress may not be physical but when they write something, they are always open to major criticism.”

CareerCast used 11 factors to rate the stress factor of each job. Among the demands they expected could invoke stress were travel, career growth, physical demands, environmental conditions and hazards. Others were risk of death, deadlines and working in the public eye.

“Lifeline ran a national stress poll that reported that 90 per cent of Australians said they felt stressed at one point in their lives but 40 per cent said they were extremely stressed,” Dr Hinwood said.

“But it’s not all bad news, he added. “There are two things about stress: if you don’t have it, you die. If you have too much of it, you die.

“Without stress our organs don’t work properly or we don’t raise ourselves up to achieve at a level that we are capable of achieving.”

For more information about stress and techniques to combat it: www.stresstostrength.com.

The 10 most stressful jobs for 2017

• Military personnel.
• Firefighter.
• Airline pilot.
• Police officer.
• Event co-ordinator.
• Newspaper reporter.
• Senior corporate executive.
• Public relations executive.
• Taxi driver.
• Broadcaster.

SOURCE: CAREERCAST.COM

**BRIEFS**

Up 25 per cent

HOME builder Strongbuild’s state-of-the-art factory, at Baulkham Hills, has increased turnover by 25 per cent over a 12-month period, lifting the group’s annual revenue from prefabrication to over $30M, of a total turnover of $170 million. Panelisation is the automated manufacturing of key building elements, off site in a controlled factory environment.

Propertylink sells

HONG Australia Corporation has secured a Smithfield industrial facility which comprises a 20,236-square-metre freestanding building, on a 473-ha hectare site at 150-156 McCredie Road, Smithfield, for $23M from Propertylink.

Red Lobster opens

THE Red Mango Group has signed a five-year lease on a 55-square-metre property, at 6/166 Church Street, in the Parramatta CBD for a Red Lobster Restaurant, next door to its Red Mango Coffee Lounge; the annual gross rental in $94,000.

A winner three times

WHITE River Design has won a Sydney Design Award for the third time. Debbie O’Conner, who founded the company 15 years ago, has based her business at The Creative Fringe, at Jamisontown.

Roden and Print sells

RODEN and Print has sold a 1324-square-metre industrial asset on a 2880-square-metre site, at 59 Vore Street, Silverwater, to a private buyer for $5.01M.
Situated within the picturesque landscapes of Bicentennial Park, Waterview blends modern elegance with tranquil park and lake views, offering the ideal setting for your next event. Boasting soaring ceilings, a large wrap around terrace and an abundance of natural light, Waterview is surrounded by vast parklands, ponds, and lakes creating a picturesque landscape for your guests.

Offering flexibility and versatility to each event, Waterview can accommodate Weddings, Business Events, School Events and Special Occasions of all kinds.

Phone: +61 2 9764 9900

WATERVIEWVENUE.COM.AU
CHEQUE for $75M has seen a long-time Hawkesbury business, once a manufacturer of the iconic Redhead Safety Matches, operating under the banner of a US-based international paper and packaging manufacturer.

WestRock announced the acquisition of the Hanna Group Pty Ltd (Hannapak), in North Richmond, the largest privately owned, family operated company manufacturing folding cartons, in August.

Hannapak services a variety of markets, including, food, confectionery, healthcare, including WestRock’s beverage packaging customers.

“Hannapak has built an outstanding folding carton business in Australia based on their superior capabilities and customer service,” said Steve Voorhees, chief executive officer, of WestRock, at the time of the acquisition.

“We have a strong relationship with the company and the Hanna family based on an 18-year partnership.

“This acquisition expands our geographic footprint to better serve global and local customers,” Hannapak will be renamed WestRock Oceania Pty Ltd, in December and its Austra-lian office in Baulkham Hills expects to move to North Richmond, in January 2018.

Charles Alfred Stuart Hanna Sr and his son, Charles Hanna, founded the 60-year-old business, in 1957, making printed advertising balloons from a small factory behind their home in Carlingford.

The business moved to North Richmond in 1967, into a purpose-built factory and began trading as Hanna Match Group producing Redhead Safety Matches, a product of Bryant & May, a Victorian-based match manufacturer, which was first used on matchbox packaging in 1947.

The name Redheads was derived from the red striking head of the matches and the logo on the matchbox depicted the head and shoulder of a redheaded woman, who become known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Sweden.

Looking for the next growth opportunity and product diversification, Charles Hanna purchased folding carton manufacturing company, Buxton & Carr, in 1984, which was relocated to the North Richmond facility and incorporated into the group as Hannapak.

The Hanna Group, trading as Hanna Match Group producing iconic Redhead Safety Matches, a product of Bryant & May, became “Miss Redhead”.

A production logo on the matchbox depicted the head and shoulder of a redheaded woman, who became known as “Miss Redhead”.

Production ceased in the early 1980s as a result of import competition, with the iconic Redhead matches now imported from Swed...
Food markets for airport

RED DWYER

ONCE in a generation opportunity exists to create a massive ‘cutting-edge’ fresh food precinct alongside the Western Sydney Airport.

The precinct has the potential for high value food production, processing, export and 12,000 jobs, according to the NSW Farmers Association.

“The precinct will not only create significant amount of manufacturing jobs for Western Sydney, but high skilled high paid employment associated with cutting edge agricultural and food processing practices,” said a new report, Think Big Think Fresh: A Fresh Food Precinct for Western Sydney Airport, by the farmers’ association and consulting firm KPMG.

What’s in mind is a custom-built export facility for fresh food and fibre in a Fresh Food Precinct (FFP) on some 500 hectares in the vicinity of the airport.

Western Sydney is well placed to support such a precinct due to its food production capabilities and skills.

The report noted that Greater Western Sydney had the largest food industry in Australia and many of the country’s largest food and beverage wholesalers and retailers were located there offering an ideal location for levering off the primary produce from regional NSW, making it ideally suited as a fresh food precinct.

In the financial year 2016 the gross value of agriculture production in the region was $806M.

“The precinct would provide primary producers with the opportunity to move up the value chain and access new lucrative overseas markets and NSW produce could be on Asian shelves in 36-48 hours, and achieve significant price premiums for our producers,” said KPMG Partner Robert Poole.

NSW Farmers’ CEO, Matt Brand, said a fresh food precinct would be a win-win for the city and the country.

“It isn’t very often one piece of infrastructure can provide economic benefits for people in the city and the bush, but the Western Sydney Airport could do just that.”

The report recommended a $5M investment for a further feasibility study to prepare a prospectus on the precinct to go to market. The NSW Farmers’ Association was also calling for the Sydney Markets, at Flemington, to consider co-locating to the airport precinct.

“No decisions as to the future location of Sydney Markets have been made at this time”, said Sydney Markets, CEO, Brad Latham, in a statement.

David Borger, Western Sydney director, of the Sydney Business Chamber, said the organisation supported the initiative.

Dyldam secures old Bonds site

RED DWYER

ARRAMATTA developer, Dyldam, has won approval for the rezoning of the former Bonds Spinning Mills site, in nearby Pendle Hill.

The rezoning, approved by the Department of Planning and Environment, would allow for urban renewal transforming the old eight-hectare industrial site into a mixed-use precinct.

Dyldam submitted plans for the development of the site, at 190-192 Dunmore Street, in 2015, for 1300 units which was later scaled back to 1260 last year by the former Holroyd Council, now Cumberland Council.

Renewal of the site, branded Denier Park, would include, as a result of the rezoning, development of medium-density residential apartments, commercial facilities including a supermarket, retail outlets, childcare facilities and offices.

The project would have a total of 2.5 hectares of new open space including a playground, children’s bike path and an informal sporting area, all with linking pedestrian pathways.

The rezoning would also allow for 6000 square metres of floor space, a 5500-square-metre public park and community facilities highlighting the site’s heritage aspects.

“For five years the historic manufacturing site has stood empty, but this rezoning means it can now be brought back to life,” said Steve Murray, region executive director, of the Department of Planning and Environment.

“The historic industrial buildings would be preserved and adapted as part of community areas on the site.

“The character of the surrounding neighbourhood would also be protected … building heights would be limited to 39 metres or 12-storeys and limited to a few buildings in the centre of the site.

“The next step is for a development application to be submitted, placed on exhibition and assessed by Cumberland Council.”

Bonds formed in 1915, moved to the Pendle Hill site in 1932 and became the first spinning mill in the southern hemisphere.

The company, bought by Pacific Brands in 1987, continued manufacturing underwear on the site until production ceased in 2012.
Across the age divide: Top tips for managing the best from Generation X

\[\text{Image 43x49 to 572x313}\]

W hat ever became of Generation X?
In all the talk about juggling the values and needs of different age groups in the same workplace, the focus has been on cashed-up baby boomers requiring respect for having put in the hard yards, and tech-savvy millennials who want it all now lest they fl ight off to a better offer.
But sandwiched in between is another layer of workers: those born between 1965 and 1980. So-called Generation X.
The descriptor was popularised by Canadian writer Douglas Coupland in his 1991 novel about disaffected youth, Generation X: Tales for an Accelerated Culture. These days, Coupland seems less convinced of his subject’s exceptionalism:
“In as much as there is a Gen X, it’s paying for school bills for their kids and nursing care for their parents. There’s not much free time to be either pro or anti-establishment,” he says in a BBC interview.
It suggests that the characteristics ascribed to particular generations are like shifting sands. Are demographic definitions mostly marketing spin?
Julie Cogin, a professor and director of AGSM@UNSW Business School, admits she set out to debunk the notion of generational differences when she applied rigour to what began as “hobby research.”
“I conducted the study across five different countries and collected data over different years to see how changes emerged,” Cogin says.
“I thought generation differences were explained by life cycle. As you acquired a mortgage and had children you would adopt the characteristics of the next generation, and as you reduced work and retired you would shift again. I was proved right in some ways, but also proved wrong in other ways.”
And the key finding?
“There are distinct characteristics that belong to age groups, which don’t change over time as their life cycle alters.”

Forces that shape
So, who – or what – are Generation X?
Before you can identify the characteristics, you should consider the influences on the generation. That includes everything from pop culture to political changes, financial unrest, family upbringing and more,” Cogin says.

Gen X were really the fi rst to experience both parents working – and were often called the latch-key kids, getting themselves home from school and waiting until their parents came home.
“They’ve also seen their parents work very hard and face a number of challenges in the workplace, particularly in the 1980s and 90s with radical increases in redundancies, down-sizing and right-sizing,” she adds.
“In many cases, they’ve perceived their parents to have been treated poorly by employers. So, you’ll fi nd there’s reduced levels of trust between corporations and Gen X. That’s a really important influence on their lives.”

Generation X have embraced the peripheral workforce, with contract-type arrangements, part-time roles, the gig economy – whereas for their baby boomer parents, working was more about job security and loyalty to one employer.
“It’s also important to note that economic circumstances have shaped the attributes of Generation X,” notes Cogin.
“They grew up with a fl ocking dollar, fl ickering real wages, and the rise of the independent artist, independent acting, independent music.”

“Gen X are very pragmatic and competent, and independence is important,” Cogin says.

The nitty gritty
If we can see where Gen X have come from, what should employers consider when hoping to engage, retain and harness their strengths?

“Gen X are very pragmatic and competent, and independence is important,” Cogin says.
“Problems are also to note that economic circumstances have shaped the attributes of Generation X,” notes Cogin.

Adding to the challenges of living beyond their means is an increase in the average child-bearing age, with women in their 30s and even 40s having babies. It means that Gen X’s children are younger – and need more attention – than for previous generations at this point in their lives.

Feeling your age
Gen Xers, mostly in their 40s and early 50s, are at the mid-career point where if they were going to step up to the C-suite, now would be the time to make a move. Cogin agrees that “the 40s are typically the time for career reflection, and the elevation”.

“But this generation can expect to face some age-discrimination,” she says.
“As they get to 50 – and some of them are already past 50 – and organisations have outsourced work to developing countries, and there has been automation of roles, use of artificial intelligence and so on, people may view Gen Xers as a lot older or out of touch with technology and automation.
“It’s not about having the opportunity to revitalise a career. They are facing a number of stereotypes associated with their age.”
But there is a heartening fact about Gen X and age: They can expect to live 10 years longer than baby boomers.

“Th eir life expectancy is around 82. Wherever you are, the average child-bearing age is around 29.”
Cogin adds.

Everyone wants to be paid fairly, but for Gen Xers – sometimes living beyond their means and carrying a lot of debt – attractive remuneration and fi nancial incentives are a necessity. And having younger children and older parents makes a work-life balance more pressing.

“If their kids don’t need them, their parents do. Having flexible work practices and options for different work arrangements – a condensed week, working from home, job share – are important to them as well,” Cogin says.

This article was first published in the Business Think: the journal of UNSW Business School. businessthinkcontact@unsw.edu.au. Julie Cogin is Professor, Director AGSM @ UNSW Business School and Deputy Dean UNSW Business School, AGSM Fellow.
SME report identifies barriers and issues

The Australian Small Business and Family Enterprise Ombudsman has released a study into factors impacting small to medium enterprise investment. Speaking at the Institute of Public Accountants national conference on the Gold Coast, Ombudsman Kate Carnell said barriers to investment included access to capital, red tape and energy prices.

Ms Carnell said removing barriers to investment would give small businesses confidence to grow and boost jobs.

Despite recent claims by bank executives that lending to small firms is booming, Ms Carnell said this isn’t the case for borrowers who don’t have equity in property.

Traditional bank loans are backed by real property mortgages and although alternatives are emerging, they are not currently mature and affordable,” she said.

“Young aspiring small business operators are particularly disadvantaged and increasingly rely on their parents to provide seed finance,” Ms Carnell said.

Ms Carnell said the “Bank of Mum and Dad” was often called on to help young entrepreneurs.

“This offers convenience and flexibility, but it puts people’s retirement savings at risk,” she said.

“It also raises social equity issues in that the children of affluent parents have greater opportunities to buy and grow businesses.”

Ms Carnell said a government-backed guarantee scheme could be the answer, like the British Business Bank.

“The Ombudsman’s study also takes aim at red tape, saying past reduction efforts have largely been window dressing,” Ms Carnell said.

A successful pilot in Parramatta to make compliance requirements seamless should be extended to other areas.

“It was found there were more than 50 pieces of regulation which applied to setting up a hospitality business in Parramatta and the regulation meant it took up to 18 months to commence trading,” she said.

“Regulation wasn’t removed, but was instead sped up and made invisible. Information provided once was used to automatically complete forms in other areas of bureaucracy.

“This is a smart way of using systems and technology to relieve regulatory burdens on business.”

Leveraging the office Christmas party

The office Christmas party is the perfect opportunity to get to know your boss better, instead of taking your shoes off and getting blind drunk according to a leading behavioural expert.

Emotional intelligence practitioner, author and speaker Chris Golis has spent most of his working life examining people’s personalities in order to help them communicate better in business and in life.

Mr Golis says most bosses promote people they like, and so the work Christmas party is a chance to work on your relationship and even potentially plant the seed regarding a pay rise or promotion.

“While most people try and consume their body weight in food and drink on the company purse, the office get-together is a great opportunity to get ahead by using the event to your advantage.”

“If you’re smart about it and don’t come across as too much of a know-it-all, you can set yourself up for the year ahead by having an intelligent and meaningful conversation with your superiors.”

“However, making a beeline straight for the executive team can make you look like an opportunistic and ruthless social climber, so picking your moment is very important.”

“Start off by having a conversation for 5-10 minutes about anything but work.”

