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Best home in NSW to Gremmo Homes

ORWEST based Gremmo Homes has won the prestigious 2017 HIA-CSR NSW Home of the Year for their display home at Bella Vista.

This is the first time in the history of the NSW Housing Industry Association Awards Program that a display home has been awarded the prestigious Home of the Year honour.

Because it is a display home rather than a private residence, anyone can inspect the house and potentially build their own version, depending on the site and other considerations.

The 1090 m² house was built over nine months at Bella Vista Waters, Norwest last year by Gremmo Homes. The company is owned by brothers Michael, Andrew, Richard and David Gremmo.

The company’s achievements add to a strong result at the recent NSW Master Builders Association Awards. Their display home was awarded as Display Home of the Year and Display Pool of the Year. Gremmo Homes was also a finalist in the Master Builder of the Year Category.

“Our objective was to create a contemporary design with a relaxed feel,” said Richard. “There are finishes and inclusions that you wouldn’t usually find in a display home. We have over 20 years of experience as a custom home builder, and we are aware of the design concepts and inclusions that are both popular and functional. “We have worked hard to create an adaptable layout that can be easily adjusted to accommodate unique circumstances such as narrow width lots and sloping sites.”

The central living room is the heart of the home. Guests can enjoy views of the sparkling adjacent pool and landscaped yards, the perfect space for relaxation with its fire place and bar.

The fire place is framed with a stack bond brickwork structure which serves as the structural centrepiece of the home. The home is located at 106 Edge water Drive, Bella Vista Waters, open Friday to Monday, 10am to 4pm. www.gremmohomes.com.au

Pioneering walking track restored

ONE of Australia’s oldest bush walking tracks has reopened after a decade-long restoration costing $4.8M.

The Blue Mountains’ Grand Canyon Track, which is more than a century old, underwent a 4.5 kilometre restoration across some of the most challenging terrain for walking track construction in Australia.

“Millions of people have walked this track over the past century,” Environment Minister Ms Gabrielle Upton said. “It was built by pioneers and now it has been restored more than a century on, preserving its heritage and original track work.

More than 90,000 people used the Track every year, more than triple its use since the project started in 2008. It’s expected that more than a million visitors will use it from now until 2030.

The restoration included 2,000 new stone steps among rugged terrain, creek crossings and cliff climbs.

There were 2,000 loads of materials lowered into the narrow canyon with helicopters and more than 100 staff and contractors contributed to the track over nine years. The track remained partially opened during the project.
Regional Roundup

NORTH WEST

Billionaire sells
BILLIONAIRE Brett Blundy has finally sold his 57-hectare Hawkesbury River property, Sweven, for a reported $18.75M. The founder of Bras N Things bought the Cattai property in 2001 for $2.05 million, to build a ranch-style retreat estimated at $8M, completed in 2009.

SOUTH WEST

Sold for $6.5M
BLACKTOWN City Council sold 11 blocks at The Ponds for almost $6.5M, at auction, in the first stage of a new housing estate. The blocks ranged in size from 300-500 square metres. The land is part of a 74-lot residential to be called Menindee Estate.

$1 peppercorn rent
LIVERPOOL City Council has resolved to help struggling small businesses in Macquarie Mall be charging each business a peppercorn rate of $1 a year for outside seating, in this financial year, following an $11M upgrading of the mall.

CENTRAL WEST

Commercial sales up
COMMERCIAL property sales in Parramatta totalled 27 to June 2017 worth $351.9M, compared to the 19 sales at a total value of $66 million for the quarter to March 2017. This brings the 12-month data to 95 sales at a total value of $707.5M for the year to June 2017, compared to the 141 sales at a total value of $526M for the previous year, according to CoreLogic’s Parramatta Cityscope.

Big boost from university
WESTERN Sydney University expects to have more than 15,000 students enrolled in its proposed Bankstown and Liverpool campuses by 2030, contributing $54M annually to the local economy, according to a Deloitte Access Economic analysis.

Billionaire buys
RETIRED Billionaire Neil Murray has bought 5565-square-metre site, with a 2937-square metre warehouse, at 27 Listen Street, Fairfield, to a private investor, for $8.4M.

Regional Roundup

Hills chamber on top
THE Sydney Hills Business Chamber and its members dominated the 2017 Western Sydney Awards for Business Excellence. The chamber won the Local Chamber of Commerce; two of its members took out individual honours while six were regional finalists.

SEKISUI gets approval
SEKISUI House Australia’s master planned development, “The Orchards”, has received DA approval for its first stage, which will comprise 121 apartments over two buildings and will be followed by a subsequent six stages that will contribute 1,300 apartments, located near the future Norwest train station.

Sekisui gets approval
SEKISUI House Australia has received DA approval for its first stage, which will comprise 121 apartments over two buildings and will be followed by a subsequent six stages that will contribute 1,300 apartments, located near the future Norwest train station.

BCH sells site
BCH has sold its 28,500-industrial site and facility, at 17 Jumal Place, Smithfield, to a private investor, for $19.9M. It is presently occupied by British Australian Tobacco and Axima Logistics.

Prochem sells site
PROCHEM Pipeline Products has sold a 565-square-metre site, with a 2937-square-metre warehouse, at 27 Listen Street, Fairfield, to a private investor, for $16.4M.

$33.4B project
THE final stage of PAYCE’s $3.4 billion Washington Park residential development including 750 apartments across five building, in Riverwood, is expected to be completed early in 2018.

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BLACKTOWN City Council sold 11 blocks at The Ponds for almost $6.5M, at auction, in the first stage of a new housing estate. The blocks ranged in size from 300-500 square metres. The land is part of a 74-lot residential to be called Menindee Estate.
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A CITY full of driverless cars, automated farm machinery and medicine that is implanted in our bodies are among the bold predictions for the future by a technology innovator who says we are on the cusp of the next industrial revolution.

Eitan Beinstock says technology will make its most profound impact in the areas of health, transport and agriculture – all of which will make the nation’s economy prosper like never before.

“We are in the midst of the biggest and most rapid business transformation in history that will affect us all,” said Mr Beinstock, CEO and founder of Everything IoT. The industry group recently brought together researchers, entrepreneurs and experts for a summit aimed at accelerating technical innovation.

So what is the ‘Internet of Things’ (IoT)? Put simply, it’s any device that connects to the internet and we’re already seeing its transformational effect – you don’t have to search far to find a device or gadget to control some aspect of how we live.

It’s estimated there are five billion items currently wirelessly connected to the internet worldwide and this number is projected to soar to 50 billion in three years and generate up to $US1.1 trillion in economic value globally in the process.

If Australian businesses don’t jump on board, they risk closing down, Mr Beinstock warned.

“Many traditional corporate leaders will be unversed to realise that if they don’t evolve quickly their companies may face a rapid extinction,” he said.

“We have to make sure people are IT literate. Every company must build big IT teams to survive.”

IoT has gained momentum since 2016 and is now a growing number of startups in Australia harnessing the sort of technology that is revolutionising the way we live.

But is that revolution at the cost of local jobs? Not so, said Mr Beinstock.

“There will be job losses but there will also be lots of gains. Every revolution has had its shift and at this point it’s about reskilling people. We need people to do data science and to understand how to use these technologies.

“We actually have a shortage of jobs in disciplines like artificial intelligence and scientists; that’s where the jobs will be in the future.”

The most profound difference technology will play in the future is in health care, agriculture and transport, Mr Beinstock said.

“We can put devices on people now that measure their vital signs, their heart health, whether they are hydrated but in the future technology will focus on treatment. Medicines will be customised for the individual.