“Everyone’s favourite subject is themselves, so you won’t have any trouble getting that kind of information out them.”

“Then you can perhaps steer the conversation more towards the office environment by asking them what their best decision was this year.”

“It is a way of stroking their ego and indirectly asking them what makes them so good.”

“Conversely, if you know the company hasn’t had a great year, say it’s been a big year and you’re looking forward to next year.”

Emotional Intelligence expert Chris Golis has these tips to get ahead at the work Christmas Party:

Observe: The true characteristics of people are often revealed in social situations.

Timing: The best time to go up to any management is before the speeches because you won’t have had too many drinks and they’re all likely to still be there.

Conversation: Family, pets and holidays are all good subjects to discuss with your boss because it builds rapport and shows you are genuinely interested in their life outside work.

Advice: Executives love to talk about personal success, so ask them what their best decision was this year.

Mr Golis says while the work Christmas party can present an ideal time to climb the corporate ladder it’s important you don’t go too far.

“It can be a great time to pick up information if your boss is relaxed and has his guard down little but the last thing you want to seem like is a pest.”

“Once you’ve got what you want out of the conversation with your manager, thank them for their time and leave them alone for the rest of the night.”

“People often forget what you do or say but they never forget how you make them feel.”

Alcohol: Don’t go too hard on the booze because it destroys your self-control.

Chris Golis is a published author with The Hum Handbook: Lifting Your Level of Emotional Intelligence available to purchase at www.emotionalintelligencecourse.com He spoke at the International Congress of Emotional Intelligence in Portugal in July. Chris Golis was brought together international experts who presented EI research and applications in the areas of education, business, medicine, therapy and assessment.
INTRODUCING A RANGE OF SAFE, ALL NATURAL, AND AFFORDABLE CLEANING SOLUTIONS

- Made with Pure Powerful Eucalyptus Essential Oil
- Non-Toxic and Eco-Friendly
- No Harsh Chemicals, Pesticides, or Insecticides
- Derived Directly from Mother Nature
- Safe for Use Around Children and Pets
- Proven 100% effective in independent laboratories
- All Australian Made
THE HERO PRODUCT RANGE

EucoClean 3-in-1 Anti-Bacterial Cleaner

World class, premium flagship product
- Can be applied as a disinfectant suitable for all hard or soft surfaces.
- Its powerful natural essential Eucalyptus, EucoClean 3-in-1 cuts through and removes 99.99% of all bacteria.
- Ideal for between-season air conditioning treatment, cleaning, sanitising and deodorizing filters, leaving a fresh eucalyptus aroma.
- A natural and non-pesticide alternative
- Treats mattresses and bedding for bed bug control
- 100% biodegradable and people and pet safe.

EucoClean 2-in-1 Anti-bacterial Citronella and Rosemary Bathroom and Kitchen Cleaner

- 100% derived from natural active enzyme ingredients
- Deodorizes the room leaving a long-lasting scent up to 24 hours
- Suitable for both bathroom and kitchen tiles
- Treats mould and mildew
- The citronella element also acts as an effective mosquito repellant.

EucoClean 2-in-1 Hand and Surface Wipes

- A world class all-in-one hand and surface wipe
- Contains essential Eucalyptus, Aloe Vera and vitamin E,
- Leaves hands feeling soft and fresh
- Leaves surfaces clean and streak free
- Clinically reduces the spread of harmful germs between surfaces and human contact
- 100% Australian owned
- Produced and made from only natural elements

RANGE EXTENSION

EucoClean 3-in-1 Pet Bedding Sanitiser

- 100% biodegradable natural product
- Kills 99.99% of germs housed in pet bedding or localized areas
- The natural essential Eucalyptus oils deodorise and sanitise
- Leaves a pleasant long-lasting aroma
- 100% people and pet safe

If it’s really clean and really “green” it’s EucoClean

EucoClean Australia Pty Ltd
Tel: 1300 413 336  www.eucoclean.net.au
Myth: IT investment must be cyclical

Brad Miller, Partner, KPMG Enterprise
Michael Alf - Director, KPMG Enterprise Australia.

The reality: Software providers are now focused on cloud services, which offer continual capability upgrades and the latest security features – so incremental investment is a much more aligned approach.

For many years, there has been a ‘Big Bang’ mindset to how enterprises invest in Information Technology (IT). It is typically a large financial outlay, every few years, with the decisions on product choice often driven by the IT department of the business.

Brad Miller, Partner, KPMG Enterprise has seen many organisations take this approach – treating IT like they treat other infrastructure in the business.

They look at ROI [return on investment] over multiple years, so the mindset is: if you’ve built the system, how long can you run it? And can you minimise the total cost of running it over time?” he says.

However, as IT is constantly advancing, and the demands placed on it from the organisation, customers and markets keep growing, IT can’t be treated like any other capital expenditure.

This approach has led to a chronic under-investment in IT. If you’ve just spent a large sum of money on IT, the view is: ‘I don’t want to discuss IT again for another 5 years. ‘If we look at the pace of change with technology, 5 years is a huge timeframe in terms of the innovation you might miss out on,’ he says.

A move to incremental investment

The way technology providers are offering products has moved on one-off product deliveries to offering continually evolving cloud software – known as Software as a Service (SaaS). The beauty of SaaS is that you pay as you need more capacity – and you’re constantly provided with the latest upgrades.

‘Before you were saving for a rainy day to do the “technology transformation”. Now, organisations are moving to a subscription-based IT service model; it’s not a lump sum, it’s incremental over the lifetime of the use of that system – however long the contract is,” Miller says.

The advantages are obvious, however there is one downside, or perhaps an opportunity, that you must address.

‘You’re going to get more features and functionality, but at the same time so is your competition. So, you have to think about how you leverage that. You must ask, am I on top of what this asset can do for me and how it’s evolving? Am I evolving my business to take advantage of that?,’ Miller says.

The value of being ahead

For businesses that are happy with one off investments in IT, and don’t see immediate value in shifting to a regular investment and upgrading approach, Michael Alf, Director, KPMG Enterprise, says it’s worth looking at the competitive environment.

‘Businesses may say, ‘We’re making a lot of money, we’re growing at a steady rate. There’s no urgency,’ ” he says. “But look how quickly the marketplace can change, and one example in Australia is the official arrival of Amazon. Suddenly you have a new trader, which even established businesses recognise could disrupt their segment of the market, or make them obsolete.”

‘All says situations like this force enterprises to look hard at what differentiates their strategy. Having the latest technology enables you to be ready to step up and compete – or perhaps even tap into platforms like Amazon to help reach new markets.

Miller adds, “Maybe they’re not necessarily going to disrupt you, but what if they’re a channel to market for you? You need to be able to figure out how you’re going to do business with them.”

It doesn’t have to be giants like Amazon that could show up your technology capabilities – it could be smaller players who start fresh with the most advanced cloud platforms. “In our experience they go straight to cloud. There’s never a doubt, it’s just how IT operates now. Some have aggressive growth plans over a few years, so they go straight to cloud so they can scale up – they pay for what they use,” Miller says.

An answer to growth

Ultimately, every business is looking to grow, and sticking to an old method of investing in technology is unlikely to help facilitate that in today’s environment.

‘For established mid-market companies that have hit a plateau, there’s an opportunity to recognise that cloud technology and this new investment and delivery model is going to be an enabler to achieve that next level of growth,’” Miller says.

Anticpate tomorrow. Deliver today.
Digital identity’s role in optimising customer experience and competitive advantage

Why digital identity is now a board-level topic
The evolution of digital identity
As organisations have become more
conscious about the role of digital identity as both a potential risk factor and business enabler, the level of investment in sophisticated Identity and Access Management (IAM) tools and services has grown dramatically.

Traditionally, most organisations have viewed the implementation of the IT department, focused on back-office operations such as user provisioning, single sign-on and password management. In recent years, however, the growing adoption of cloud services and the proliferation of mobile devices has made IAM an increasingly critical business imperative rather than a mere function of the IT back office.

In the regulatory agenda, there is now widespread acknowledgment that effectively managing user access is a matter of responsible corporate governance that requires a programmatic approach and methodology, elevating IAM as a board level concern rather than just another IT requirement.

If you would like to know more or receive the KPMG report Digital identity’s role in optimising customer experience and competitive advantage please contact David Pring david-pring@kpmg.com.au

Digital identity’s role in optimising customer experience and competitive advantage

Ethical supply chains – investigation and risk prevention

A 5 companies chase better costs to remain competitive, building a supply chain with poor ethical practices increases. They must balance opportunity with deep analysis of their suppliers to avoid reputational and financial risks.

Human rights, child labour, environmental impact and health and safety practices are just some of the ethical issues that organisations must consider when building their supply chains, especially when they extend beyond their own borders and into emerging markets. If they execute bad judgment in just one aspect, reputation and financial future could be promptly shattered.

"If you look at the major risk surveys conducted around the world, you will find 'threat to reputation and brand' is usually the number two or three risk," says Greg Daniel, Partner, Social Media Intelligence Group, KPMG.

Robin Tarr, Director, Forensic, KPMG, says in addition to financial loss, rapid decline in consumer confidence can often be "coup de gras" for a non-ethical supply chain.

"There is the potential for regulators to place action on companies or organisations that are found to be involved with corrupt activity," he says. "There could also be the costs associated with dealing with the matter, for example engaging legal teams, bringing in investigators and other specialists, not to mention the non-financial costs associated with reputational damage which can sometimes be the death knell for organisations caught up in a bribery scandal."

Competition leads to risk
In today’s competitive and technology driven business world, the pressure to move quickly and cut costs means companies are seeking cheaper and more flexible suppliers, explains Richard Boele, Partner, Human Rights and Social Impact, KPMG.

"That has introduced a range of risks, new jurisdictions and new challenges, and you need new capabilities within your procurement functions to manage these," he says. Boele says the term ‘ethical supply chain’, or ethical sourcing, generally refers to labour practices and how workers are treated in terms of conditions and pay. Environmental impact is a large aspect, while ethics, such as bribery and corruption, are also linked. These issues are not restricted to overseas suppliers, with many Australian businesses recently coming under fire.

"In the last 2 years the Fair Work Ombudsman (FWO) has had a very strong focus on raising public awareness of poor labour practices in Australian supply chains. They've done that by targeting major retailers, especially around services like cleaners, trolleys, security guards and agricultural labour," Boele says. He says the triggers of poor practices are usually illegal, and can stem from many countries.

"Certainly the cases of overseas-based organised crime sending people to Australia to pick fruit and vegetables shows that any Australian company is at risk of being exposed to ethical supply chain risks," he says.

Taking control of the supply chain
With the potential damage to reputation and financial losses, companies must now ensure their supply chain processes are ethical at every touch point. Tarr says to do this, they must know as much as possible about their suppliers and third-party intermediaries.

"It is about undertaking adequate and effective risk-based due diligence to reach a level of comfort with regards to the integrity of suppliers, contractors, agents and other intermediaries in the extended supply chain," he says.

Tarr says many companies grapple with sourcing enough detailed information about suppliers to reach that level of comfort.

That's a complex challenge, particularly when suppliers have origins in foreign jurisdictions or developing markets where information may not be readily available to a business in Australia," he says.

As discussed in the KPMG Report Supply chain risk – a global perspective, having sound supplier management processes is one way to take control. In the case of unearthed ethical issues, forensic integrity due diligence intelligence services, forensic technology and social media intelligence monitoring can also help.

Forensic approaches
Engaging forensic experts and forensic technology such as an automated due diligence monitoring platform may sound complicated, but Tarr says it is relatively straightforward.

"At KPMG our integrity due diligence team has access to a vast array of publicly available databases to have a look at a supplier's corporate structure, who the beneficial owners are, if they are exposed to sanctions issues or associated with politically exposed persons, for example," Tarr says.

He says this can help to establish an up-to-date 'rich and broad level of detailed information' to inform a decision on whether to proceed with a commercial transaction, or engage with a business or third-party intermediary.

A social media sweep
In a similar way to forensic tools, exploring social media intelligence can provide useful information on a supplier’s behaviour. Daniel says there is often a “long trail of conversations taking place in the world of unstructured data”, that can now be captured and analysed.

"A lot of issues around ethical behaviour are driven by individuals who have conversations on social media," he says.

He says it is possible to track and analyse relationships between people who are otherwise deliberately disguised, or to uncover underlying business activities.

"Social media intelligence can also help with financial due diligence. We can look at what staff are saying about a business such workplace practices, bullying, and other activities that may not be evident in a normal financial review," he says.

Monitoring the social media discussions of human rights and environmental activist groups can also raise flags about potential ethical issues in companies or countries.

Dedicated ethical sourcing advice
In addition to gaining knowledge, engaging forensics and reviewing social media, Boele says an overall risk governance and management approach is key to controlling on top of ethical sourcing risks. He says these are best integrated or retro-fitted into existing processes.

"Our specialist ethical sourcing team is focused on designing and building risk governance and management solutions for this specialist area. We are also very engaged with leadership buy-in to the level of risk. Their appetite to manage issues like child labour and modern slavery needs to be tested and established," he says.

Ongoing benefit
Taking control of ethical risk in a supply chain takes a multi-faceted approach. Everyone from Boards through to procurement and the people dealing with suppliers need to be on the lookout for issues.

Tarr is optimistic that despite the complexities, organisations are putting ethical supply chains higher on their agendas.

"As regulators increase investigation and enforcement activity which has the potential to impact both line and the people starting to drop for these companies," he says.

As companies link to countless suppliers, they may also be exposed to a myriad of risks that could severely damage their finances, reputation and future competitiveness.

If you would like to know more or receive a copy of Supply chain risk – a global perspective please contact David Pring david-pring@kpmg.com.au

Article first published by Jan Zeilinga, Director Cyber Security Services KPMG Australia and Gordon Archibald Partner, Cyber Security Services, KPMG Australia.

Family Business

DECEMBER 2017

WESTERN SYDNEY BUSINESS ACCESS
Growth looks different for every business.

Together, let’s turn your aspirations into reality.

Our advisory professionals can help your fast-growing company set the foundations for sustainable growth.

kpmg.com/au/enterprise
Unforeseen events and family disputes

JAMES WHILEY

With the festive period nearly upon us, surprisingly we find that many clients become more focussed on their estate and succession planning.

This may be because they are concerned that something may happen to them whilst on holiday.

Spending more time with family members, who they may see infrequently but do so in a confined environment over Christmas, can also lead to family disputes.

These may ultimately turn into legal disputes should an individual die or lose the ability to make decisions themselves.

However, we understand that contemplating your own mortality and making time to plan can be difficult, so is often left to the back of the pile of things to do.

Preparing or updating your Will and personal estate plan does not need to be difficult but doing so will ensure your estate and other entities (such as family trusts and superannuation which do not automatically form part of your estate), are managed smoothly and in accordance with your instructions.

It is also crucial that the plan you have is appropriate for your unique circumstances and meets your needs, as failing to prepare or getting it wrong can result in adverse consequences such as:

- Disputes between family members.
- Your family missing out on asset protection and tax benefits.
- Delays and extra cost associated with administering your estate.
- Additional taxes, or….
- Your wealth passing to people you did not intend to.

In a series of articles over the coming months, we provide general guidance tips on updating your estate and succession plan and points you need to consider. This will include:

- The role of an executor and the importance of choosing the right person.
- Key considerations when preparing or updating your estate plan.
- How to deal with succession to family trusts, businesses and self-managed superannuation funds.