“Think about Alzheimer’s disease. Normally people take their pills at a certain time but with technology, that capsule can be implanted, the dosage can be adjusted to the condition and there’s no concern about forgetting to take that pill.”

On a farming level, we’re already seeing automated tractors, sensors that can detect humidity and moisture levels in the soil and drones that hover above to give precise data on crops. All of this can optimise the supply chain from field to plate.

And smart cities aren’t far away either, Mr Beinstock said.

“Uber is a glimpse of what transport will be like in 30 years. There will come a day when you will check the calendar on your smartphone, know where you have to be, walk out the door and an autonomous car will be waiting to pick you up and take you there. It will completely change the way we move.”

With more than 20 years of technology development experience in Israel, Mr Beinstock moved to Sydney and founded Everything IoT which is aimed at accelerating IT in Australia. He said “good things are happening” but the pace has been slow.

“We’re behind,” he told Access on the eve of the two day summit, saying while technology was growing exponentially, Australia could no longer use its geographical distance as an excuse for lagging behind. To explain, he said leaders in tech spaces like Israel were home to about 500 research and technology development centres while Australia could lay claim to only a handful.

“We are a bit far from everywhere else but in today’s world innovation is developed everywhere, where we can’t use that as an excuse anymore.”
Surging development stirs snakes

**ILIANA STILLITANO**

Surging development across Western Sydney is being blamed for driving snakes from their habitat and into suburban backyards. Recent warm weather has stirred snakes from their winter hibernation but a veteran snake catcher has warned increased housing developments and road construction has also prompted the large number of recent snake sightings.

Sean Cade from Australian Snake Catchers said with their habitat being destroyed, the displaced snakes were increasingly winding up in and around homes.

Mr Cade said he had been inundated with calls from terrified homeowners who had spotted a snake lurking in their yard and, even inside their home.

“We have gone from receiving one to two calls a day to now receiving up to 10 calls a day,” said Mr Cade, a licenced reptile handler.

“Vibrations associated with excavation roads coupled with construction of all these new housing estates distress the snakes and they go into areas where there are people and houses.”

“Once this development is finished, they gravitate back to where they originated which is now inhabited.”

Oran Park, in Sydney’s south west, was an ideal example of development bringing people and reptiles closer, he said. What was until a few years ago a bush race track, and prime habitat for snakes, has become a booming housing estate.

Mr Cade said snake sightings were more prevalent in the warmer weather and Sydney’s current daily average temperature of mid to high 20s was optimum for red bellies and brown snakes.

Residents in Erskine Park, Rouse Hill and Orchard Hills have called on Mr Cade after sightings of red bellies and Eastern brown snakes have been spotted in Mount Druitt, Richmond, Quakers Hill and South Windsor, Mr Cade said.

But calls have also come from areas he least expected to see snakes – suburbs like inner western Sydney’s Ashfield, Burwood and Concord.

“But again, these are areas where there is heightened activity with under-ground works and boring through tunnels. This creates vibrations and stimulation that it alerts the snakes.”

So what has been the oddest place Mr Cade has had to rescue a snake? “We do find a lot of them at theme parks like Wet’n Wild and there was one at Narellan Town Centre recently in a tugboat,” he said.

There was one in the roof of a house at Werrington; that was unusual for a venomous snake because they don’t often go off the ground.

“The most difficult situations are when you have to get into a tight spot like in cars or under homes. You’re crawling on your hands and knees or tummy most of the time inhibiting your dexterity.”

Australian Snake Catchers is a family affair. Mr Cade shares the workload with his wife Freya, a veterinarian nurse who once couldn’t even bring herself to look at a snake on TV.

Now she’s more than comfortable to catch them with me,” he said. “The simple fact is people fear what they don’t understand.”

Snakes are protected by the NSW Wildlife Act 1975 and killing one is an offence. Wildlife organisations will not catch snakes unless they are injured or there is a serious threat so snake catchers like Mr Cade are in high demand.

To locate a snake catcher in your area, contact Environment Line on 131 555 or visit www.environment.nsw.gov.au/questions/snake-removal.

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**How to deter snakes**

- Keep shrubs trimmed, lawns mowed and the garden tidy. Remove piles of rubbish, wood or leaf clippings where snakes can shelter.
- Food sources like rodents and birds encourage snakes to stay so snake-proof any rubbish bins, ponds and aviaries with fine mesh.
- If snakes reside under your home, block their access after they have been removed.

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Church retained in redevelopment

A HERITAGE-LISTED-listed church will be retained in an estimated $41.58M redevelopment in the heart of the Parramatta CBD. Parramatta Mission and the Uniting Church of Australia propose two mixed-use towers either side of the Leigh Memorial Church, at 99-119 Macquarie Street, on the northern boundary of the $2 billion Parramatta Square project.

The building at 99 Macquarie Street, to be known as Epworth House, will be 54 metres high and 13 storeys with a gross floor area of 9,034 square metres, containing retail options, commercial offices, a group home facility and additional community facilities, with a four-level basement for 92 vehicles.

The site of Leigh Memorial Church has been a place of worship since 1821, with upgrades in 1839 and 1885; the proposed restoration includes a reinstatement of the spire atop the building.

Opening of Alex and Co in Parramatta.

Opening of Alex and Co in Parramatta.
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News

MYTHS ABOUT THE NBN

It’s automatic: “The transfer is not automatic,” Ms Vella said. To continue to use your phone and internet, users must move their services to the NBN before the cut-off date to stay connected.

Speed: One of the biggest misunderstandings that leads to complaints about the NBN is speed, Ms Vella said. “Ideal speeds could be slowed down depending on whether you receive your service as fibre to the building or node or copper cabling from the node to the house; however 99 per cent of the population will still receive faster speeds. It’s imperative to read the fine print of your plan.”

It’s not compulsory: “People don’t have a choice, they must migrate within 18 months to the NBN becoming available in their area,” Telstra’s Jennifer Vella said. That’s because the existing copper network being used for fixed phone lines and internet is being replaced.

NBN rolled out to 60,000

THE national broadband scheme has been rolled out to a further 60,000 residents and businesses in Western Sydney.

Home and business owners in eight suburbs including Northmead, Greystanes and Prospect can connect to the National Broadband Network (NBN) to take advantage of faster internet speeds.

A Telstra spokeswoman has warned those affected in the latest rollout have 18 months to migrate their phone and internet services or risk being disconnected.

“Connections to new plans can take up to three months so it’s important people don’t wait to the last minute,” said Telstra Business Centre West Sydney marketing director, Jennifer Vella.

“We see some people who are keen to jump over straight away and others who aren’t rushed. For businesses, we would advise them not to leave it too late. It’s imperative they switch over so they don’t lose their phone number which is a vital part of their livelihoods.”

With more than 140 service providers offering NBN plans, Ms Vella said Telstra was unique in its ability to offer packages for both homes and businesses.

“Telstra has the largest network and we can offer different levels of speed,” she said.

Ms Vella encouraged businesses to visit one of Telstra’s two business centres – at Penrith or Merrylands – to have a “whole business conversation” with one of their expert staff.

“It’s ideal to have that face-to-face conversation for business people to discuss exactly what they will need in terms of internet speed, EFTPOS and security alarms which until recently wouldn’t work under the NBN.

“By having that conversation early on there are no oversights and we can tailor an NBN package that best suits the needs of that business. Proper planning is key.”

Ms Vella said many of the complaints about the NBN were a result of people “not setting the right expectations”.

Complaints are “to be expected”

COMPLAINTS about the NBN have more than doubled in the last 12 months according to the Telecommunications Industry Ombudsman.

Ombudsman Judi Jones said the increase was “a cause for concern”.

Releasing the 2016-17 annual report, Ms Jones said: “The picture the complaints show is we are frustrated when we cannot rely on technology to stay connected, to be informed, and to do business.”

There were 50,537 complaints from residents in NSW to the telecommunications ombudsman from 2016-17, representing 30 per cent of the total national complaints lodged.

The majority of these grievances – which included customer service, billing and faults - came from residents in Campbelltown in Sydney’s south west, followed by Gosford and Liverpool, Rouse Hill, Blacktown and Westmead also featured in the top 10 NSW postcodes for complaints.

The Ombudsman also received a large number of phone and internet complaints from small business owners. In NSW, the most complaints came from small businesses in Sydney, followed by Liverpool Campbelltown, Blacktown and Penrith.

“Complaints about services delivered over the national broadband network more than doubled, and while this is somewhat to be expected given the accelerating rollout, the increase is a cause for concern,” Ms Jones said.
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Airports continue to drive economic growth:

**March of workers westwards continues**

The march of Sydney CBD workers westwards continues with some 1800 NSW Department of Education staff expected to occupy a fit-for-purpose 15-storey office tower in the Parramatta CBD in March 2018. These workers will be the 2400-plus white collar workers who moved into the Parramatta office market within the last 12 months.

As to the future, Parramatta would likely host the large majority of the expected additional 200,000 jobs created in Western Sydney by 2020, according to Colliers’ associate director of research, Kristina Mastrullo. "As a result of government decentralisation, lack of new supply, and the displacement of tenants due to conversion to other uses, Parramatta’s total vacancy is now one of the lowest nationally," said Parramatta-based Colliers’ director, office leasing, Alex Brown. "With the vacancy rate in the first half of 2017 at 4.3 per cent, and A Grade vacancy remaining at zero per cent, tenants have been faced with limited choice.”

This is expected to be completed, between 2019 and 2021, would bring an additional 149,550 square metres of prime space to the office market, however 104,000 square metres is pre-committed. An example is the relocation of Department of Education staff to its new headquarters of 25,000 square metres of A grade office space at 105 Phillip Street. Elsewhere in Parramatta, Dexus has submitted a development application to the City of Parramatta for a 33-storey commercial tower with an estimated cost of over $208 million. The development, at 130 and 150 George Street, will link George and Phillip streets nationally," said Parramatta-based Colliers’ director, office leasing, Alex Brown.

The development, at 130 and 150 George Street, will link George and Phillip streets nationally,” said Parramatta-based Colliers’ director, office leasing, Alex Brown. "With the vacancy rate in the first half of 2017 at 4.3 per cent, and A Grade vacancy remaining at zero per cent, tenants have been faced with limited choice.”

This is expected to be completed, between 2019 and 2021, would bring an additional 149,550 square metres of prime space to the office market, however 104,000 square metres is pre-committed. An example is the relocation of Department of Education staff to its new headquarters of 25,000 square metres of A grade office space at 105 Phillip Street.

The two parties have lodged a development application with council to build the 23-storey 34,277-square-metre building, on a 3685-square-metre site which the pair has owned for over 20 years. The tower will also include 1534 square metres of ground floor retail space and include 150 basement car spaces.

On the sales side, property fund manager and investor, CorVal, has listed its six-level office tower at 75 George Street for sale at about $80 million. CorVal, which bought the undeveloped 9568-square-metre office building in 2012 for just over $32 million, has obtained approval to add another two floors of 2600 square metres of office space to the building.

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- Shopping Centres
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- Council Facilities
- Hospitality & Tourism
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- Video & Audio Integration
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Conference & Discussion Systems
- Corporate Boardrooms
- Local Government
- State Government
- Universities
- Political Summits
- Hotels & Event Centres

Portable & Fixed Pro-Sound Systems
- Musicians & Bands
- Production Hire
- Houses of Worship
- Entertainment Venues
- Stadiums
- Theatres
WSABE 2017 sponsors and winners event

The 2017 Western Sydney Awards for Business Excellence (WSABE) attracted record levels of across the region. Riverside Theatres at Parramatta was the venue for the recent winners and sponsors thank you event. Photos on these pages capture the excitement of the night.

Compass Housing is seeking developers, investors and builders to help it to deliver 600 new social and affordable houses across the Hunter and Central Coast over the next three years.

- 23-25 year leases and Compass handles all tenancy and property management
- Market rent for 52 weeks a year with an annual CPI based adjustment.
- No vacancy periods

The homes will be delivered under the NSW Government’s Social and Affordable Housing Fund.

For more information or to register your interest contact Compass’ Group Chief Corporate Services Officer Lyndall Robertshaw on 4920 2600 or email developments@compasshousing.org
New vision for NSW Transport

CUSTOMER focused, technology driven services with better regional connections is the future of the NSW Transport system, with a new draft 40-year blueprint unveiled recently.

Roads, Maritime and Freight Minister Gabrielle Upton and Transport and Infrastructure Minister Andrew Constance released the Future Transport 2056 draft regional strategy, which outlines improvements to the network over the coming decades.

Better regional inter-connectivity, enhanced East-West links and easier access to ports and other facilities will be an important focus, along with improving safety, reliability, efficiency and integrating services.

Minister Pavey said freight is also a vital part of this plan with predictions it will double across metropolitan areas and increase 25 percent regionally by 2056.

Future Transport 2056 is a comprehensive strategy to ensure the way we travel is more personal, integrated, accessible, safe, reliable and sustainable. There are three parts to the strategy; programs that are committed to or funded by the NSW Government over the next 10 years; projects that are under investigation and visionary projects in the 20 year plus timeframe that are being identified now for future consideration as our population grows.

The draft Future Transport 2056 strategy will be open for comment until December 3. Visit www.future.transport.nsw.gov.au

Crackdown on bad councillors

The NSW Government has proposed tough new Code of Conduct requirements for local NSW councils.

Local Government Minister Gabrielle Upton said the updated Model Code of Conduct for Councillors in NSW – which would apply to 1,500 councillors and almost 50,000 council staff across NSW – is now on public exhibition for comment.

The new Model Code of Conduct proposes a range of new rules for all councillors and staff, including:

• Banning accepting gifts or benefits greater than $50 and introducing mandatory reporting of all gifts or benefits regardless of value;
• Disclosing records of meetings and other communications with applicants and objectors to planning applications;
• Banning access to council information when councillors have a pecuniary or a significant non-pecuniary conflict of interest;
• Requiring the declaration of new interests by councillors and staff more regularly in official returns of interest;
• Declaring being a property developer or a close associate of a property developer more regularly in official returns of interest;
• Publishing information in councillor and general manager official returns of interest on council’s website;
• Tough new standards against bullying, discrimination and harassment, work health and safety, on behaviour at meetings and use of social media;
• Clarifying that councillors must not use council information for personal purposes or undertake personal dealings with council during work time.

The draft Model Code of Conduct is on public exhibition for six weeks.

From 1 November, you’ll notice something different in Western Sydney.
A PwC that is open.

Open to connecting people making a difference in Greater Western Sydney (GWS).

Open to bringing together a diversity of thought from near and far.

Open to exploring the possibilities.

Open to you.

We’re opening in GWS:
One Parramatta Square,
169 Macquarie Street,
Parramatta.
Housing approvals remain high

HOUSING approvals in Greater Sydney have remained high with 51,119 new homes approved over the past 12 months to August 2017, according to data released today from the Department of Planning and Environment’s Metropolitan Housing Monitor.

The housing approval figures are more than double the total for the 12 months to August 2011 at the end of the Labor Government.

“We are seeing the next phase of housing supply occur, with record high approvals transitioning into the construction phase,” Mr Roberts said.