So, let’s first look at executors and more specifically what’s an executor and what do they do?

The role of the executor

An executor is responsible for managing the administration of the estate, including ensuring the assets are distributed in accordance with the Will.

An executor may also apply to the Supreme Court to charge a commission for professional fees for work undertaken by them in relation to their role as executor. An executor may also apply to the Supreme Court to charge a commission for professional fees for work undertaken by them in relation to their role as executor.

So, what’s next?

In our next article, we will consider:

- How a Will works including the distribution of one’s estate.
- Tax effective and asset protective testamentary trusts.
- Guardians for minor children and dealing with a family disaster ‘plane crash’ scenario.
- Succession to discretionary or family trusts.
- Enduring powers of attorney for financial decisions and ‘crash’ scenario.
- Appointments of enduring guardians for medical and lifestyle decisions.

James Whiley is a special counsel in the Private Clients team at Hall & Wilcox. Visit www.hallandwilcox.com.au

Listening to your needs, helping you succeed.
We’re all ears, not all talk.
WORKSHOPS FOR BUSINESS GROWTH

Get the right information to make better business decisions and set yourself up for long-term success.

The Smart Series of business workshops is designed to educate and provide resources to support business in The Hills. There are three streams, Smart Start—aimed for new and newly established businesses, Smart Operate and Smart Grow—which are both aimed at businesses already in operation, but looking to grow.

To find out more about the Smart Series and other business workshops contact Council’s Economic Development team on 9762 1108


SMART start
MAR
08 | 15 | 22

- Prepare your new business for success
- Define your target market
- Create and grow a community group or not-for-profit

SMART operate
APR
12 | 19 | 26

- Cash flow and profitability
- Create business efficiency
- Building a winning team

SMART grow
MAY
10 | 17 | 24

- Business planning for success
- Sales made simple
- PR and media secrets
Disruption and boom in the Hills

LIASTILLITANO

The Hills Shire is tackling the onset of a fast approaching population boom and increasing infrastructure disruption – yet the region has a spring in its step.

“The mood is very vibrant,” said Sydney Hills Business Chamber chairman Anthony Moss.

A mix of residential and commercial development coupled with the mammoth Sydney Metro North West railway line meant the region was facing “a very buoyant economy at the moment”, he said.

“The Hills, Mascot and Ryde areas are generating one quarter of Australia’s GDP at the moment; that is cause for huge positivity.”

And it seems that confidence is contagious according to a recent poll that asked more than 170 local businesses to rate the region’s performance, conditions and future sentiment.

The latter, Mr Moss said, had consistently rated high in the last three The Hills Performance and Sentiment Index reports carried out by the Chamber and McCrindle Research.

It is a predictor of the next six months and always when we carry out this research program, sentiment is extremely positive,” he said.

So, what is fuelling that optimism?

“The physical expression of that is the rail link and the associated development around it,” Mr Moss said. “It brings lots of people into the region from construction workers to designers. That brings in a chunk of income.”

To understand the scale of growth the North West is facing, imagine taking the population of Canberra, doubling it and placing it in the heart of the Hills district.

“The Hills will be home to more than 600,000 people in the coming decades,” Premier Gladys Berejiklian said. “Greater Western Sydney is experiencing an unparalleled period of revitalisation and growth, and the Hills District is right at the centre.”

The local shopping district is also growing to meet the demand of the burgeoning population.

QIC Global Real Estate is investing $1B to redevelop Castle Towers “into a world-class urban centre”, increasing in size by up to 80,000 square metres.

Billed as North-West Sydney’s “new lifestyle and retail destination”, the revamped centre will meet the “needs of the diverse and ever-evolving community,” said centre manager, Martin Ollis.

Which is why the new centre will connect to one of the new metro stations.

“We will extend the existing Level One Mall to connect with a planned underground station walkway leading directly into the Metro station concourse,” Mr Ollis said.

“Castle Towers will be the thriving heart of the Hills community.”

With growth comes challenges and there have been some grumblings from the business community, Mr Moss said.

“The construction phase of the rail link has been challenging for businesses with traffic snarls through the region which has an impact and they’re rightly concerned but they’re also chomping at the bit to make sure it happens,” he said.

“I personally think population growth is positive for our region because it supports businesses.”

“There has always been an entrepreneurial spirit in the Hills. It is a relatively affluent area, a relatively highly educated area, it’s fertile ground.

“With all these development opportunities, the council is mindful of ensuring the culture of the Hills as a place for families to live, work and play is maintained.”

Tips for small businesses to adapt

DR MICHIELLE BYRNE

The business landscape is forever evolving and changing.

And with social media taking on a bigger role in business promotion and customer connection, it can sometimes feel overwhelming, especially when you are a small business owner with limited resources.

But don’t let the changing state of the marketplace keep you from achieving your dreams, The Hills Shire Council’s Business Education Series is the perfect way to get your business knowledge and skills up to speed.

Covering a wide range of key business topics, our workshops are packed full of key information and useful hints and tips to help you get the right information to make an informed decision.

We offer a range of workshops across three fundamental areas, including Council’s successful SMART Series, Digital Series and Governance Series.

In SMART Series, small and newly established businesses will learn innovative ways to take their business from a local to a global stage, with segments focusing on defining your target market, PR and media secrets, building a winning team and so much more.

The Digital Series is designed to identify ways of improving your digital capacity and become more competitive in today’s digital marketplace. The series will provide practical advice and digital skills needed to better understand how online technology and tools can be used more effectively.

And the Governance Series shows you the legal requirements of running a business, such as tax basics, good record keeping and employer essentials.

Delivered by the Australian Taxation Office (ATO), you will be shown how to use the ATO’s online tools and resources, making tax and super management responsibilities easier and freeing up valuable time to spend on your business and not on your books.

There has never been a better time to live in the Sydney Hills. The region is booming and we have a massive future ahead of us.

The rail line is coming, and thousands of new people will come to live and work in the Sydney Hills, particularly around the new station hubs of Castle Hill, Norwest, Bella Vista, Showground, Kellyville and Rouse Hill.

Small businesses, like yourself, will be key players in the growth and prosperity of the Sydney Hills, so take this golden opportunity to gather all the knowledge and information you need to help your business flourish.

Council understands that small businesses don’t have all the answers but they need to know where to find them.

Our Smart Series is packed with information and ideas to help you make better business decisions and set yourself up for long-term success.

The workshops kick-off again in February 2018.

To find out more information, visit The Hills Shire Council website (www.thehills.nsw.gov.au) and search for “business support”.

2018 DATES

1. Smart Series
   i. SMART Start
      Prepare your new business for success, 8 March, 6.30pm -10pm.
      Defining your target market, 15 March, 6.30pm -10pm.
      Create and grow a community group or not-for-profit, 22 March, 6.30pm -10pm.
   ii. SMART Operate
      Cash flow and profitability, 12 April, 6.30pm-10pm.
      Create business efficiency, 19 April, 6.30pm-10pm.
   iii. SMART Grow
      Business Planning for success, 10 May, 6.30pm-10pm.
      Sales made simple, 17 May, 6.30pm-10pm.
      PR and Media Secrets, 24 May, 6.30pm-10pm.
   ii. Record keeping for Small Business
      Day 1: Basics, 24 April, 6pm-8pm.
      Day 2: Social Media strategies for your business, 26 April, 6pm-8pm.
      Day 3: SEO Basics, 20 September, 6pm-8pm.
      Day 4: Social Media 101 for your small business, 19 July, 6pm-8pm.
      Day 5: Social Media strategies for your business to business, 16 August, 6pm-8pm.
      Day 6: Digital Marketing Masterclass, 6 September, 6pm-8pm.
      Day 7: SEO Basics, 20 September, 6pm-8pm.
      Day 8: SEO Beyond the Basics, 11 October, 6pm-8pm.
   iii. Employer Essentials for Small Business
      1. Tax Essentials for Small Business, 8 February, 10am to noon.
      2. Tax Basics, 8 February, 10am to noon.
      3. Tax Essentials for Small Business, 8 March, 10am to noon.
      4. Tax Basics, 8 March, 10am to noon.
      5. June, 10am to noon.
      6. Record keeping for Small Business, 7 March, 10am to noon.
      7. Tax Basics, 21 February, 10am to 1pm.
      8. Tax Essentials for Small Business, 21 February, 10am to 1pm.
      9. Tax Basics, 21 February, 10am to 1pm.
      10. Tax Essentials for Small Business, 21 February, 10am to 1pm.
      11. Tax Basics, 21 February, 10am to 1pm.
      12. Tax Essentials for Small Business, 21 February, 10am to 1pm.
      13. Tax Basics, 21 February, 10am to 1pm.
      14. Tax Essentials for Small Business, 21 February, 10am to 1pm.
      15. Tax Basics, 21 February, 10am to 1pm.

Dr Michelle Byrne Mayor of The Hills Shire.
**Game changer for car-centrics**

The Sydney Metro North West railway line is set to transform The Hills Shire.

The region, which has one of the highest car ownership levels in the state, will be home to a 36-kilometre rail line that will link Rouse Hill to Chatswood and see trains run every four minutes during peak hour.

"The number of stations being built in the area provides local employment and brings lots of people into the region," Mr Moss said.

The development around the stations will change the look of the region but I think the opportunity is there to create really interesting and vibrant areas.

**Staying relevant is our PURPOSE**

**Anthony Moss**

Promote: The ability to promote your business to other businesses, community and government.

Develop: To provide a platform for learning from peer and experts both at a professional and personal level.

Amplify your voice to government: Through direct access and via our Alliance with the NSW Business Chamber.

We deliver on these pillars in many ways:

- **Events**: By holding Business Breakfasts and Business After 5s every month with attendance averaging >100+. The Chamber also provides a structured peer to peer learning program through our unique My Board program. Members join a My Board group of up to 1.5 non-competing business owners who meet twice a month for an hour and half.

The Premier Gladys Bereijon presented, our Leadership Lunch where Peter Higgins, founder of Mortgage Choice and Craig Ripin, futurist presented. We hold three Celebrating Women in Business luncheons where most recently Raelene Castle ex CEO of the Bulldogs and Cynthia Payne CEO of Summitcare presented.

Promotion: Chamber members have a number of avenues to promote their business whether through hosting an event, becoming a support partner, presenting a Hot Deal to member, sending direct mail flyers, posting informative blogs or engaging with our LinkedIn groups. The Chamber community is an excellent channel for not only selling to, but also for finding trusted suppliers for your business.

Develop: The skills required to be successful in business are constantly changing as markets evolve or are disrupted. Through the provision of specific workshops presented by subject matter experts members can develop personal and professional skills. The chamber also provides a structured peer to peer learning program through our unique My Board program.

Mr Moss said: "As it gets closer to completion, over a 50% increase in 2019, we have to have a cultural shift from using our cars to sharing shorter journeys on a train."

One feature of the North-West line is an elevated sky train viaduct that will run four kilometres from Bella Vista to Rouse Hill and a cable-stay bridge over Windsor Road.

"The development around the stations will change the look of the region but I think the opportunity is there to create really interesting and vibrant areas."
WHAT AN OFFER!

$100 CASH

if The Telecommunications Professionals (TelPro) can’t save your Business

AT LEAST 50% OFF your ongoing monthly phone bill*

Contact Marco Levada now to save real money off your office phone bill and take advantage of the latest NEC Communications & I.T. technology.

A proud member of the Sydney Hills Business Chamber since 2013 and a current Board Member for the last 3 years.

Marco Levada JP

0418 80 70 50 | PH: 13000 TELPRO | F: 18000 TELPRO

PABX & Security Systems - Data & Electrical Cabling - Consultancy Services - Unified Communication VoIP / NBN - Project Management - Wireless Networks - Voice, Mobile & Data Services - Phone Bill Audit

*Conditions apply - Business Phone bills only with a monthly cost of $500 inc GST per month or greater; Landline calls only (not inc Mobile phone agreements), must be out of contract with current Service Provider.
YOU may think entering a safe deposit box facility is like going through large vault-like doors only accessible through fingerprint identification and laser beams. Only part of this is true.

Despite what you may see in the movies, a Western Sydney facility is offering people an economical option to protect their priceless assets and family heirlooms.

And if you think you have to channel your inner Jason Bourne to get inside, then read on. Australasian Vaulting Industries’ new safe deposit box facility in Bella Vista features the latest electronic security systems to safeguard its contents – bomb resistant vault doors, bullet proof glass, hardened concrete and steel walls, guard rooms and airlocks.

To gain access, customers undergo scans using the latest in biometric iris reading technology.

Andrew Dalton has been operating private vaults for several years and is the man behind this new, purpose built facility.

“Getting to Sydney from the west can be a headache with traffic, tolls, parking and time, actually costing more than the original cost of the safe deposit box. We saw an opportunity to move to where our clients are based in Western Sydney and North West Sydney so we decided to take the vault to the people,” he said.

As well as being Western Sydney’s largest private vault, Australasian Vaulting Industries is also the only facility to use biometric iris reading technology – said to be more than 10 million times more accurate than fingerprints.

Most people use fingerprint technology or palm geometry which isn’t as unique as iris biometrics. Our technology can only be surpassed by DNA; it is very accurate meaning there are no false entries,” Mr Dalton said.

So how much does this level of security cost? As little as $5 a week which includes $10,000 insurance cover and a whole lot of peace of mind.

Registration is similar to setting up a bank account. Customers need to complete a 100-point check and supply photographic identification before being issued two keys, a security chip tag and a PIN and their biometric iris algorithm is recorded.

The vault is constantly monitored and the customer’s safe deposit box can only be unlocked by inserting two distinct keys. And only the nominated people on the account can ever gain access inside.

The seismic sensors, infra-red technology and CCTV system may make Australasian Vaulting Industry sound like something out of a Hollywood movie. Not so, said Mr Dalton, because in the movies, the bad guys inevitably gain access inside.

“Our reputation has been built on many years of experience and the integrity of our name,” Mr Dalton said.

That is why, he said, Australasian Vaulting Industries is trusted by businesses looking to securely store data drives, company records and sensitive documents as well as families wanting to store jewellery, titles, deeds and passports.

“There is a phenomenon we’re seeing across Western Sydney where homes are being targeted by thieves whose weapon of choice these days is a metal detector to target gold and jewellery,” Mr Dalton said.

For that reason, safe deposit boxes have become popular among the Chinese and Indian communities to secure precious heirlooms and Mr Dalton thinks local aged care facilities will soon follow the trend so they don’t have to bear the onus of protecting the expensive belongings of its elderly residents.

“We’re very proud of the facility we have built and of the checks and balances we have in place from years of experience,” he said.

To arrange a tour of the Australasian Vaulting Industries facility or for more information, visit www.avivaults.com.au.

WHAT’S INSIDE

Australasian Vaulting Industries customers use safe deposit boxes to store a range of goods including gold and silver bullions, jewellery, stamps and coins, data drives, currency, spare keys, legal documents and certificates.
ARE YOUR VALUABLES SAFE?

SECURE YOUR VALUABLE AT AVI

SAFE DEPOSIT BOXES STARTING FROM $5 PW

AVI
AUSTRALASIAN VAULTING INDUSTRIES

TRUSTWORTHY  RELIABLE  AFFORDABLE

H145, 28 LEXINGTON DRIVE, BELLA VISTA

PH: 02 8326 7907 • PH: 0451 008 362 • INFO@AVIVULTS.COM.AU • WWW.AVIVULTS.COM.AU
When some of the finest water sommeliers gathered in China to savour the best tasting water in the world, few expected a Western Sydney brand would come up trumps.