“We have seen high numbers of housing approvals for almost four years, so it is fantastic to see this figure remain strong, resulting in new homes being built.

“It is important that we continue to enable first home owners to enter the market and that is achieved through supply.”

Mr Roberts said the latest figures for Greater Sydney saw an 18 per cent increase in dwelling completions in the 12 months to August 2017 – 36,097 approved dwellings compared to the 12 months to August 2016.

“Ther e have been more than 260,000 homes approved and 150,000 homes completed since April 2011,” Mr Roberts added.

Western Sydney is home to most of the new housing construction with about 70 per cent of all detached completions in the 12 months built there.

The Local Government Areas with the most completions in the year to August 2017 were Parramatta (4,917 completions), the 2017 NSW Architecture Awards. The site is leased to IBM.

Marina proposed
ROADS and Maritime Services proposes construction of a new marina consisting of wet berths for up to 63 vessels and dry boat storage for up to 228 vessels, with ancillary parking and retail tenancies and a boat launching channel, at Wentworth Point.

Replacement project
NSW Health will replace its 50-year old and limited state coroner’s court and forensic facility at Glebe with a $91.5M state-of-the-art, three storey premises on the former Lidcombe Hospital site.

Office sells for $3.2M
A PREVIA テ occupier has bought a 950-square-metre office and warehouse, at 31 Lennox Place, Villawood, from Wallace and Margarite Rowdal, for $3.2 million. The building is leased to Boeing Traders.

New look RSL Club
THE Merrylands RSL Club has unveiled its new look club renovations which include a new reception and entertainment precinct.

Dutton Plaza placed
FAIRFILD Council’s first foray into a retail development, Dutton Plaza, finished second in the Urban Design section of the 2017 NSW Architecture Awards. The council-owned building in Cabramatta was recognised by Australia’s peak body for architects for its

News

Coles centre sold for $30.5M
THE Coles-anchored Market Plaza shopping centre in Chipping Norton has been purchased by a private equity trust for close to $30.5M. The full-line Coles 2800-square-metre supermarket is on a lease until 2027.

Qube to borrow funds
QUBE Holdings can borrow up to $350M from the Clean Energy Finance Corporation to fund the staged development of its Moorebank Logistics Park.

Mirvac approval
MIRVAC has approval for a $292M development of four buildings providing 705 apartments at Sydney Olympic Park. The development is expected to generate more than 900 construction jobs and 54 ongoing jobs once completed.

Costco online
US bulk discount retailer Costco, which has bricks-and-mortar stores at Casula, Lidcombe and Marsden Park, plans to have an online presence.

Cherrybrook Village
THE proposed $37M upgrade of the Cherrybrook Village shopping centre includes the addition of a second storey adding almost 4500 square metres of floor space and 196 additional parking spaces. The proposal, which could add 149 full-time, part-time and casual jobs, is expected to be completed in 2019.

Mirvac proposal
THE Mirvac Group proposes to convert its ageing 25.87-hectare campus-style business park, at S5 Coomara Avenue, West Pennant Hills, into a $600 million-plus residential complex. The site is leased to IBM.

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1800 020 389
Mayors back Western City District

THE mayors of eight Western Sydney councils have unanimously backed a plan to create a new Western City District to expedite plans for an airport at Badgerys Creek.

The council leaders hailed the merger of the former South West and West districts by the Greater Sydney Commission, saying it was an opportunity to boost Western Sydney City Deal negotiations.

The new Western City district unites the local government areas of Camden, Blue Mountains, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith, and Wollondilly and also aligns the group of councils currently negotiating the Western Sydney City Deal.

That deal, announced by the Federal Government last year, aims to support the councils to secure jobs, roads and rail projects across the region.

Penrith mayor John Thain said the benefits of the new Western City district were significant.

“To the ordinary person in the street this announcement might seem mundane but it is so important,” he said.

“It recognises the benefits of uniting Western Sydney, from north to south, and activating the full potential of this region.”

And with Penrith at the heart of the new district, Cr Thain said he welcomed the possibilities which he listed as easier access to local jobs, health, education and transport links.

The mayors agreed the merger would pave the way for collaboration and drive the all-important dialogue process.

“It will promote an intelligent and coordinated planning approach across the whole region and ensure all of our communities and their needs are catered to in the planning for the new Western Sydney Airport,” said Campbelltown Council general manager Lindy Deitz.

Although presenting a united front, the mayors said they would continue to lobby for the best interests of their communities. Or as Blue Mountains mayor Mark Greenhill put it: “There is the potential for significant benefits from a larger Western District whilst preserving the local identity of each community and city.”

Others have concerns. Wollondilly mayor Judith Hannan said the merger was a “logical” move, however, “Wollondilly Council will need to ensure that its voice at the table remains strong, particularly on matters that are critical to our Shire but which may not necessarily be priorities for all Councils within the new District.”

In neighbouring Camden, mayor Lara Symkowiak also said she would “ensure that the Camden area receives the infrastructure and planning support necessary for one of the fastest growing areas in Australia.”

An optimistic Cr Thain said: “We have a vision for the City and the Western City District will provide a foundation to achieve it.”

WHAT THE COUNCILS HAD TO SAY:

John Thain, Penrith mayor
“Council will leverage the strength of this new district and continue to be the voice of the Penrith community.”

Wendy Waller, Liverpool mayor
“The merger will allow for a more coordinated and holistic approach to planning across the eight growth councils and facilitate effective planning around Western Sydney Airport.”

Frank Carbone, Fairfield mayor
“Council will also continue to advocate in the best interests of Fairfield to ensure recognition of and response to our community’s aspirations.”

Lindy Deitz, Campbelltown general manager
“The central presence of the eight local governments in this process ensures a strong voice for communities throughout.”

Judith Hannan, Wollondilly mayor
“There is some real logic in this decision as it is important for the issues and opportunities faced by Greater Western Sydney to be considered and planned for in a coordinated manner at a broad regional level.”

Mary Lyons-Buckett, Hawkesbury mayor
“The merged district unites eight Councils representing diverse communities but which have many interests in common.”

Mark Greenhill, Blue Mountains mayor
“The City Deal is a once in a lifetime opportunity to create a best practice city; a smart city that is more liveable, more productive, more skilled and more innovative.”

Lara Symkowiak, Camden mayor
“This will ensure that the important planning decisions that will occur as a result of the development surrounding the airport can be unified under one district.”

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Welcome

Welcome to the November KPMG Family Business feature articles. If you would like to discuss these articles or how KPMG can help with your business please feel free to contact me on 9455 9996 or davidpring@kpmg.com.au

Whether you’re an innovative start-up or thriving business, KPMG Enterprise can help you take the next steps to growth. To learn more, contact David Pring on 9455 9996.

Anticipate tomorrow. Deliver today.

It’s not what you see, but how you see it.

Welcome

By David Pring

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Late payments create cash flow stress

ROB BAZZANI

LIVE and breathe small business and derive great satisfaction in advising clients in the mid-market.

Small business is the powerhouse of the Australian economy, contributing approximately 30 percent to GDP.

Founders of SMEs are often innovative visionaries who are not afraid to take risks. I have enormous respect for the way they develop what started out as a dream, a hobby or part-time project into a flourishing enterprise.

Cash flow has always been a significant problem to smaller enterprises and late payments have had consistent negative impact. The Xero Small Business Insights Report gives some cause for optimism, as the trend towards late payments appears to be decreasing. According to the figures, derived from the SMEs in the Xero database, the average number of days for enterprises to be paid (based on 30-day invoicing), was 36.2. This is down from the same time last year, when 45 days was the average for small businesses to be paid.

There are also regional variations: the ACT pays the quickest, with average payments occurring at 31.09 days; South Australia is the slowest, with payments taking almost 39 days. Xero’s report echoes trends announced recently by the Australian Small Business and Family Enterprise Ombudsman, Kate Carnell. Data released from her office in August showed that late payments fell during the second quarter of 2017 by 4.6 percent, while prompt payments rose sharply.

On average, just over two-thirds or 63.8 percent of Australian businesses paid their bills on time. However, just 12 percent of ASX-listed companies paid on time, compared with almost 34 percent of non-ASX-listed companies.

Good news then, but there is still cause for concern. Not only do late payments squeeze smaller companies so tightly that many will not survive, but they illustrate a particularly insidious form of power play.

The commercial and psychological imbalance of power between larger companies putting pressure on smaller ones, which have little or no recourse in such situations, is a well-known phenomenon.

Many small enterprises just cannot cope with a lack of cash flow, especially if they do not have stable and reliable sources of capital. Late payments result in lower working capital and ultimately poorer profitability, not to mention increased anxiety and stress amongst the owners of the business. It also creates a poor business environment, making it difficult for the mid-market to thrive.

What can SMEs do in such a situation?

The first thing is to obtain the right advice on how to manage their circumstances, not only from a legal perspective but more pragmatically from a commercial standpoint.

They need to resolve how to manage cash flow implications; where to source alternative forms of capital; where value can be locked into the business and how it can be liberated; and in the worst-case scenario, how to stave off insolvency.

With the right strategies in place, late payments need not sound the death-knell for an enterprise. Hopefully, a paradigm shift in the attitude of big business towards the mid-market will also follow, which will greatly add to the SME sector’s longevity and positive contribution to Australia’s economy.

If you would like to know more about the Xero Small Business Report please contact David Pring davidpring@kpmg.com.au

Article first published by Rob Bazzani, National Managing Partner, KPMG Enterprise Australia.
Cyber security: the role of boards

GORDON ARCHIBALD

Deep awareness is needed from the top to ensure companies are prepared for the complex risks of the future. A new survey and report explores where they are positioned and what needs to be done.

In our rapidly changing world, organisations face new cyber security threats and opportunities. Cyber security is a top business risk that requires board focus and the Australian government has elevated it to the national agenda with a cyber security strategy.

To better understand how cyber security is viewed at the board level, KPMG and other industry leaders conducted the ASX 100 Cyber Health Check.

The research investigated the board’s perspective on cyber security awareness, preparedness and resilience within Australia’s top 100 companies. The health check examined seven key areas which align with a similar survey performed by the UK government of the FTSE 350, the Cyber Governance Health Check 2015/16.

• Understanding the Threat.
• Leadership.
• Risk Management.
• Awareness of Help.
• Cyber Security Incidents.
• Customer data.

With 76 of Australia’s top 100 businesses (96 percent of respondents were directors) participating in the voluntary survey, cyber security is top of mind. The study identified five key trends:

• Cyber security is a major and growing risk. Boards and management increasingly recognise cyber security is a significant business issue and that the threat is increasing. A high 80 percent expect cyber security risk to increase soon.

• Tackling cyber security risk needs a culture of collaboration. Cyber security risk must unite the business community, regulators, and government. Supply chain security is critical as more data is shared online, but 30 percent of the ASX 100 have still not assessed the security of third parties. Moreover, 32 percent are not actively engaging with investors or customers about their cyber security – easily different to 3 percent for the UK’s FTSE350.

• Boards take cyber security risk seriously and are improving their skills. Boards are uniquely positioned to help manage tangible cyber security risk, however, a high 67 percent of boards have not undertaken cyber security or information security training in the last 12 months. This is changing with 28 percent planning to do so.

• Companies are managing cyber security risk better but there’s still more to do. Directors believe companies are making stronger progress in their cyber security risk defence. Most (87 percent) believe they have made an appropriate level of investment in cyber security defences, and of those, 66 percent plan to do more.

• Companies that manage cyber security risk effectively define and analyse their exposure. More than a third (34 percent) of ASX 100 companies surveyed have clearly defined their cyber security risk appetite. However, 38 percent of companies are yet to define their risk appetite, which could have implications for how management make decisions around cyber security risk controls.

Cyber security no longer an ‘IT risk’

Insights from the survey show Australian organisations recognise that cyber security is no longer the domain of ‘IT risk’ and is now considered one of the top business risks that requires focus, leadership and governance.

The survey asked business leaders whether they had explicitly defined a risk appetite for cyber security. More than one-third (34 percent) confirmed their organisation defined a risk appetite; however, a high 38 percent stated they had not. The remaining 27 percent stated it was partially defined.

Organisations with a defined cyber security risk appetite tend to have boards with a clearer understanding of their critical assets and data. Boards of these organisations are regularly updated and have increased confidence in the controls and in the organisation’s ability to respond and recover from a cyber security incident.

Training crucial to set cyber security ‘tone from the top’

The survey highlighted a sound level of general understanding by boards of the importance of cyber security, but also uncovered a significant gap in education and training. More than two-thirds (67 percent) of boards have not undertaken cyber security (or information security) training in the last 12 months. Given the pace of change of cyber security threats, keeping abreast of challenges through training programs is vital for developing and supporting a culture of preparedness.

Risk management remains a cornerstone of cyber security defence

Managing cyber security risks must also have the full support from the board. The survey found four in five business leaders acknowledge more needs to be done to protect against cyber security threats with two-thirds (66 percent) planning to invest more in cyber security defences. And risk management is making its way to the share market with 35 percent of respondents indicating that ‘shareholder value’ is significantly dependent on securing critical information assets.

Prudent risk management must include a strategy for dealing with a crisis should one arrive. About half of Australian organisations are ‘somewhat confident’ in their ability to respond to a cyber security incident; however, 40 percent of organisations do not have a documented and tested resumption plan in place.

Customer data responsibilities on the rise

At the time of survey the recent amendments to the Privacy Act regarding mandatory breach disclosure had not been passed. With 43 percent of boards reviewing and challenging reports on the security of customer data (a similar figure to the FTSE 350 at 39 percent), this needs to improve now the changes have passed through parliament. The focus on how mandatory disclosure relates to crisis management planning will also need to change.

If an organisation, or any third-party it deals with, stores personal information and there is a breach, people have a right to know. If a company is caught out deliberately holding back communication it makes any incident worse.

Next steps to improving maturity

The inaugural ASX 100 Cyber Health Check has demonstrated that boards in Australia’s top companies have a maturing awareness of cyber security threats, but there are still gaps when it comes to building organisational preparedness and resilience.

KPMG has taken the lead in supporting this industry initiative and is well placed to assist boards and senior executives of Australian businesses to assess and benchmark their cyber security capability against the ASX 100.

KPMG has recognised that cyber security is a business risk and also a business enabler. Our industry paper, Connecting the dots: A proactive approach to cyber security oversight in the boardroom, provides detailed guidance on the role boards should play in managing cyber security.

If you would like to find out how your company can benchmark itself against the ASX 100 or receive industry paper Connecting the dots: A proactive approach to cyber security oversight in the boardroom, please contact David Pring davidpring@kpmg.com.au.

Venture Pulse: Q3’17 Global analysis of venture funding

Quarterly global report on VC trends published by KPMG Enterprise.

KPMG Enterprise’s Global Network for Innovative Startups launched the Q3’17 edition of the Venture Pulse Report. The report analyses the latest global trends in venture capital investment data and provides insights from both a global and regional perspective.

This edition of the quarterly series provides in-depth analysis on venture capital investments across North America, EMEA and ASPAC and will cover a range of issues such as financing and deal sizes, unicorns, industry highlights and corporate investment.