After all the swirling, sniffing and spitting was done, Bella Vista based Beloka Water took home the top gong for the world’s best tasting sparkling water.

“I knew our water was good but we were competing against some of the best in the world. I would have been happy with a place but instead we received the gold award,” said chairman and founder Joe Commissio of Beloka Water’s triumph at the International Fine Water Tasting Competition.

A panel of five professional water sommeliers from around the world judged the 104 bottled water entries on their taste, appearance, and virginality, and voted Beloka as their first choice in the sparkling added carbonation category.

But the Beloka story really started more than 10 years ago when Mr Commissio purchased land at Beloka, on the eastern border of the unspoilt Kosciuszko National Park, as part of his plans to retire from the family’s construction business.

As he prepared to plant an olive grove, Mr Commissio went in search of a water source to irrigate the trees and stumbled on a find that would change the course of his retirement plans.

He discovered the quality of the water in the aquifer on his property was far too good for just irrigation and set about obtaining the necessary licenses to extract it.

Bottled at the source in glass bottles, Beloka has had an impressive rise in an industry dominated by giant Coca-Cola Amatil’s Mount Franklin. Beloka’s two varieties – lightly sparkling and naturally still – have garnered international appeal and Water connoisseurs: Grace and Joe Commissio. are exported to places like China and Dubai and with negotiations underway to add Korea and Vietnam to the list.

For the sceptics who can’t depict a difference between tap and bottled water, Mr Commissio swears by his product saying the distinction in taste is undoubtedly there because it is mineral rich water created by nature and not a factory.

“The minerals are real and natural, we don’t add a thing. And these are healthy minerals too like sodium, magnesium, bicarbonate, silica and calcium,” Mr Commissio said, adding the brand has also been Kosher approved for use by the Jewish community.

Mr Commissio said he was proud that Beloka could spruik the “all Australian made and owned” label, a feat achievable by sourcing just about everything locally from the bottle caps, boxes and labels.

And they’re environmentally conscious too, he said, having recently invested in solar panels for power and the bottles are made of recycled glass.

It’s an impressive story for the boy who was born in Calabria in southern Italy to parents who migrated to Canberra to raise their brood of nine children.

Mr Commissio started working in a supermarket at the age of 12 and tried his hand at construction at 19 but the business of water, he says, “is completely new to me.”

So what of those retirement plans?

“They’re still on the backburner,” he said. “I love what I do. This business gives me a reason to get up in the morning.”

why choose beloka water?

ıt tastes, and looks great
Beloka Water is pristine. It has the highest purity ranking by world standards. Designed for all occasions, the beautifully branded glass bottle adds to any dining experience.

award winning
Beloka’s lightly sparkling mineral water took the top spot at the Fine Water Society’s highly acclaimed International Tasting Competition in 2017.

uniquely australian
Beloka Water is a local, premium Australian alternative to imported mineral waters. The bottles, labels, cartons and caps are all Australian-made.

mineral rich
Magnesium, calcium, sodium and potassium are in concentrations not found in most rain-collected waters or bottled water brands.

eco sensitive
Recyclable glass bottles are just part of the story. Having discovered an invaluable natural resource in the Australian Alps, Beloka’s goal is to be a worthy steward of this part of Australia’s heritage.

for all occasions
We offer a range of sizes to suit different needs:
• 200ml (24/carton)  • 500ml (20/carton)
• 330ml (24/carton)  • 750ml (12/carton)

CALL BELOKA WATER  1800 235 652
Suite 208, 29-31 Lexington Drive, Bella Vista, NSW 2153
P: 02 8882 8088  F: 02 8882 8080 E: info@belokawater.com.au

visit www.belokawater.com.au
Everyone has heard of Bosch spark plugs, power tools, and of course home appliances. What you may not know is that Bosch is also a global supplier of security and audio communication solutions. From Western Sydney’s Norwest Business Park, Bosch Security supplies products that are installed in homes, shops, commercial and government buildings, infrastructure, industrial and manufacturing sites, sporting and outdoor facilities – spaces of all shapes and sizes. You will find our products everywhere, from a local home, council chamber or railway station, all the way through to many of the most recognised structures and sites in the world.

**Intelligent Video Systems**

*Our cameras go beyond being a recording device.*

With video analytics built in, the camera interprets what it sees, adding structure to the video with metadata. For security and safety, video analytics can be used to trigger alerts for example when an area is entered, a fence is jumped, an idle object left, or a car is moving in the wrong direction.

For businesses and service organisations, analytics can be used to see how many people entered the premises and how many carried out a transaction. You can even set alerts when queues get too long to open another service counter. *The age of intelligent video-based decisions is truly here.*

**Cloud Services & Data Security**

*Our cloud-based services provide key advantages:*  
1. **Remote Configuration & Maintenance** of the camera video networks  
2. **Remote Video Monitoring** to verify, prevent or intervene following a real-time alarm  
3. **In-Store Analytics** for customer traffic insights to maximise engagement & service performance

The security of your data is just as important as the people and premises you are safeguarding. We offer end-to-end solutions that cover everything from cameras, servers, clients and storage devices to network protocols and standard key infrastructures. *Bosch take data security to a whole new level.*

**Trusted Communication Brands**

Bosch Security owns five communications brands: Bosch, Dynacord, Electro-Voice, RTS and Telex.

Bosch is highly-respected for conference systems used in local council meetings through to international summits. Our public address and evacuation systems are suitable for spaces ranging from a retail shop and all the way to an airport. Electro-Voice specialise in loudspeakers and microphones for portable and fixed applications. High quality engineering of Dynacord amplifiers brings out the best in our loudspeakers. RTS and Telex provide wireless head-set communication systems for TV broadcast and live entertainment.

**Integration, Standards & Quality**

Because we manufacture the video, alarm and building access, public address and sound systems ourselves, *our products are made to work together.* In addition, our devices are compatible with third party hardware and software using internationally recognised standards and protocols.

Bosch products are tested and *certified using international standards* to make sure they are fit for purpose, safe to use and stand the test of time and elements. Quality is one of our most important values. As our founder Robert Bosch said over 100 years ago: *“I would rather lose money than trust.”*

To learn more about our solutions email marcom@au.bosch.com with “Best Kept Secret” in the subject header and request an Info Kit, Call Back, or a Tour of the Bosch Experience Centre. If you’d like to speak with us sooner, please call Shaun Watson on 0412 465 611.
Extraordinary Education at Hills Grammar

Hills Grammar is a contemporary, independent, co-educational school without religious bias.

Set on 18ha of landscaped and bushland grounds, boys and girls from pre-kindergarten to Year 12 enjoy an exceptional learning environment on one beautiful campus.

Opportunities offered in the academic, co-curricular and student wellbeing programs reflect our vision of Extraordinary Education: a place of inspiration and innovation.

We recognise that quality staff are key to a quality education and, as an employer of choice, Hills Grammar attracts and retains highly qualified and dedicated teachers. Excellent staff and facilities, small class sizes and the parent-school partnership combine to make Hills Grammar the perfect learning environment.

Join us on Open Day, Friday 6 April 2018, to tour the campus and classrooms and meet our staff, students and parents.

You can also visit the School on one of our regular school tours. Please register online at hillsgrammar.nsw.edu.au/tours

Independent
Pre-K to Year 12
Co-educational
Contemporary
No religious bias

43 Kenthurst Rd, Kenthurst
+612 9654 2111
enquiries@hillsgrammar.nsw.edu.au
hillsgrammar.nsw.edu.au

Swimmer
Trilingualist
Analyst
Violinist
Motivator
Another
Hills Grammar
Original

Charlotte
Year 11

Open Day
Friday 6 April 2018

Visit the campus on Open Day or join one of our regular school tours.

Register online:
hillsgrammar.nsw.edu.au/tours

Learn more at hillsgrammar.nsw.edu.au
BIVIANO’S continues to exceed expectations with the opening of the new The Heartwood Bar.

The Heartwood Bar is the venue’s latest space offering stunning panoramic views, iconic landscaped gardens, beautiful scenery surrounds and private parking.

Biviano’s Italian and Seafood restaurant in Dural is the fine dining jewel of The Hills and neighbouring areas.

Celebrating 15 years in 2015, Biviano’s is well-known throughout the region for its fine food and impeccably designed building and interiors.

Dining at Biviano’s is an indulgence of the senses. Guests are treated to dishes that are planned and prepared with meticulous care and passion.

Biviano’s offers an intimate and contemporary atmosphere with precise and welcoming service.

Customers experience a memorable dining experience where hospitality is the focus.

Biviano’s is located 45-minutes from Sydney CBD and 15-minutes from Castle Hill. Biviano’s 2013 relocation signalled the start of a new era in a bespoke venue with polished service, elegant tableware and a celebration of food melding the classic with the contemporary.

The Heartwood Bar is located away from the main dining area in the landscaped garden area of the property.

An official opening was held in November and attracted hundreds of guests eager to experience the best the Hills has to offer.

The Heartwood Bar is open 7 days for lunch and evening drinks and snacks. For details visit www.bivianosdural.com.
Featherdale Functions

As well as having the world’s largest collection of Australian animals, Featherdale Wildlife Park also has function space available for your next casual meeting, activity day or lunch with a difference!

With free onsite parking and a handy location just 10 minutes from the M4/M7 junction, Featherdale can host the ultimate business function for you!

Enjoy a meal with our Billy Tea presentation or learn about Featherdale’s comprehensive wildlife collection with an Education lesson. For additional costs, visitors can have some up-close and personal time with our Private Animal Encounters that have regular session times. And remember Featherdale with a souvenir by purchasing a Personal Koala, Dingo or Owl Encounters, where you can bring home a photo book.

TREAT YOUR TEAM OR CLIENTS TO A FRESH AND UNIQUE VENUE IN THE HEART OF WESTERN SYDNEY

Quick Facts

The world’s largest collection of Australian mammals, birds and reptiles in a natural bush setting
45 minutes from downtown Sydney and 60 minutes from the Blue Mountains
Meet a Koala, hand feed Kangaroos, Wallabies & Pademelons
Enjoy a diverse collection of native & exotic birds and reptiles
Private Animal Experiences, Private Keeper Walks & Breakfast with a Koala

217-229 Kildare Road, Doonside
(near Blacktown)
Open 9.00am - 5.00pm

info@featherdale.com.au
02 9622 1644
www.featherdale.com.au
ProAccounting Business Solutions recently celebrated 11 years in the Sydney Hills. The firm started its operations in December 2006. Founding director, Pratibha Bhanushali, is a Justice of Peace and a certified bookkeeper with ICB & IPA Public BAS Practitioner. She has more than 25 years of experience in accounting.

ProAccounting Business Solutions, is committed to helping clients achieve their business targets. The firm offers a full range of business services for small and medium size businesses and provide a tailored bookkeeping solution to meet business needs at any stage of business life cycle.

ProAccounting Business Solutions specializes in streamlining the bookkeeping and accounting processes for sole traders and small-medium businesses, allowing you to access your data online anytime, anywhere, from any device!

Cloud specialist services in Xero, MYOB and additional add-ons that streamline client’s accounting processes.

ProAccounting Business Solutions is an award-winning company having been ranked 9th in Top 25 Most Popular Awards in Accounting in Hills District.

Provision on-site and off-site bookkeeping and payroll services to a range of business types and sizes from start-ups to established businesses is a specialty.

Areas of expertise include:
1. ICB certified bookkeepers.
2. Xero Certified Advisors and MYOB Professional Partners.
3. Public BAS Practitioners partnered with IPA and Registered BAS Agents with Tax Practitioners Board.
4. Payroll Solutions Provider.
5. Registered ASIC Agents.

The firm values their relationships with our clients, staff and associates and integrity.

Scenes from the birthday celebrations of ProAccounting Business Solutions.
Our Vision

To add value to our clients by providing an extensive range of professional services that enable them to achieve their goals.

ProAccounting Business Solutions started its operations since December 2006 by its founding Director, Pratibha Bhanushali. Pratibha is a certified bookkeeper with ICB & IPA Public BAS Practitioner with more than 25 years of experience in Accounting. At ProAccounting Business Solutions, we are committed to helping our clients achieve their business targets. We offer a full range of business services for small and medium size businesses and provide a tailored bookkeeping solution to meet business needs at any stage of business life cycle.

About Us

ProAccounting Business is a bookkeeping services company based in Sydney that offers tailored bookkeeping solutions alongside financial management for small and medium-sized businesses (SMEs) across Australia.

ProAccounting Business specializes in streamlining the bookkeeping and Accounting processes for sole traders and small-medium businesses, allowing you to access your data online anytime, anywhere, from any device! We introduce ourselves as cloud specialists in Xero, MYOB and additional add-ons that streamline your accounting processes.

Our Areas of Expertise include:
1. ICB certified bookkeepers
2. Xero Certified Advisors and ICB Networking Facilitator
3. Public BAS Practitioners partnered with IPA and Registered BAS Agents with Tax Practitioners Board
4. Payroll Solutions Provider
5. Registered ASIC Agents

Our Values

We value our relationships with our clients, staff and associates.
We value integrity.
We strive for excellence in all that we do.
We aim to constantly improve our capabilities through continually developing our professional skills and knowledge.
We recognise our responsibility to contribute to the community as a respected professional services firm.

ProAccounting Business is an award winning company for 2016, ranked 9th in Top 25 Most Popular Awards in Accounting in Hills District. We specialise in the provision of on-site and off-site bookkeeping and payroll services to a range of business types and sizes from start-ups to established businesses.
SignRISE has a unique and wonderful range of products called the Wonda Range. Weighs less than 4kg and have back lighting, powered by electricity or by rechargeable batteries. These are the “roll up banner” upgrades that respect your brand. Used in international Airports and shopping centres, by some of the world’s biggest brands. Designed and engineered here in Australia, these products are being used Internationally.

Going to an Expo - want to be the best stand in the room at an affordable price. The WondaEXPO range of products are not only smart and unique but modular too. Setup your WondaEXPO in less than an hour and be ready to exhibit. Simple, smart and dynamic.

SignRISE Pop Up Car Roof Media. Wrapping your vehicle? You will be stuck with your branding weather you like it or not and can’t change your message. SignRISE allows you to brand and advertise your updated message at the times you choose. SignRISE has back lighting and towers above the traffic. Plug into the cigarette lighter, press the remote control and up it goes.

Great Concept, Great Business Model and now, a white collar worker can have a business in a box. These franchises are businesses with a unique success guarantee. “A man in a van”, it looks like this is the future of business.

CALL NOW 1300 361 970
WANTED: more university campuses

By RED DWYER

PARRAMATTA started the trend, Liverpool followed, Bankstown has one on the drawing board, and now Penrith and Blacktown want one to similarly revitalize their CBDs — a university campus.

Penrith plans to explore its options based on a report to council whereas Blacktown feels left behind. (Penrith) Council has strong relationships with Western Sydney University and TAFE NSW and is committed to establishing and building partnerships with others to strengthen the economy, attract investment and create jobs,” said a report to council.

“Locating a new or expanded tertiary education presence in the Penrith City Centre would create educational opportunities, improve access to tertiary education and future jobs and provide an ‘anchor’ institution in the city centre.

With 47.8 hectares of land in government ownership within the Penrith City Centre, there is significant scope to locate a university campus or other tertiary education facilities close to existing amenities in the city centre.