While the number of VC deals globally continued to decline, the total amount of VC investment remained strong quarter over quarter.

The top 10 deals globally accounted for almost one-third of total VC funding, highlighting the pivotal role of large deals in the ongoing health of the VC market.

The continued decline in the number of deals, particularly at the earliest deal stages has also shown how investors continue to be cautious with their investments – conducting significant due diligence of potential deals even at the seed and angel funding stages.

In this quarter’s edition of the Venture Pulse Report, we explore these and many other global and regional trends, including:

• The rising number of mega-deals across the globe.
• The increased due diligence being conducted on deals of all sizes.
• The evolution of virtual reality and augmented reality – and its application across sectors.
• The growing importance of corporates amicably pull back from ‘tourist’ investors.

If you would like to receive a copy of Venture Pulse: Q3’17 Global analysis of venture funding please contact David Pring davidpring@kpmg.com.au.
Growth looks different for every business.

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Family Business

Dismissal for foreshadowed hangover was valid but harsh

KARL ROZENBERGS AND ROSIE MEYEROWITZ

A RECENT case before the Fair Work Commission has found that the dismissal of an employee who let her employer know that she would not attend work the next day because she would be hung-over was valid, but harsh.

This case demonstrates that employers may discipline employees for out of work conduct that is in breach of their general duty to be fit for work.

However, in doing so, employers must be vigilant to ensure they respond proportionately, especially by considering whether prior warnings for similar conduct can be relied on to justify the dismissal.

Facts

At 4.56pm on 25 April 2017, the employee left a message for her employer saying: “Um its ANZAC day, my birthday, and I admit I have over indulged so I’m taking into account one of the golden rules be fit for work and I’m not going to be fit for work so I won’t be there.”

The employer alleged that the employee breached its code of conduct by not being responsible or accountable for her actions and specifically referred to her decision to drink so much that she would be unfit to work the next day.

The employer also relied on the employee's previous warning for similar conduct.

For her part, the employee argued that there was no valid reason for her dismissal because it related to out of work conduct and that the employer’s decision to dismiss her was also disproportionate.

Deputy President Barclay found that there was a valid reason for dismissal, being the employee’s refusal to attend for work without reasonable justification.

He found that while her drinking happened outside of working hours, it had a sufficient link with the employment relationship, reasoning that employees have a common law duty to be fit for work.

However, he also found that the employee's dismissal was harsh because her previous warning related to an extenuating circumstance, where she drank too much and could not attend work after finding out a relative was gravely ill.

In these circumstances, the Deputy President considered that a less severe sanction than dismissal was appropriate. He was also mindful that if the employee had told the employer on the morning of April 26 of her incapacity for work, then her dismissal would have been unlikely.

The Deputy President found reinstatement was inappropriate because the employee was antagonistic toward her former employer and because she failed to understand the significance of her actions or accept that she had done anything wrong. However, he awarded her $8,229 in compensation.

Karl Rozenbergs is the section leader of Employment and workplace relations and Rosie Meyerowitz is a lawyer at Hall & Wilcox. Visit www.hallandwilcox.com.au

Key points

• Employers may discipline employees for out of work conduct.
• Employers must be vigilant that they respond proportionately.
• Employees have a common law responsibility to be fit for work.
What’s changed in marketing?

JOHN WAKELING

SABE winning marketing firm, Marketingheads recently celebrated 19 years in business and were asked ‘so what’s changed in marketing in that time’?

Today the impact of the internet is enormous. Nearly 20 years on, what’s changed is the accessibility to knowledge for customers and suppliers.

Customers and consumers of your products and services are better informed and have at their ready access devices for searching for virtually any information about you, your business and competitors through websites, LinkedIn, Facebook, Twitter, and Instagram etc. and with Google maps they can even check out your premises.

Competitor pricing and your pricing is more visible and transparent than ever before. We have self-proclaimed experts reviewing and scoring your products and services.

These reviews can be very positive but more often than not, are not. So we have completely unknown people to us, people whose food preferences are completely unknown, rating restaurants on Trip Advisor for example.

These reviews, if we take any notice, direct us to what they deem to be the best for their followers.

In the B2B market customers and clients will have checked you out online before they ever decide to meet with you. When they meet you they want to be reassured that they can do business with you, your organisation and your people.

You may think then that price is very important! Of course price is important but it’s not the end of the story. If it was then they would not bother meeting with you.

From our research we know that customers and suppliers are working with communities to ensure the suburbs of Ermington, Melrose Park, Wentworth Point and on to Sydney Olympic Park.

“The exciting plan supports new communities and the creation of public places between Camellia and Ermington and future development planned for Melrose Park,” Ms Berejiklian said.

Mr Constance said the NSW Government has started work on a business case for the preferred route north of the Parramatta River which is considered the best option to achieve a fully integrated transport and land use plan for the precincts.

“We are going to finalise a business case for this project by the end of 2018 and are working with communities to ensure we can maximise the potential for this option,” Mr Constance said.

“We know it will provide a direct, frequent and reliable public transport connection for these areas and connects the new Western Sydney University campus at Sydney Olympic Park with its three campuses serviced by Stage 1.

“Light rail will also realise Sydney Olympic Park’s potential as Sydney’s premier destination for cultural, entertainment, recreation and sporting events, as well as linking businesses and residents in surrounding areas,” Mr Constance said.

A Final Business Case for Stage 2 is expected to be completed in 2018, with an investment decision and details on the timing of construction to follow.

The Environmental Impact Statement for Stage 1 of the project have been sought to design and construct, supply, operate and maintain the network.

Construction on Stage 1 will start in 2018, pending planning approval and will begin operating in 2023.

Find out more about Stage 1 and 2 of Parramatta Light Rail at: www.parramatta-lightrail.nsw.gov.au

Light rail stage 2 confirmed

THE Parramatta Light Rail will provide reliable and modern public transport service to Sydney Olympic Park, with the NSW Government today announcing plans for the stage 2 extension of the project.

Premier Gladys Berejiklian announced the planning for Stage 2 was underway and is expected to be completed in 2018.

“I am pleased to announce Parramatta Light Rail Stage 2 is another step closer to connecting Greater Parramatta to the booming sport, entertainment and employment hub at Sydney Olympic Park,” Ms Berejiklian said.

“Our preferred nine-kilometre route will connect with Stage 1 of the project north of the Parramatta River through the suburbs of Ermington, Melrose Park, Wentworth Point and on to Sydney Olympic Park. The exciting plan supports new communities and the creation of public places between Camellia and Ermington and future development planned for Melrose Park,” Ms Berejiklian said.

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Make 2017 Your Time To Shine!

CONNECT SUPPORT LEARN

Success Network

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The Access News Australia Regional Roundtable is an invitation-only forum of influential people that have an interest in developing business excellence, exchanging ideas and networking. The ANARR meets in a private boardroom setting. Following is an edited transcript of the most recent Round Table session, held at Casula Powerhouse Arts Centre.
Mayor Wendy Waller: Good morning everybody. Welcome to our Round Table. We hope you get a lot out of today. I’d like to acknowledge the traditional owners of the land and pay my respects to elders past and present.

Jim Taggart: Well, Madam Mayor, thank you for that introduction. And a very warm welcome to each and every one of you. I’m really delighted to be here and facilitate what I think is going to be one of the most exciting opportunities in terms of the various stakeholders around the table that I’ve entertained. Can I just say, Madam Mayor, congratulations on taking this step. It’s a very exciting time for you and your team. Ok let’s start with the introductions. Michael, I’ll start with you.