A campus with 150 staff in teaching and support fields could attract around 1,900 students and inject $130M per annum into an economy directly and a further $7.45 million indirectly.

The proposed City Park has been identified as one of a number of potentially suitable locations for a future campus.

A plan is to rezone land bounded by Station Street, Henry Street, Allen Place and Woodriff Street so council could develop a park precinct.

As for a campus in the Blacktown CBD, an ambitious promoter of all things Western Sydney, Christopher Brown, chairman, of the Western Sydney Leadership Dialogue, has reinforced the aspirations of local politicians.

“The idea of having a major university based in Blacktown CBD, has been championed by current Blacktown Mayor, and recently elected member for Blacktown, Stephen Bali for the past year,” he told some 300 guests at the organisation’s annual Boomtown Infrastructure Summit.

“While CBD campuses have been announced in other major Western Sydney centres … Blacktown, with its downtown precinct in desperate need for rejuvenation – continues to be ignored.”

“A downtown Blacktown campus has the capacity to spark an adjacent technology precinct to ensure the region can leverage its advance manufacturing specialty.”

The WSU’s $220M Parramatta CBD campus, the Peter Shergold Building, won the inaugural Western Sydney Leadership Dialogue’s Project of the Year, Christopher Brown said at the Boomtown summit.

The Parramatta CBD has campuses of Western Sydney University (WSU) and the University of New England. Liverpool has a campus of the University of Wollongong, the University of NSW with WSU to open one in the CBD in 2018 and WSU plans a campus by 2021 in the Bankstown CBD.

Advice and training for start-ups

By JOHN TODD

THE Western Sydney Business Centre has been operating locally for 30 years, specialising in business advice and training services for start-up and existing businesses.

Our centre has won multiple national business advice awards as both a Centre and as individual advisors, as well as consistently being in the top 3 business advice providers in NSW. We complete over 5,000 hours of business advice in Western Sydney every year.

Our experienced team of advisors can meet with you at one of our offices across Western Sydney or at your place of business,

all are certified and qualified, and have experience running their own businesses, so you can feel confident that you are receiving advice from the best, award winning Advisors.

Whether you want to start a business, grow your business or just need someone to help you along the way, our advisors are available to guide you towards your business goals and help your business reach its full potential – the best news is, your first four hours with an advisor are fully subsidised, at no cost to you.

Our advisors can provide advice on strategies, upskill employees and innovate and refresh skills, learn new business and develop and refresh skills, learn new business strategies, upskill employees and innovate your business.

For more information on our services or to make an appointment to meet with an advisor, contact our head office on 02 4721 5011 or visit www.wsbusiness.com.au.

John Todd is Executive Officer at the Western Sydney Business Centre.

Advice and training for start-ups

By JOHN TODD

THE Western Sydney Business Centre has been operating locally for 30 years, specialising in business advice and training services for start-up and existing businesses.

Our centre has won multiple national business advice awards as both a Centre and as individual advisors, as well as consistently being in the top 3 business advice providers in NSW. We complete over 5,000 hours of business advice in Western Sydney every year.

Our experienced team of advisors can meet with you at one of our offices across Western Sydney or at your place of business,

all are certified and qualified, and have experience running their own businesses, so you can feel confident that you are receiving advice from the best, award winning Advisors.

Whether you want to start a business, grow your business or just need someone to help you along the way, our advisors are available to guide you towards your business goals and help your business reach its full potential – the best news is, your first four hours with an advisor are fully subsidised, at no cost to you.

Our advisors can provide advice on strategies, upskill employees and innovate and refresh skills, learn new business strategies, upskill employees and innovate your business.

For more information on our services or to make an appointment to meet with an advisor, contact our head office on 02 4721 5011 or visit www.wsbusiness.com.au.

John Todd is Executive Officer at the Western Sydney Business Centre.

Advice and training for start-ups

By JOHN TODD

THE Western Sydney Business Centre has been operating locally for 30 years, specialising in business advice and training services for start-up and existing businesses.

Our centre has won multiple national business advice awards as both a Centre and as individual advisors, as well as consistently being in the top 3 business advice providers in NSW. We complete over 5,000 hours of business advice in Western Sydney every year.

Our experienced team of advisors can meet with you at one of our offices across Western Sydney or at your place of business,

all are certified and qualified, and have experience running their own businesses, so you can feel confident that you are receiving advice from the best, award winning Advisors.

Whether you want to start a business, grow your business or just need someone to help you along the way, our advisors are available to guide you towards your business goals and help your business reach its full potential – the best news is, your first four hours with an advisor are fully subsidised, at no cost to you.

Our advisors can provide advice on strategies, upskill employees and innovate and refresh skills, learn new business strategies, upskill employees and innovate your business.

For more information on our services or to make an appointment to meet with an advisor, contact our head office on 02 4721 5011 or visit www.wsbusiness.com.au.

John Todd is Executive Officer at the Western Sydney Business Centre.

Advice and training for start-ups

By JOHN TODD

THE Western Sydney Business Centre has been operating locally for 30 years, specialising in business advice and training services for start-up and existing businesses.

Our centre has won multiple national business advice awards as both a Centre and as individual advisors, as well as consistently being in the top 3 business advice providers in NSW. We complete over 5,000 hours of business advice in Western Sydney every year.

Our experienced team of advisors can meet with you at one of our offices across Western Sydney or at your place of business,

all are certified and qualified, and have experience running their own businesses, so you can feel confident that you are receiving advice from the best, award winning Advisors.

Whether you want to start a business, grow your business or just need someone to help you along the way, our advisors are available to guide you towards your business goals and help your business reach its full potential – the best news is, your first four hours with an advisor are fully subsidised, at no cost to you.

Our advisors can provide advice on strategies, upskill employees and innovate and refresh skills, learn new business strategies, upskill employees and innovate your business.

For more information on our services or to make an appointment to meet with an advisor, contact our head office on 02 4721 5011 or visit www.wsbusiness.com.au.

John Todd is Executive Officer at the Western Sydney Business Centre.

Advice and training for start-ups

By JOHN TODD

THE Western Sydney Business Centre has been operating locally for 30 years, specialising in business advice and training services for start-up and existing businesses.

Our centre has won multiple national business advice awards as both a Centre and as individual advisors, as well as consistently being in the top 3 business advice providers in NSW. We complete over 5,000 hours of business advice in Western Sydney every year.

Our experienced team of advisors can meet with you at one of our offices across Western Sydney or at your place of business,

all are certified and qualified, and have experience running their own businesses, so you can feel confident that you are receiving advice from the best, award winning Advisors.

Whether you want to start a business, grow your business or just need someone to help you along the way, our advisors are available to guide you towards your business goals and help your business reach its full potential – the best news is, your first four hours with an advisor are fully subsidised, at no cost to you.

Our advisors can provide advice on strategies, upskill employees and innovate and refresh skills, learn new business strategies, upskill employees and innovate your business.

For more information on our services or to make an appointment to meet with an advisor, contact our head office on 02 4721 5011 or visit www.wsbusiness.com.au.

John Todd is Executive Officer at the Western Sydney Business Centre.

Advice and training for start-ups

By JOHN TODD

THE Western Sydney Business Centre has been operating locally for 30 years, specialising in business advice and training services for start-up and existing businesses.

Our centre has won multiple national business advice awards as both a Centre and as individual advisors, as well as consistently being in the top 3 business advice providers in NSW. We complete over 5,000 hours of business advice in Western Sydney every year.

Our experienced team of advisors can meet with you at one of our offices across Western Sydney or at your place of business,

all are certified and qualified, and have experience running their own businesses, so you can feel confident that you are receiving advice from the best, award winning Advisors.

Whether you want to start a business, grow your business or just need someone to help you along the way, our advisors are available to guide you towards your business goals and help your business reach its full potential – the best news is, your first four hours with an advisor are fully subsidised, at no cost to you.

Our advisors can provide advice on strategies, upskill employees and innovate and refresh skills, learn new business strategies, upskill employees and innovate your business.

For more information on our services or to make an appointment to meet with an advisor, contact our head office on 02 4721 5011 or visit www.wsbusiness.com.au.

John Todd is Executive Officer at the Western Sydney Business Centre.
Celebrate Loxley’s 185th birthday on NYE

OXLEY on Bellbird Hill is turning 185 years old on New Year’s Eve, and to celebrate Loxley is throwing the largest party of the new year.

And there is no other place on earth quite like it. This unique venue is as breathtaking as it is charming and luxurious.

The secluded location located at Kurrajong Hills, takes in views to see the spectacular fireworks from the Sydney Basin.

There will be great food prepared by Loxley’s award-winning chef including buffet full of seafood and meats.

Enjoy a night filled with fun, free prizes and live entertainment from Blake Morrison. Be sure to dress to impress, with clothing dating anywhere from 1833 to now.

Bring along your family and friends to help celebrate this magnificent event at Loxley. Celebratory accommodation packages also available.

Perfect wedding venue

Loxley on Bellbird Hill is truly the perfect Wedding Venue. The established gardens with peaceful ponds, water lilies, mature trees and expansive views, provide an ideal setting for an elegant garden ceremony.

The stunning Kauri reception room, with timber lined cathedral ceilings, elegant wrought light fittings, sandstone fireplace, timber floors and French doors create a unique romantic ambience.

Loxley’s multi-award-winning reputation for excellence in customer service and fine food assures you that Loxley is the ideal choice for your special day.

Visit www.loxleyonbellbirdhill.com.au

LOXLEY is turning 185 years old!

Come celebrate with us on NYE for a night of FUN, FASHION, FREE PRIZES, FABULOUS FOOD, and best of all watch the FIREWORKS from the Balcony, of the whole Sydney Basin.

Tickets $130 per head 7.30pm till 1am
Call Loxley on 45677711 993 Bells Line of Road Kurrajong Hills

Loxley on Bellbird Hill.
One Love - Weddings at Loxley on Bellbird Hill
Made In The West

Western Sydney film festival

JONATHANN CHAPMAN AND
MISTY MCFHAIL

THE sixth annual Made in the West Film Festival showcased a stellar line-up of locally produced films to a huge crowd of attendees recently.

The winners of the 2017 Best in the West and Best Student Film awards, as decided by an independent panel of judges, and the highly coveted Audience Choice Award, as voted by the audience on the night were announced on the night.

The winners of this year’s top trophies, Rachael Belle Myers (Wiley Park) for her film Curated Illusions and Liam Campbell (Minchinbury) for his student film documentary Bring It, walked the red carpet on Saturday, November 25 to accept their trophies amid rapturous applause from the 270-strong audience, comprised mostly of Western Sydney filmmakers and film enthusiasts, along with friends and family of this year’s 18 film finalists.

All films were judged by a panel of seven industry professionals and the winners were awarded over $12,000 in prizes for outstanding individual achievement in Directing, Cinematography, Editing, Sound Design and Acting, plus overall achievement in three major trophy categories.

All prizes were sponsored by local business organisations including Green Key Studio, Digital Logic, Prolive Productions, Irierootsini Photography, Information & Cultural Exchange (I.C.E) and Still Searchin’ Productions.

Artistic director Ross Page said Made in the West has exploded in recent years in a variety of ways, from the size of the audience to the number of entrants and notably, in the quality of the content.

“2017 was an incredibly successful year with 53 films entered by independent and student filmmakers across the Western Sydney region, and more than ever before, Western Sydney filmmakers are making stories they’re passionate about, wearing their Westie status as a badge of honour

Continued on page 25

Group audience cheer. Photos by Daniel Thornton.

OUR DESIGNS
YOUR GROWTH

BRANDING  GRAPHIC  DIGITAL

1300 823 191 www.bthcreative.com
Sixteen semi-finalist films were showcased throughout the night and three younger producers were recognised with the inaugural Spirit of the West award, given to Bella Merlino (Greenacre), Jasper Musgrave (Dundas) and Nicholas Zakrjacek (Orchard Hills).

Proud to be a film festival that supports the local film industry, Made in the West brings the glamour of an industry awards night to Western Sydney filmmakers, with red carpet interviews, cast and crew photographs, networking opportunities and plenty of industry talk.

The festival has come a long way since its first event in 2012 held as an impromptu screening night for a group of Western Sydney University film students.

“As a film producer myself, I know that having an opportunity to screen your work in front of a live audience is such an amazing feeling and a fundamental part of the creative process, so we just thought why not provide the platform for Western Sydney filmmakers to get noticed and attract some attention, especially for something that is so challenging to do and so inspiring to young people,” said Ross.

Ross is a creative producer at Still Searchin’ Productions, a film group based in Penrith whose small team of five contributors donate their time to help plan, promote and host Made in the West Film Festival each year and they have worked hard to build an audience for local films and showcase the work of local artists.

“We’ve managed to get the audience and we’ve certainly got great films, so all we need now is the perfect Western Sydney venue to host the event for an even bigger city-wide audience,” he said.

As the film festival looks to return to its Western Sydney heartland in 2018, local organisations are encouraged to reach out via www.madeinthewest.com.au to support the local film scene and the important stories being told by this diverse community of filmmakers in Western Sydney.
3D Printing Expands

WORLEY Parsons has combined with innovator Aurora Labs to distribute its 3D technology across major infrastructure, mining and resource projects. A new Additive Manufacturing Solution Centre will also service the oil and gas sector.

Drone Deliveries

GUZMAN y Gomez and Chemist Warehouse are trialling drone technology to deliver products to customers.

Booming Trucks

PRIME mover and cab chassis truck sales continue to boom with almost 11 percent more vehicles sold compared to this time last year.

Mercedes Benz Choose Australia

An Australian auto accessories manufacturer, EGR, has signed a Global contract to supply parts for the Mercedes Benz X-class which will be released here in 2018. The car company assessed suppliers from around the world before selecting EGR. “While EGR couldn’t compete on price compared with some Asian and European suppliers, Mercedes-Benz chose to go with us for quality – and quality is obviously critical for one of the world’s most prestigious automotive brands,” said EGR CEO Simon McClean.

KPMG Takeover

KPMG has acquired Relken Engineering and placed its 41 technical specialists into their engineering and management advisory team. The KPMG CEO said the addition gives them greater scale and diversification, and deepens their expertise in power, water, rail and energy.

Lucky 13

Despite the closure of the automotive industry the Australian manufacturing industry has recorded 13 months of consecutive growth. Six of the eight sectors monitored each month by the Australian Industry Group were in the positive.

$5 Billion Gift

SIEMENS PLM is to provide almost $5B worth of product lifecycle management software to a select group of universities in Australia, starting with an industrial software grant of $447 million to the University of Western Australia.

Industry Test Labs

THE Federal Government has announced funding of $5M to establish five Industry 4.0 test laboratories which will help SME’s transition into the digital economy.

Waste To Energy

THE Victorian Government has released a discussion paper on converting waste to energy to reduce the reliance on landfill. The state has a $2.3M Waste To Energy Infrastructure Fund.

Vic Looking Good

MANUFACTURING in Victoria rose from 54.7 to 57.6 points on the national Performance of Manufacturing Index.

Pharma Opens In WPK

A NEW $100M medicine manufacturing facility has been opened at Eastern Creek. Vixtex Pharmaceuticals has built a 26,000 square metre production plant and it plans to grow its staff of 120 to more than 400. It is the nation’s largest tablet and soft gel capsule manufacturer of complementary medicines.

Improving Productivity

MONASH University has launched a research hub to improve the productivity and competitiveness of industry in Australia, especially members of supply chains - from providing raw materials to manufacturing.

China Loves Australia

AUSTRALIAN Made has entered a strategic alliance with AusMake International called AMCL to promote Australian manufactured goods in China. “The demand for genuine Aussie products and produce in China is growing continuously,” said AMCL CEO Ian Harrison.

78% Fee Increase

THE truck industry is being hit by big increases in surcharges attached to shipping containers. The first surcharge was introduced earlier in 2017, initiated by Patricks and then copied by others, and reports of a second increase next year will see charge rise by 78 percent, according to Road Freight NSW.

New Navy Boats

GERMAN shipbuilding company Luersen and Western Australian shipbuilder Austal will work together to deliver 12 of the Royal Australian Navy’s new Offshore Patrol Vessels.

Global Innovation Centre

SOFTWARE developer LiveTiles will establish its new global innovation centre and Asia-Pacific headquarters in Geelong, creating 500 jobs.

Twice As Tough

NEW-generation industrial resins developed by Australian tech’ company Talga Resources are more than twice as strong as current products on the market. The Talga resins are used to protect bridges, pipelines, ships and oil rigs.

Progress Rail Purchase

LOPCOMOTIVE manufacturer, Progress Rail, is to buy Downer Group’s Australian freight operations for $109M. Downer’s 360 staff will migrate over to Progress Rail.

Accelerating Automotive

A NEW centre aimed at accelerating the transformation of Australia’s automotive industry by commercialising new products and processes has been opened in Melbourne. Known as ATLAS (ARC Training Centre in Lightweight Automotive Structures) it hopes to pioneer new lightweight materials and manufacturing technologies.

Resource Boom

ACCORDING to the QLD Resources Council their sector contributed $55.1B and 282,633 full-time jobs to the state’s economy in 2016-17.

Cyber Centre

Cyber security company VeroGuard Systems is to construct a $57.2 million Advanced Manufacturing Centre in Adelaide to produce its VeroCard technology. It predicts there will be 600 job opportunities.

Graphene Wins Awards

GRAPHENE manufacturer Imagine Intelligent Materials has received two top awards in the Australian Technologies Competition, Research Engagement Manager Dr Robert Gorkin said “It continues the validation story of the company, not only for our work in commercialising graphene, but also for our ability to deliver real-time sensing as part of our Internet of Things strategy.”

Free Solar Panels

THE proponent of an energy from waste facility at Eastern Creek said up to 1,000 homes near the site could be offered free solar panels. Ian Malouf’s concept can burn half a million tonnes of rubbish and turn it into electricity. “We are proving to the local community that we are going to provide them with safe and reliable power,” he said.

Mother of All 3d Printers

GE has unveiled a state of the art $350,000 3D printing machine at the School of Mechanical and Manufacturing Engineering in the University of NSW.

Lightweight Automotive Structures) it hopes to pioneer new lightweight materials and manufacturing technologies.

Resource Boom

ACCORDING to the QLD Resources Council their sector contributed $55.1B and 282,633 full-time jobs to the state’s economy in 2016-17.

Cyber Centre

Cyber security company VeroGuard Systems is to construct a $57.2 million Advanced Manufacturing Centre in Adelaide to produce its VeroCard technology. It predicts there will be 600 job opportunities.

Graphene Wins Awards

GRAPHENE manufacturer Imagine Intelligent Materials has received two top awards in the Australian Technologies Competition, Research Engagement Manager Dr Robert Gorkin said “It continues the validation story of the company, not only for our work in commercialising graphene, but also for our ability to deliver real-time sensing as part of our Internet of Things strategy.”

Free Solar Panels

THE proponent of an energy from waste facility at Eastern Creek said up to 1,000 homes near the site could be offered free solar panels. Ian Malouf’s concept can burn half a million tonnes of rubbish and turn it into electricity. “We are proving to the local community that we are going to provide them with safe and reliable power,” he said.

Mother of All 3d Printers

GE has unveiled a state of the art $350,000 3D printing machine at the School of Mechanical and Manufacturing Engineering in the University of NSW.

Lightweight Automotive Structures) it hopes to pioneer new lightweight materials and manufacturing technologies.

Resource Boom

ACCORDING to the QLD Resources Council their sector contributed $55.1B and 282,633 full-time jobs to the state’s economy in 2016-17.

Cyber Centre

Cyber security company VeroGuard Systems is to construct a $57.2 million Advanced Manufacturing Centre in Adelaide to produce its VeroCard technology. It predicts there will be 600 job opportunities.

Graphene Wins Awards

GRAPHENE manufacturer Imagine Intelligent Materials has received two top awards in the Australian Technologies Competition, Research Engagement Manager Dr Robert Gorkin said “It continues the validation story of the company, not only for our work in commercialising graphene, but also for our ability to deliver real-time sensing as part of our Internet of Things strategy.”

Free Solar Panels

THE proponent of an energy from waste facility at Eastern Creek said up to 1,000 homes near the site could be offered free solar panels. Ian Malouf’s concept can burn half a million tonnes of rubbish and turn it into electricity. “We are proving to the local community that we are going to provide them with safe and reliable power,” he said.

Mother of All 3d Printers

GE has unveiled a state of the art $350,000 3D printing machine at the School of Mechanical and Manufacturing Engineering in the University of NSW.

Lightweight Automotive Structures) it hopes to pioneer new lightweight materials and manufacturing technologies.

Resource Boom

ACCORDING to the QLD Resources Council their sector contributed $55.1B and 282,633 full-time jobs to the state’s economy in 2016-17.

Cyber Centre

Cyber security company VeroGuard Systems is to construct a $57.2 million Advanced Manufacturing Centre in Adelaide to produce its VeroCard technology. It predicts there will be 600 job opportunities.

Graphene Wins Awards

GRAPHENE manufacturer Imagine Intelligent Materials has received two top awards in the Australian Technologies Competition, Research Engagement Manager Dr Robert Gorkin said “It continues the validation story of the company, not only for our work in commercialising graphene, but also for our ability to deliver real-time sensing as part of our Internet of Things strategy.”

Free Solar Panels

THE proponent of an energy from waste facility at Eastern Creek said up to 1,000 homes near the site could be offered free solar panels. Ian Malouf’s concept can burn half a million tonnes of rubbish and turn it into electricity. “We are proving to the local community that we are going to provide them with safe and reliable power,” he said.

Mother of All 3d Printers

GE has unveiled a state of the art $350,000 3D printing machine at the School of Mechanical and Manufacturing Engineering in the University of NSW.

Lightweight Automotive Structures) it hopes to pioneer new lightweight materials and manufacturing technologies.
CUMBERLAND Council is striving for a promising economic future with a vision that builds towards the “ideal city.” The fifth largest Council in NSW with a population of more than 226,000, Cumberland sits in the geographic heart of metropolitan Sydney, half way between the Sydney CBD and the Western Sydney Airport site.

This places it in an important location in Greater Sydney, particularly exposed to the residential development pressures in one of the world’s most expensive property markets.

This has raised the stakes for Cumberland to achieve the “30 minute city” ideal, with the ultimate goal of a diversity of “real” jobs of the future close to home.

Cumberland Council has embraced innovative thinking and practical solutions in response to this with the Employment and Innovation Lands Strategy.

The draft Strategy aims to capitalise on Cumberland’s prime location, educated community and industry base to transition what is currently a traditional economy into one driven by higher-order knowledge, and innovation based industries and businesses.

Cumberland’s existing economy has a distinct industrial specialisation, with advanced manufacturing, transport and logistics accounting for almost one third of total employment.

Embracing the established industry sectors and identifying the opportunity to grow a number of emerging industry sectors including food and beverage, digital media, creative and artisan is the key to creating the desired economy.

How will this be done? A key aim of the draft strategy is to foster growth by creating the right conditions for businesses to prosper. A multi-pronged approach for implementation will achieve this by building and strengthening key relationships and connections with government, private sector and the tertiary education sector, as well as potential land use policy changes.

Implementation has already commenced with a number of major redevelopment projects underway in Merrylands acting as a catalyst for revitalisation and growth in the area.

A key theme of the draft strategy is the strong complementary relationship Cumberland’s approximately 1,000 hectares of employment and innovation lands has with Sydney’s second CBD, Parramatta.

Merrylands is central to this. The population of Merrylands Centre is projected to grow by an additional 12,100 – 13,915 people by 2036. Five thousand jobs are projected by 2036. The value of development applications received by Council over the past 12-18 months is in the order of $1B for the Merrylands Centre alone.

This significant investment and growth will further cement Merrylands’ role as the strategic hub in the southern part of the central city district of metropolitan Sydney. Merrylands Centre will be to Parramatta what North Sydney is to the Sydney CBD.

Diverse investment in Merrylands will consolidate this position. Major private sector investment is planned with Stocklands proposing a $300M revitalisation project on a 1.2 hectare development site adjacent to the existing Stocklands Merrylands Shopping Centre. The proposal includes mixed use development, a laneway precinct with retail, restaurants and cafes.

In addition to this, there is significant investment in capital works planned as part of the wider rejuvenation of the Merrylands Centre, including streetscape and public domain upgrades, new roads, major drainage works and new public open space with a landscaped waterway.

A key stakeholder is Cumberland’s relatively young, diverse and educated community, with its strong sense of entrepreneurial aspiration.

This talent base and culture of innovation is core to achieving Cumberland’s vision of reimagining its employment lands for industries and jobs of the future to innovate, grow and prosper.

Cumberland Council’s Employment and Innovation Lands Strategy is expected to take effect in early 2018.

Greg Cummings is Mayor of Cumberland Council.

---

**Crew Required – Werrington – GYG Werrington**

Mexican Drive-thru store opening late January 2018. Multiple positions available.

Guzman y Gomez (GYG) is Australia’s first and most awarded fast casual Mexican restaurant. GYG’s originality and authenticity is reflected in our passion to promptly deliver fresh and high quality Mexican food and beverages including burritos, tacos, nachos, Mexican beers and margaritas.

GYG Werrington – Drive Thru is scheduled to open by the end of January. In preparation for the opening, we are currently seeking a number of staff with the passion, enthusiasm and energy to satisfy customers and create wonderful food. Most roles will be part-time but a few full-time roles will be available.

**THE FOLLOWING POSITIONS ARE AVAILABLE:**

- Shift Leaders.
- Cooks.
- Sales / Customer Service Crew.
- Food prep crew.

To apply visit www.guzmanygomez.com/work-with-us and apply for the open roles for the GYG Werrington location.
2017 was Parramatta’s year of ACTION

GEOFF LEE

2017 was the year of infrastructure-action for Parramatta.

We are witnessing history as Parramatta transforms into world class city. The passing of so many milestones in 2017 is a timely reminder of the NSW Government’s record investment in our region.

As we end the year, it is worthwhile reflecting on the milestones that we have achieved.

Parramatta Heritage Precinct is making steady progress. After decades of neglect, this year saw restoration works start as part of the $183M conservation program, a new DCP for the area and the Premier announce a $330M investment to transform the precinct over the next 7 to 10 years. Recognising the area’s significant heritage, the Female Factory Precinct was granted National Heritage Listing.

Also making great progress is our new $350M Western Sydney Stadium. Demolition of the old stadium has been completed and construction is now well underway with the stands emerging from the ground.

Gates on this world-class stadium will open in 2019 with 30,000 seats so close to the action you will feel like you're part of the game.

Construction is creating around 1,200 jobs and when completed, the stadium will contribute around $80 to $100M PA to our local economy and employ 900 people.

Of course, building the new stadium hasn’t been without its challenges. One of those has been the need to relocate Parramatta Pool.

Council is now well-underway with community consultation and design works, and we are on-track to deliver the aquatic centre in March 2020.

We have also passed a number of milestones when it comes to transport.

Parramatta Light Rail offices opened in the heart of Parramatta CBD with close to 200 staff. Both Stages 1 & 2 light rail routes have been announced and the EIS for Stage 1 was placed on public exhibition.

Community consultation for the EIS included 85 community information events, staff spoke to almost 12,000 people, and 245,000 brochures were distributed to local homes.

Expressions of Interest have also been called for early works, for design and construction, and for operation and maintenance for Stage 1. Contracts are expected to be awarded next year with construction of stage 1 scheduled to start in the middle of 2018.

2017 has also been a good year for progress on the Government’s commitment to move jobs to Western Sydney.

This year saw the topping out ceremony of the new head offices of the Department of Education.

The new head office a purpose-built office tower for 1,800 staff and opens in 2018. We also turned the first sod of the new office tower for 4,000 staff in the Parramatta Square.

Opening in 2019, this represents the NSW Government’s biggest agency leasing commitment outside the Sydney CBD.

2017 is also marked by the release of the Telopea Priority Precinct proposal. This follows months of public consultation.

The proposal will help Telopea realise its potential as a vibrant and dynamic neighbour while the NSW Government’s Precinct Support Scheme will provide $5M in funding to councils to spend on new or upgraded infrastructure in Telopea, including parks and streetscape improvements.

The $900M Westmead Hospital redevelopment is making great progress. We have completed the multi-deck car park and Multiplex Constructions was awarded and has started the construction of the new main building.

Like other state government projects, work on the hospital redevelopment is significantly boosting employment in the region, creating 1,500 new construction jobs annually and more than 40 apprenticeships.

Never before has a State Government invested so much in the region with Parramatta alone benefiting from over $4B investment, from improved public transport, roads, schools, hospitals and even a new theatre, museum and stadium. This infrastructure is delivering significant benefits to our local economy and creating thousands of jobs.

I am proud to have played a part in the once-in-a-generation investment in Parramatta. Our challenge for 2018 is to continue this momentum and make sure we make Parramatta the most liveable city in Australia.

Geoff Lee is State Member for Parramatta.

IS YOUR BUSINESS KEEPING UP WITH WESTERN SYDNEY’S GROWTH?
City-shaping opportunity for GWS

Jeremy Thorpe

T’s one of the most significant city-shaping opportunities for Sydney in recent memory, and the question of how to leverage the new Western Sydney Airport (WSA) is one PwC is helping to tackle.

WSA, which will be opened in 2026, is a game changer for the region. It’s a once in a generation opportunity and if we get it right, it will be transformative and help shape a new city.

Currently, Western Sydney has a large jobs deficit that sees more than 300,000 people leave the region each day, and travel more than one and a half hours to get to and from work.

A curfew free, international airport for Western Sydney will be a major generator of employment and economic activity. In terms of jobs growth alone, we’ll see 11,000 jobs created through construction of the airport, and in the longer term, nearly 120,000 new jobs – all in close proximity to where people live, which will help address Sydney’s current congestion issues.

Rather than simply being a place that planes land, WSA can be the centrepiece of a holistic development that maximises the economic and social benefits the airport can provide, turning the broader region into an aerotropolis.

It has the potential to become a hub of activity through the concentration of key industries, residences, job opportunities and transportation – a precinct which promotes connectivity between people, industries and place.

At present, many airports exist on the periphery of cities, reflecting traditional approaches to airport planning and development. And whilst airports stimulate economic productivity at a state and national level, there is no guarantee of more localised benefits.

By fostering an 'aerotropolis', we can maximise the economic benefits for Western Sydney, and the local areas around the airport in particular.

Earlier this month, PwC co-sponsored a conference, Liverpool: The gateway to Sydney’s Aerotropolis, explores what is required to unlock the economic potential of WSA and drive the development of an aerotropolis around the airport.

The report found WSA will be one of Australia’s most significant pieces of infrastructure, it will be about more than just meeting Sydney’s growing passenger demand.