Michael Walls: So my name is Michael Walls. I’m a newspaper editor, publisher and journalist. I’ve worked in News Corp and Fairfax. I’ve worked for universities, managing media and publications including UNSW and AGSM. These days I publish Western Sydney Business Access and Central Coast Business Access. And we’ve got an interest in various websites and online businesses. And we’ve been doing these Round Tables for about 4 years now and we’ve done about 33 of them and Jim has been Chairman of most of them. So, thank you to Liverpool Council for working with us today on this one.

Jeff Gibbs: My name is Jeff Gibbs. I’m the Chief Operating Officer of Moorebank Sports Club. I’ve been working there for about 10 years. We’re a club that’s grown over the last 10 years. And I’m glad to be here today.

Jim Taggart: Thanks Jeff. Diane?

Diane Wells: I’m an accountant and I live in Casula and work from home. But today, my hat is I’m the treasurer of the Liverpool Chamber of Commerce. So, I’ll be at all of you to make sure you’re all members.

Jim Taggart: Thanks.

Pat Hall: I’m Pat Hall. I’m the CEO of Liverpool Neighbourhood Connections. We look after about 22,000 people annually in Community Centres. We run social enterprises, things like that.

Jim Taggart: Thank you.

Mark Roberts: I’m Mark Roberts, Senior Manager, Strategic Projects, University of Wollongong. I suppose, relative to other organisations around the table, we’re a new member of the Liverpool family. Hopefully out of today’s discussions, I suppose, of the perspectives from outside organisation looking in at what we saw as some of the opportunities here.

Jim Taggart: Thank you, Mark.

Amanda Larkin: I’m Amanda Larkin. I’m the Chief Executive of South Western Sydney Local Health District, of which Liverpool is our Tertiary facility. Probably for Liverpool, we are one of the biggest employers locally – but more importantly, a driver in terms of feel around Liverpool’s future. Our relationships and partnerships with the universities and also the businesses, I think, are critical going forward. I think there is significant priority on what Liverpool will look like from a health and education perspective in the next 5, 10 years. And I think it’s a really exciting time. I have no qualms to say to you: this needs to be the best hospital in Australia. It has absolutely the potential for that in terms of what it’s doing at the moment. Our partnerships with UNSW have been long and deep. And probably with Liverpool itself, we would be one of your longest standing institutions, and we stand proud in terms of delivery of services for a community that, in south western Sydney, over the next probably 5 to 10 years will be well over a million.

Jim Taggart: Thank you, Amanda. I’ll just briefly say I’m Deputy Chairman of the Regional Development Board for Sydney. I sit on 3 councils in their audit and risk committees. I teach at Notre Dame part time. I’m retired. I have 7 beautiful grandchildren. So, really, that’s more important than all the other stuff. It’s just to give you some idea of what I do. I’ve been involved with the Salvation Army for the last 23 years and have done lots of different things. So, I’m very delighted to be part of Western Sydney. Thank you, Madam Mayor.

Mayor Wendy Waller: I’m Wendy Waller, Mayor of the City and grandmother to 10 – and the youngest is sitting next to me. They’re all girls. No boys. Liverpool is very much I think a city on the move. I have to say, since the election in September – and I’m not being political - there’s been a real change in tempo and change in what’s happening. And I think we’ve gone from just looking at building being built to a lot more structure and a bit more community focus but also issues that mean a lot to all of us, but also to our residents – plus the employment opportunities which we’re working very hard to get onboard. And I think we’re having some success with that – and that’s because everybody is working together and we’re all on the same page. And I think that’s so important that we’re all working together for the same end.

Kiersten Fishburn: I’m Kiersten Fishburn. I know most of you. I’m the Chief Executive of Liverpool City Council. I actually came this morning from doing my staff induction. And, at that, I got to talk about the fact that Local Government, I believe, is the most exciting tier of Government to work in. In my job, you usually get to do everything from speaking to a Federal Minister to inspecting potholes on Fifteenth Avenue – and that’s in the same day. I love the fact that we are very community focussed as a Council and an organisation. And Pat and I, you know, go back longer than that. I also think that not only is Local Government the best place to work, but Liverpool Council is the most interesting Council to be in. We are the only Council in Australia that is getting an airport in their back garden just for a start. You know, not many other Councils are getting a $3.3B investment straight in the back garden. But we are the seventh largest Council in NSW. And that will increase in size and scale. We’re the second fastest growing population in NSW, next to Camden which is next door to us. And we are the second most multicultural, next to Fairfield which is next door to us on the other side. So we have some really interesting dynamics at play in our Local Government Area, along with all of the things that Amanda mentioned in terms of the growth, and the hospital, and the education sector. So, that’s my booster speech. I’m kind of Booster In Chief. And I think, you know, thank you for being here and sharing the Liverpool journey with us.

Jim Taggart: Theo?

Theo Psychogios: I’m Theo Psychogios. I’m a Partner with Deloitte, and I lead the Economic and Commercial Advisory Practice in Western Sydney for the firm, and was the lead author on a piece we put out about 18 months ago called Shaping Future Cities, which was a focus on trying to create 200,000 jobs in Western Sydney and which we were very lucky to have a great patronage from both representatives of Liverpool and all the Western Sydney communities, and very large organisations. So, we feel very invested in this region and looking to see its prosperity and its opportunity fully realised.

Jim Taggart: Thanks Theo. Peter Hutchings: I’m Peter Hutchings from Western Sydney University. I’m here in the capacity of being the Provost with responsibility for the development of our Liverpool Campus, which is an offshoot of my other role which has been Provost at our Bandstown Campus. So, the University is strongly committed to a vision around developing education for Liverpool and the employment opportunities, not just having a teaching campus. We’ve also got a Business Incubator as part of that campus. So that’s an important element of what we’re hoping to do.

Jim Taggart: Thanks Peter.

Tony Kelleher: Tony Kelleher. I’m representing the University of NSW. I’m currently the Acting Dean of Medicine. I’ve been appointed as the Medical Director and as the Dean of Medicine, I want to represent the University and the Faculty of Medicine, and also the University of NSW has this 2025 strategy, which we’re a couple of years into. And one of the underpinning parts of that strategy is for the University to be outward looking and to impact on affected communities. And, as a Doctor and as the Dean of Medicine, I want the University and the Faculty of Medicine to impact on these deprived communities.
I think the University of NSW has a track record of doing that very effectively. And we look to do that more effectively and build on our long term relationship with Liverpool Hospital. So, we’re very enthusiastic about this.

Jim Taggart: Thank you very much.

Gerard McSpadden: My name is Gerard McSpadden. I work for Abacus Property Group. We’re a listed Australian real estate investment trust. We are heavily invested in Liverpool. We own Liverpool Plaza and a number of other development sites around the LGA. So, we are into commercial and residential as well. And I was just saying to Jim this morning that it was just last Friday that our Managing Director and a number of our Directors were sitting around and we had a 2 and a half hour strategy session on one Council – and that was on Liverpool. We were trying to work out what we were doing, where we were going, what our intentions were with our properties around the site. So, I was very happy to be here because it is exciting to be getting in today. So, thank you for the opportunity.

Jim Taggart: Very good. And Arthur?

Arthur Ingles: Thank you, Mayor Waller and Kiersten for the opportunity to be here.

Jim Taggart: The University of Wollongong?

Mayor Wendy Waller: Yes. The Western Sydney University is opening in March I believe. My old University. And it will also attract a lot of students to the CBD. And I’m conscious from the design of that particular venue, there’s a lot of internal comforts for the students as well. And there’s been offers done with Westfield so they can get a percentage of meals in the Food Court. So, there will probably be an influx of students within the CBD and the Mall area, which we’re hoping will stimulate night restaurants in the Mall, which would be useful. We are very multi cultural, we have over 150 different nationalities in the area. And quite harmonious when you look at what happens across the world today. And we also took, I think, it’s 80% of the Syrian Refugees?