It will improve accessibility of aviation services to Sydney’s population, and the connectivity of Australian industry to global markets.

One of WSA’s most significant advantages is that it will be curfew free. The possibility for 24-hour connectivity to domestic and international markets opens up the opportunity to attract a number of sectors to locate around WSA.

The most promising sectors identified in the report are not only those that will be enhanced by proximity to WSA but are those already poised for growth.

They include:
• Logistics, distribution and freight forwarders.
• Advanced food manufacturing and exportation.
• Medical technologies.
• Defence and aerospace.
• Tourism.

The successful development of a Badgerys Creek aerotropolis depends first and foremost on the airport itself. Many ‘supplementary’ airports thrive on capturing overflow demand from a city’s main airport as populations grow.

London, for example, has five airports servicing different market segments. Others, such as Mirabel Airport in Montreal, Canada and the Ciudad Real Airport in Madrid, Spain have failed and been abandoned.

Provided the right land use strategies are put in place, the enhanced connectivity and efficiency offered by a 24-hour airport also opens the opportunity to attract time-sensitive, aviation-enabled industries to locate near the airport.

Employment opportunities arising from the airport and the businesses establishing around it should attract new residents who want to live near work.

Growing population density will in turn open up other opportunities for businesses that need to locate where people live.

Liverpool has the opportunity to position itself as the key edge city or the ‘CBD’ of the aerotropolis, where airport related businesses set up their Western Sydney (or even Sydney) offices/headquarters and where incoming tourists and business people come to stay.

The WSA Co has already set up in Liverpool City Council at the Creating Australia’s Best Airport City conference.

PwC’s report, Liverpool: The gateway to Sydney’s Aerotropolis, explores what is required to unlock the economic potential of WSA and drive the development of an aerotropolis around the airport.

Jeremy Thorpe is Chief Economist at PwC.
Nelson Bay Breeze Holiday Apartments

We provide some of the best accommodation Port Stephens has to offer.

Fully self-contained townhouse or one level apartments that have everything you require for your comfort and enjoyment to make it a relaxing holiday and a home away from home.

- 2 minutes walk from the beach
- 250m from Fly Point Beach
- 2 minutes’ drive from Nelson Bay Golf Course
- A short walk from Nelson Bay Marina
- Air-conditioned apartments
- Apartments with double spa bath
- Outdoor heated pool and spa
- Free parking on site
- Kitchenette with a microwave and refrigerator
- Foxtel and DVD player
- Laundry facilities
- Enjoy a variety of outdoor activities

Families friendly - rated it 8.6 for a stay with kids.

Perfect for those wanting a centralised location within Nelson Bay, to be able to leave the car parked and enjoy being at the centre of it all!

www.nelsonbaybreeze.com.au

Entertainment

The iconic Carrington Hotel, situated in the Blue Mountains National Park, two hours west of Sydney was opened in 1882 as the Great Western.

It was renamed The Carrington Hotel in 1886 in honour of then Governor of New South Wales, Lord Carrington.

The Carrington Hotel has a rich history within the Blue Mountains Community and continues to be a part of the community today.

The Summer season begins with New Year’s Eve Celebrations; dance your way in to 2018 at the hotel’s Havana Night’s Ball.

With Pre-dinner drinks, a beverage package, three course menu and entertainment by The Cherry Bombers it is sure to be a fun way to start the New Year.

On January 20, the Carrington Hotel hosts the Lady Luck Festival. Formed in 2009 and created for the rockabilly and vintage enthusiasts, this festival showcases the ‘kustoms and culture’ from the fabulous 1950’s.

By day, think fun, fashion, food and entertainment for the whole family with free admission to bands, market day, hot rod and vintage car show, swing dancing, public dance lesson and a jumping castle for the kids.

By night, get a babysitter, frock up and rock up to the Lady luck after party; with live music, dance performances and much more.

The Lady Luck festival raises money for the Black Dog Institute, a not for profit organisation dedicated to improving the lives of people affected by mood disorders through methods such as clinical services, research and education. More information: http://www.thecarrington.com.au/whats-on-events/lady-luck-festival/

Wines of the West is held over the last weekend of January, a fundraiser for the Katoomba Chamber of Commerce and Community that showcases the best of the region’s wineries.

For $12.00 you can taste test all weekend and access some of the amazing specials each winery presents to those who buy from the cellar during the weekend. More information: http://www.thecarrington.com.au/whats-on-events/wines-of-the-west/

The popular Great Art Deco ball is on Saturday, February 3. This ball is the opening weekend to the Roaring 20’s and jazz festivities in the Blue Mountains.

Starting on Friday night with casual Jazz in the lounge, there will also be the ladies from the cavalcade of history and fashion in the ballroom, a showing of some of the vintage clothing from the era, with daily floor talks and demonstrations of the techniques of the designs. For more information please see https://roaring20s.com.au/

To finish off the summer festival season the Carrington hosts the Blue Mountains Ukulele Festival. With 7 stages and more than 60 acts throughout the day on Saturday, February 10, it has become the biggest Ukulele festival in the southern hemisphere and shows no signs of slowing down. Stages open at 10am on Saturday and entry is free. More information: http://www.thecarrington.com.au/whats-on-events/ukulele-festival/
30 years of sharing stories

In 2018, Riverside Theatres will celebrate 30 years of sharing stories on the stage and screen. To coincide with this significant year, Riverside has compiled a diverse anniversary program to reflect the broad interests of its audiences and the community.

In the New Year, Riverside will present two must-see international productions including the thoughtful solo storytelling show, Ta’ah, based on the life of Palestine poet Ta’ah Muhammad Ali, and the family production direct from London, Wilde Creatures, inspired by Oscar Wilde’s fairy tales.

Riverside will once again welcome major Australian theatre companies and their productions to Parramatta including Sydney Theatre Company’s unstoppable political satire The Wharf Revue, Opera Australia’s classic romantic tragedy Madame Butterfly, Hayes Theatre Co’s smash hit musical Calamity Jane, and Packemin Productions’ Shrek - the Musical starring Playschool’s Jay Laga’aia as Shrek.

Quintessentially Australian stories will include Merrigong Theatre Company’s Letters to Lindy by award-winning playwright Alana Valentine, The Climbing Tree based on the experiences of generations of teenagers in rural NSW, HIT Productions’ Hotel Sorrento by Hannie Rayson and ATYP’s A Town Named War Boy based on the State Library of NSW’s jaw-dropping collection of First World War diaries, photographs and letters. Two must-see Aboriginal stories in the 2018 program include Nakkiah Lui’s Black is the New White from Sydney Theatre Company and Nathan Maynard’s The Season from Tasmania Performs.

Furthering its reputation as a leader in children’s programming, Riverside will present 10 exciting children’s productions in 2018. Highlights of the children’s program include Michael Sieders’ The Magic Pudding which celebrates the 100th anniversary of Norman Lindsay’s classic book, Stalker Theatre and Out of the Box’s stunning adaption Creature: Dot and the Kangaroo, and Windmill Theatre Co’s Big Bad Wolf, a hilarious and fresh look on the infamous character.

The multi-award-winning theatre company, Sport for Jove, will return to Riverside with three of Shakespeare's greatest plays including The Tempest and Macbeth and A Midsummer Night’s Dream in June. In 2018, Riverside’s National Theatre of Parramatta will celebrate its third year with an exciting season of four world premieres and six Australian plays. Exploring themes of family, identity, belonging and love, the productions include Flight Paths, Stolen, The Girl / The Woman, (Generation 3) Sleeplessness and Jesus wants me for a sunbeam. Riverside’s resident contemporary dance organisation, FORM Dance Projects, will continue its commitment to delivering exceptional works to Western Sydney audiences with a 2018 program of four new works, and the annual competitive dance festival, Sharp Short Dance. Productions will include Valley, Dance science Moving Well, Above Ground and Plenty Serious Talk Talk.

In celebration of its 30th pearl anniversary year, Riverside has launched a new membership program for patrons 30 years and under. The 30 Club will offer significantly discounted tickets across all programmes, exclusive offers and special activities for a $30 annual membership fee.

Director of Riverside Theatres Robert Love said, “To celebrate 30 years of entertaining Parramatta, we have put together a program for all tastes of which Sydney’s Central City can be proud. Let’s just say, next year will be a pearler!”

For further information, visit www.riversideparramatta.com.au
THE best travel destinations for 2018

World traveller Len Rutledge gives his predictions

The travel and tourism industry is booming as more and more people take advantage of low airfares and increased opportunities to see new places. While there has been some resistance to increased visitor numbers in some European destinations, much of the world is still welcoming visitors with open arms.

THE following destinations are sure to please if you visit in 2018.

The Philippines

Brilliant green rice fields, teeming cities, colourful jeepneys, stunning beaches, and smiling, happy-go-lucky people are all part of the Philippines scene. With more than 7000 tropical islands to choose from, you can find what you are looking for.

Drivers have long known about the country’s underwater attractions while Northern Palawan is perfect for sea kayakers, and Boracay is a world-class kiteboarding and beach destination.

The Philippines was colonised for 400 years and vestiges of the Spanish era can be seen in exuberant town festivals and centuries-old stone churches while huge shopping malls, fast-food chains and widespread spoken English come from the influence of the Americans.

Manila, the capital, is a pulsating hub that blends the quaint with the modern, the mundane with the extraordinary. Cebu is a choice tourist destination with balmy weather, pristine beaches, crystalline waters, and luxurious resorts.

Banaue is a place for nature adventures and cultural immersion and the rice terraces are quite extraordinary. Palawan has thick green forest, white-sand beaches, sparkling water and magnificently sculpted jade islands.

Philippine Airlines flies from Brisbane, Cairns, Darwin, Melbourne and Sydney to Manila.

South Africa

Go almost anywhere in South Africa and you can experience a combination of nature, wildlife, culture, adventure, heritage and style.

During these tough economic times, it’s good to find a bargain destination where you can afford luxury and have spending money left over. There is natural beauty in mountains, forests, coasts and deserts and world-class facilities.

It is not possible to talk about South Africa without mentioning wildlife. Everyone wants to see the Big Five, but there are also whales, penguins, meerkats, wild dogs, birds and much more.

If you are looking to experience wildlife viewing in luxury, Tintswalo Safari Lodge (http://tintswalo.com/safari/), in the pristine private Manyeleti Game Reserve could be the answer. It shares an unfenced boundary with the renowned Kruger National Park and suites are decorated to reflect colonial times.

The same company has beach-side Tintswalo Atlantic, a 5-star, award-winning boutique lodge nestled at the base of Table Mountain National Park near Cape Town. This is one of the city’s hidden gems. The views of a wild sea crashing below contrast-
Travel

Continued from page 32

**Monaco**

Situated at France’s south-eastern corner near the Italian border, occupying an area of just 2.8 sq. km, Monaco might be the second smallest country in the world (after the Vatican), but what it lacks in size it sure makes up for in attitude and variety.

There is an ornate opera house, Michelin-starred restaurants and casinos, palaces, cathedrals, supercars, mega yachts, deluxe hotels and designer boutiques. There are also museums and galleries, festivals, nightclubs, and gardens with exotic plants and sea views.

The country is one of the most surprising and rewarding destinations in Europe. It is just 30 minutes by car, bus or taxi from Nice Airport through hairpin bends and along rocky cliffs. Monaco enjoys over 300 days of sunshine a year and a temperate climate.

**Los Angeles**

Many readers will have been to Los Angeles, USA but most will not be aware of the wide range of museums, art galleries and concert halls that are spread throughout the city.

The downtown area, the futuristic Walt Disney Theatre is an architectural masterpiece and is right next door to the city’s newest cultural and design showpiece. The Broad. L.A.Live is another vibrant entertainment complex offering restaurants and live music venues.

The Westside perhaps has even more attractions. There is the Getty Center located atop the Santa Monica Mountains then on Museum Row there is the Los Angeles County Museum of Art, Petersen Automotive Museum, the Craft and Folk Museum and the La Brea Tar Pits and Museum. In Century City you will find the Annenberg Space for Photography.

Hollywood, known as the entertainment capital of the world, is an essential part of the L.A. experience. Film enthusiasts will love the renovated TCL Chinese Theatre and you can tour the Dolby Theatre, home of the Oscars. Not far away is Universal Studios Hollywood with its rides, shows and tours.

If you consider L.A. nothing more than a gateway to the USA, you had better re-think. It is one of the top picks for places to visit in 2018.

Feature supplied by: www.wtfmedia.com.au

*Continued from page 32*
Teaching 21st century skills early will help prepare kids for future

This is an edited extract written by Iram Siraj, from Future Frontiers: Education for an AI World, a New South Wales Department of Education publication.

It may be a truism that the future will be different, but human expectations have rarely been so high about the degree of imminent change.

This century’s rapid development of artificial intelligence and digital systems has convinced us that almost every aspect of our children’s and grandchildren’s lives will be different to ours.

As these emerging technologies evolve, and are then quickly replaced by as yet unimaginable new ones, human society will need to become increasingly nimble and adaptable with lifelong learning as its modus operandi.

In this digital age, the need for children to learn and memorise facts is diminishing. It is being replaced by the need to learn how to sieve and assess information critically for any kernel of “truth”.

Today’s pre-schoolers will enter the workforce around 2035. Although we cannot contemplate exactly what their world will be then, we do know that children and adults will continue to need the basics of the 3Rs (reading, writing and arithmetic). They will also need a greater ability to learn how to learn, and to possess problem solving, critical thinking skills, and to be resilient in the face of fast-moving change.

Future learners will need an excellent start in early learning if they are to cope with mid to late 21st century challenges.

Continued on page 35

Certificate III in Early Childhood Education and Care - for High School Students - Study through your holidays!

We are very pleased to announce A-GRADE Pre-Uni Education and Training will be offering Certificate III in Early Childhood, to be followed by a Diploma in Early Childhood to all Year 10 and 11 students respectively.

Grow Your Career!

If you love Children and are interested in their Educational and Social Development, we can give you the skills and knowledge to provide care, giving you the skills to plan engaging and educational activities, enabling you to maximise their development. Learn how to create individual profiles and work with Families to provide appropriate Education and Care. From Family Day Care Provider to Pre-school Assistant or an “Educator” for Before and After School Care - it’s the perfect course for your future needs! All this can be done so simply during your School Holidays.

A-Grade Strives to Make a Positive Contribution to the Next Generation.

When you embark on a career in Early Childhood Education you’ll be rewarded every day with the knowledge that you’re making a positive difference in the future of others.

Our Certificate III will qualify you to work in Early Childhood Education at the level of an “Educator”, as well as preparing you for our Diploma or further Tertiary studies - it can even provide you employment opportunities if you wish to work in any Childhood field while studying another Degree qualification such as Law, Medicine or Engineering. If you complete our Diploma in Early Childhood, it will stand as a third of a “Degree” should you wish to follow a career in Teaching - this then offers countless Career opportunities.

Your future is awaiting you!

COMMENCE YOUR STUDIES THIS APRIL SCHOOL HOLIDAYS!

A-Grade Education and Training Pty Ltd

Certificate III in Early Childhood Education and Care

Tel: 1300 885 508
Email: training@agradetraining.nsw.edu.au

www.agradetraining.nsw.edu.au
Most discussions about “21st century skills” emphasise the need for schools to focus more on so-called “soft” skills and character traits (such as creative thinking and curiosity) in addition to cognitive skills such as problem-solving, critical analysis, the attainment of core subject knowledge, and strong early literacy and numeracy. Interestingly, early childhood education already includes a strong focus on these so-called “soft” skills.

Early years learning has a stronger focus on whole-of-child development than school education.

There is a growing emphasis on integrated learning in early childhood education and care that creates a connection between the academic and the social.

Developing children’s competencies in creativity, collaboration, self-regulation and problem solving can be undertaken through projects that harness real-world knowledge. Projects can also be undertaken through problems that require young children (especially those aged 3 to 5) to communicate and create knowing together. Here, the important task of the educator is to emphasise, and give attention to, the learning process rather than the learning outcomes.

Connected to this is the importance of educators emphasising interactions that support sustained shared thinking (SST). SST occurs when two or more individuals work together in an intellectual way to solve a problem, clarify a concept, evaluate an activity, extend a narrative, etc.

It is still rare to see SST in early education settings, but research shows children are more successful learners and better motivated to learn where it is practised.

Future learners will need an excellent start in early learning if they are to cope with mid to late 21st century challenges.

It is vital that early education curricula emphasise the process and outcomes of both soft and hard skills to create the most competent learners and citizens.

The family’s role is also essential in nurturing and enriching young children’s development. Any early childhood education and care system that ignores this reality will not be able to optimise children’s potential.

Most early childhood education and care systems make less provision and funding for children under three because their care and education is very expensive. However, it is precisely these years when the family’s influence is the greatest.

Future early childhood education and care systems should provide stronger support for local families with younger children.

There is no reason some of this support cannot be offered through digital technologies, streamed directly into the home, which help parents learn about the power of early child rearing, and sensitive, responsive care and appropriate interactions. In such a system, early childhood education and care staff can offer more support to families living in challenging circumstances.

Evidence suggests intergenerational support, delivered through early childhood education and care centre-based provision, has more impact. Indeed, developing and nurturing intergenerational support allows staff to stimulate history learning-and-understanding skills through a creative use of simple oral histories. A clearer understanding of how others have handled and adapted to change in the recent past will help prepare children to deal with the challenges and changes they will inevitably face.

There is now growing evidence that high-quality training impacts children’s social and cognitive learning outcomes. Despite this, in terms of the wider education system, the early years generally contain the least qualified and worst paid. When early education provision is genuinely high quality, there can be lasting population change for good. But the government investment in knowledge, capital and labour must be commensurate.

We are heading for an age that requires adaptable “knowledge workers” who can work collaboratively, independently and creatively. Adaptable “knowledge workers” are people who can work in a variety of settings, resisting the temptation to use screen time for child entertainment and control. Rather, they show children how technology can serve our needs as tools that we turn to within our play and work.

Perhaps it is time to construct a new curriculum and to create a re-envisioned early childhood education and care system that includes a workforce of high quality, which is fit for purpose, well-rewarded and well-educated. Such a re-envisioned system may truly provide the foundational learning our children and grandchildren deserve. They, and all their fellow citizens, will need to sustain them and to face the challenges thrown at them by the brave new world we have entered.

Iram Siraj is Visiting Professor of Education, University of Wollongong. This article was first published at www.theclassroom.com.au.

See WSBA anytime, anywhere at www.wsba.com.au
Key man risk and threats

S ARAH is a designer who decided in her late 30s to start freelancing and working for herself. She didn’t pay much attention to her business structure.

She commenced as a sole trader with a trading name. When Sarah was 42 and in apparent good health, she suffered a heart attack that took her out of her business for a month.

This was a wake-up call for Sarah, who hadn’t previously considered what would happen to her business without her.

When you’ve worked hard to build your business, you want to ensure that when the time comes to transition out of it, the business is passed on in the way that you’d like.

Succession planning is a vital part of any business strategy which addresses both the ownership and control of an enterprise, and it’s important to address the possibilities early on, rather than waiting for a crisis or a change in mind.

The succession planning issues you need to consider will differ depending on how you’ve set up your business – as a sole trader, partnership, trust, or company.

For sole traders, the greatest threat when it comes to succession planning is ‘key man risk’. In a sole trader business, the individual owns all the business assets but also takes on all associated risks and liabilities in his or her own name.

This means that the business can suffer a serious setback or even disintegrate when something happens to the sole trader, as the business is essentially that person, rather than a separate entity that might be able to continue.

Key man risk also refers to the fact that the business owner has a wealth of valuable knowledge about and experience with the business, which is often undocumented.

For sole traders, the greatest threat when it comes to succession planning is ‘key man risk’. In a sole trader business, the individual owns all the business assets but also takes on all associated risks and liabilities in his or her own name.

Succession planning is a vital part of any business strategy which addresses both the ownership and control of an enterprise, and it’s important to address the possibilities early on, rather than waiting for a crisis or a change in mind.

The succession planning issues you need to consider will differ depending on how you’ve set up your business – as a sole trader, partnership, trust, or company.

For sole traders, the greatest threat when it comes to succession planning is ‘key man risk’. In a sole trader business, the individual owns all the business assets but also takes on all associated risks and liabilities in his or her own name.

This means that the business can suffer a serious setback or even disintegrate when something happens to the sole trader, as the business is essentially that person, rather than a separate entity that might be able to continue.

Key man risk also refers to the fact that the business owner has a wealth of valuable knowledge about and experience with the business, which is often undocumented.

This is a concern when considering succession, as business owners will take this knowledge and experience with them when they leave.

There are a number of solutions sole traders can consider to minimise the risks associated with business succession planning:

1. Changing the business structure: While there are a range of benefits in running your business as a sole trader, it may often be easier to pass the business on to others if its set up as a trust or company. There may also be tax benefits in passing on a business in this way, where there isn’t a disposal of any assets and the business merely continues.

   Have the right documents in place: It’s important to develop documentation for all aspects of your business – if the unexpected happens, either you or your beneficiaries will need to have the relevant information at hand to decide on succession quickly. This material could include legal documents that provide all parties with instructions on what must occur, any relevant contracts, accounts and general personal documents of the sole trader that may relate to the business, e.g. their will.

   Get the right advice: Getting holistic advice for all your business needs will also assist with making comprehensive and advantageous succession planning decisions.

2. Fortunately, with the right planning and structures in place, you can ensure your business and assets are protected and succession is smooth.

   Katherine Hawes is principal at www.digitalagelawyers.com

"For sole traders, the greatest threat when it comes to succession planning is 'key man risk'. In a sole trader business, the individual owns all the business assets but also takes on all associated risks and liabilities in his or her own name."

Katherine Hawes is principal at www.digitalagelawyers.com

Digital Age Lawyers

Hi my name is Katherine Hawes and I am a woman in business - just like you. I understand the stress involved in owning and operating a business in the digital and social media age.

Here at Digital Age Lawyers we are internationally recognised as leaders in online and digital protection. We strive to ensure that you are protected in all aspects of your business and personal life.

WHY DIGITAL AGE LAWYERS?

Digital Age Lawyers empowers individuals and business owners to deal with future legal issues, ensuring that they are protected into the 22 Century. We understand that life is complex so we work with you to ensure that all legal aspects are in place to protect your assets. Digital Age Lawyers is right for you if you want a trusted advisor we will become your partner not someone just to turn to when you are in trouble

✓ to help you grow and protect your greatest assets
✓ to help with ensuring you have the right business model in place and can navigate to a new one, if you don’t,
✓ to help you with getting the right agreements in place with vendors, team members, investors, partners and others
✓ to keep you out of trouble and respond when you get too close to the edge. If that’s what you want, we just might be the right law practice for you.
✓ ensure that you are protected online when conducting business

WHAT WE CAN OFFER?

✓ All of our fees are fixed fees agreed to in advance, so there are no surprises. At our initial meeting you will choose the level of planning and fee that works best for your business, so there will never be any surprises.
✓ We also have LegalSquad and LegalWatch to ensure that you are kept up to date with all legal changes.

(02) 8858 3211 • info@digitalagelawyers.com • www.digitalagelawyers.com
Cumberland Council - helping reshape the economy in Western Sydney

Cumberland Council is working on shaping industry investment and business in Western Sydney.

With over 15 separate employment land precincts offering unique investment opportunities Cumberland is establishing a land use framework that will put it at the forefront of the business innovation potential of Western Sydney.

Cumberland’s Employment and Innovation Lands Strategy embraces innovative thinking and practical solutions to capitalise on the region’s locational advantages and its existing industry base. It recognises the great potential for the regional economy to transition into one that is driven by higher order knowledge and innovation based industries and businesses.

With places like the Lidcombe Education Precinct, the creative and commercial corridor in Auburn, the Intermodal Terminal in Yennora and growing regional centres like Merrylands the potential is there for all industry sectors.

So if you are looking for a site that is centrally located, benefits from a culturally and socially diverse population, and offers exciting and affordable opportunities to both existing and start-up ventures, then Cumberland is the place to be for smart business.
Book a tour of our new centre NOW!

2 WEEKS FREE

CHILD CARE

*Limited places available

www.youngscholars.com.au

3 Columbia Court, Baulkham Hills
below the Hills Medical Center on Windsor Rd

Refer a friend and receive $100

*Conditions Apply

AUSTRALASIAN INTERNATIONAL ACADEMY

BSB50215 Diploma of Business
This course prepares you to establish and operate your own business or to manage an existing one that wants to take advantage of new opportunities.

Achieve your Diploma of Business with AIA’s easy plan.

Course Cost: $8,000 (includes enrolment fee)
• Affordable payment plans available

TEL: 1300 AIA NOW
(1300 242 669)
www.aiacademy.com.au

Access to student resources

Private offices, co-working

Many placements for work experience available

Business advice

Access to research

Training programs

ABN: 41144 PROVIDER CODE: 351675338910
JAWS
Connecting the Western Sydney jobs market

Jobs Available Western Sydney (JAWS) offers the only platform that solely focusses on matching job seekers with employment opportunities in Western Sydney.

JAWS achieves results like no other job advertisement options; at an affordable cost. The nature of job posting allows job seekers to easily interact with the jobs they are interested in.

Employers have a unique method to find staff, allowing them to see interested people first hand. JAWS has posted over 3,000 jobs inside Western Sydney since its inception in late 2013. The of JAWS formula is easy to use and highly interactive.

One of the most unique aspects of this platform is the ability for our fans to ‘tag’ friends and family to specific jobs; offering employers a more targeted advertising solution and new age recruitment opportunities that other online and offline services cannot deliver.

Visit [www.jobswesternsydney.com.au](http://www.jobswesternsydney.com.au) today and discover a more effective way to reach the region’s best job applicants

Major Sponsors

![The Western Weekender](image1)
![OnePointHealth](image2)
![Western Sydney Business Access](image3)

JAWS benefits include:

- JAWS website is updated EVERY day with new job opportunities available.
- JAWS Facebook page has over 29,000 fans.
- JAWS is supported by two of the region’s leading newspaper groups – Western Weekender and Western Sydney Business Access; ensuring that the brand is well promoted at all times.
- Advertisers can select from packages that include social media and traditional print advertising.
- JAWS offers value for money compared to more conventional forms of job advertising.
- Gets real results that you can observe.
- Many businesses use only JAWS when advertising available jobs.
- It is modern recruitment; JAWS gives the employer more control.
- JAWS newsletter database exceeds 5,000 recipients.
“I knew our water was good, but we were competing against some of the best in the world. I would have been happy with a place but instead we received the gold award.” – Chairman and founder Joe Commissio of Beloka Water’s triumph at the International Fine Water Tasting Competition.

“(Western Sydney Airport) when combined with other key infrastructures such as Liverpool Hospital and the Western Sydney University CBD campus, Liverpool is emerging as one of Sydney’s key employment hubs.” – Christopher Brown, chairman, Western Sydney Leadership Dialogue, predicting Liverpool as the capital of south-west Sydney.

“It isn’t very often one piece of infrastructure can provide economic benefits for people in the city and the bush, but the Western Sydney Airport could do just that.” – Matt Brand, CEO, NSW Farmers’ Association, on the possibility of a 500-hectare fresh food precinct adjacent to the airport.

“The west is growing faster than any other part of Sydney. By 2036 an extra half a million people will make their home in Western Sydney and about 185,000 new homes will be needed, alongside supporting services.” – Angus Taylor, Assistant Minister to the Prime Minister with responsibility for Cities and Digital Transformation.

“We are close to finalising an agreement with Transport for NSW to connect our redeveloped centre with the Metro station, integrating the redeveloped centre with key infrastructure and creating a multi-mode transport hub.” – Martin Ollis, centre manager, Castle Towers Shopping Centre, on the $1B third-stage redevelopment of the centre.

“We’re more than halfway through delivery of this exciting project which will prove to be a massive asset to the community and enhance our use of the Nepean River as a recreational space.” – Stuart Ayers, MP for Penrith, on the new Nepean River Bridge.

“For five years the historic manufacturing site has stood empty, but this rezoning means it can now be brought back to life.” – Steve Murray, region executive director, Department of Planning and Environment, on the rezoning of the former Bonds Spinning Mills site, in Pendle Hill.

“We’d like to see Campbelltown, in time, become a university city.” – Geoff Roberts, interim commissioner, Western City District, on the city becoming a centre of health and education research excellence in the next 20 years.

“Penrith is about to become the third city [in Sydney]. It’s a glorious time for business, but we need to be smart.” – Wayne Wilmington, president, of the Penrith Valley Chamber of Commerce.

“Falls are the number one killer on NSW construction sites. In fact, this year alone, eight people have tragically died in work-related falls, and many more have been severely injured.” – Minister for Better Regulation Matt Kean.

“A curfew free, international airport for Western Sydney will be a major generator of employment and economic activity. In terms of jobs growth alone, we’ll see 11,000 jobs created through construction of the airport, and in the longer term, nearly 120,000 new jobs – all near where people live, which will help address Sydney’s current congestion issues.” – Jeremy Thorpe, PwC.

“Spending more time with family members, who they may see infrequently but do so in a confined environment over Christmas, can also lead to family disputes.” – James Whiley, Hall and Wilcox.

“Last year 13,790 people in that age group charged with breaching the state’s mobile phone laws. People aged 65 and over had the lowest offending rates, while those aged 18-20 had the second lowest offending with just 1,097 people charged last year.” – Roads, Maritime and Freight Minister Melinda Pavey.

“Getting to Sydney from the west can be a heartache with traffic, tolls, parking and time, actually costing more than the original cost of the safe deposit box. We saw an opportunity to move to where our clients are based in Western Sydney and North-West Sydney so we decided to take the vault to the people.” – AIV’s Andrew Dalton on the opening of his firm’s Bella Vista facility.
THE WORLD'S LARGEST SHORT FILM FESTIVAL

16 FINALISTS
FOOD & WINE
LIVE MUSIC

TSI: ROSE

PARRAMATTA PARK
SATURDAY
FEBRUARY 17

Tropfest

CGU
Rewards

Crowne Plaza Hawkesbury Valley offers the perfect balance of boardroom and play.

BEGIN THE DAY WITH A LAKESIDE YOGA SESSION FOLLOWED BY A HEALTHY BREAKFAST IN OUR SUN-FILLED GAZEBO.
Take the team to new heights with a treetop adventure where your team will conquer fears, solve challenges and cement relationships. Whatever your meeting outcomes, Hawkesbury Valley will deliver tailored solutions for successful work and play.

Book your next meeting at Crowne Plaza Hawkesbury Valley today.

Call our Crowne Meetings Team on 4577 4222 or email sales.cphawkesburyvalley@ihg.com
61 Hawkesbury Valley Way Windsor 2756