Kiersten Fishburn: Roughly.

Mayor Wendy Waller: I think we’ve managed that process reasonably well, given it is a complex issue. And a lot of folk have really come to Liverpool, I think with a genuinely open heart. And we run regular Citizenship ceremonies. We actually have about 80 to 85 – sometimes 90 people – being made Citizens about every 4 to 5 weeks, in Liverpool as well. And I’ll tell you a quick story. Recently, a gentleman got his Citizenship, and he had a little boy with him. He left the stage – came back for the little boy. And he said to me: ‘It’s the first time I’ve had a country to call home. I’ve been a Refugee all my life. And every time I tell that, I choke up because I thought, well, you know that probably sums up Liverpool. Liverpool is a home – and while it has all the complexities of business and Universities and work, it is a home. And I think that’s what we really have to work hard for – is to ensure that it is a place where people can be born, can go to school, can live and work, and have their families, and be very proud. And I think that’s our main aim.

Jim Taggart: Madam Mayor, we’re going to talk about that in the second part because that’s really the vision of what you’re trying to say. At the moment, let’s talk about the current state. And I’m going to shoot to you in a moment, and then to you, Gerard, about your conversation last week in a very general sense about what you think are challenges going forward. Kiersten, can we have your thoughts?

Kiersten Fishburn: I think the Mayor has summarised very well the interesting prospects in Liverpool. It’s a home. It’s a very established, it’s a very old City. It’s the fourth oldest City in Australia, which people
Continued from page 29

forget. They kind of think of Liverpool as a place where you come from the bush and you go east of Parramatta, don't really understand what Liverpool is. We've got in Liverpool is that we've still got this community is and how dynamic and active and amenity and service. I think that you've got to quarantine, and you've got to think about the city that you want. When I think about Liverpool, it needs to build a narrative and a physical connection between its river and its airport. And so, when I think about the City I actually don't think about the CBD. I actually think if you start focussing on the CBD – albeit that there is work and it's a centre that needs to work and needs growth and opportunity – but if that's where that focus goes, you'll actually be turning your back on the growth from the river all the way back out. You've got to get your town centre right – absolutely. And Western Sydney centres all have this challenge. Their town centres have let them down. But in retrosect, we've got to remember too how Western Sydney was made. We're 70 years later; We're now playing catch-up on what was neglected at that point in time.

Jim Taggart: Thanks Theo, Amanda, your thoughts? I mean, you're at the cutting edge. And I look at the Universities and so on where there's strong relationships. Your thoughts.

Amanda Larkin: So, I actually want to put a slightly different picture. Theo, I hear what you said – that it's very much around language and story. I think many people don't think that's true. Yes, often Liverpool Hospital is on the front page of the paper or on the front news because there's been some sort of significant incident. But there are some absolute jewels in the crown here that people really need to understand. You go to get a CBD – not like Parramatta, not like Blacktown. We've got a CBD conected to the main transport line. Roads are a challenge, I've got to say. That's one of my issues around in terms of how you get in. But it's not uncomfortable – right? It's very feasible. You've got a walkable City, where people can get from one end, get off a train and walk to the other end, and actually get there. Councils can't be looking at that mixed space in the CBD between residential and commercial which, to get a CBD going, you really need both. We've got Universities – and I'm talking probably behalf of you, but you're linked with me – who are absolutely bending themselves over backwards. If I get one more proposal from a University in terms of what you'd like to do with the hospital? I've probably never had that much interest in probably the total time that I've been down here in the South West – and I've done it for a long time. So, there's this absolute vibe because people understand it's happening right now. I hear the thing about the West and whatever. But there is so much that we can actually leverage off here. That's what we've got to talk about. So, from Liverpool's perspective, we want a health, education and academic precinct. We want to build a narrative and a physical connection.
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Continued from page 30

want a precinct that’s absolutely very much in consultation with residents to come out here and relocate and actually work with us in terms of industry development. We’ve got a Samsung, both from a commercial perspective and a device perspective – but also broadly interest in the impact that they want to have around health.

Peter Hutchings: I think it’s fundamental.

Amanda Larkin: But that’s not going to go anywhere if we have the chip, you know. But you do have the challenge: We’ve got to look forward, don’t we?

Amanda Larkin: And the chip has really got to go, and we don’t have it, because if you just look at – all you’ve got to do is go down the main street and see the University – Western Sydney University. Like, it’s literally coming out of the ground. This is not 500 students. This is 2,500.

Jim Taggart: And if we go to the Westmead, the people who actually are interested in coming here still don’t know the full story. And, around this table, we absolutely know it. But what I’m saying is there is a whole stack of information that you just outlined that needs to be shared about what’s happening in Liverpool.

Amanda Larkin: Yeah. But I don’t know whether we should in this continual competition. You know, UNSW has had its main focus in Randwick for years. It’s not going to change that. But its future is out here, because this is where the population is going to be.

Theo Psychogios: Two things that sort of I wrote down earlier: Liverpool is the world in one city. Being able to demonstrate that diversity, that culture – you’ve got multi generations of people having lived in other places in the world, the ability to do research into their health outcomes that could be globally relevant is interesting to me. And that is going to be Sydney’s Western Gateway to the world. But those two concepts, to me, need to be recognised so that we get the richness of the opportunity that’s here.

Diane Wills: But my perspective as a resident, you paint a glowing picture. But Liverpool, the image is just flats. That’s all. The suburbs are good. Cecil Hills and Casula – you look at them – well planned, developers have had to put in trees and parks. But Liverpool, the image is just flats. That’s all people see. Flats and a traffic mess.

Jim Taggart: The challenge of business at the moment? In a general sense.

Diane Wills: Well, there’s very little business in Liverpool, because it’s all commercial. But, you know, in the future if we can attract it, it may be. At the moment, there’s very little business in Liverpool that we have to attract.

Jim Taggart: Alright. It’s 20 past 10. Can you believe, we’ve nearly been going an hour? The conversation has been very fruitful and I’m trying to get different perspectives. Jeff, you look after a large organisation. Tell us about that and what you’re going, and the challenges you have.

Jeff Gibbs: So, we run a club out in the South-East of the PGA. So we are actually this side of the river. So, the challenge for us is looking and seeing what Liverpool has got now and what are we going to grow. We recently acquired another club.

Jim Taggart: Does that mean you’re looking?

Jeff Gibbs: Yep. So, we recently acquired a club in Kresela. We’ve purchased land out in Condell Park, unless we’re going to grow. So, I mean the major changes have occurred. Our club’s existe since 1994. It’s where we grew. We love our membership base. But we’ve got to look at the opportunities of where we’re going to grow. So – and all the things I’m hearing are great. All the things that I’m hearing are really good. If there’s going to be some economic growth in – and where will they stay? So, if there’s 5,000 students coming, are they going to stay on campus or are they going to stay in the surrounding area.

Jim Taggart: You are looking at opportunities?

Jeff Gibbs: So, we’re also a community club. We know our community really well. We invest in sporting codes. We invest in a lot of just sport. Centre: Pat Hall, CEO of Liverpool Neighbourhood Connections.
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The Entertainment Grounds is well suited to hold any function, conference, exhibition or festival. The racecourse provides an entertaining and beautiful backdrop, while inside there are a variety of flexible venues and spaces that can be tailored to suit the needs of any event.

One of the great advantages of The Entertainment Grounds is the versatility of its rooms. The refurbished Panorama Lounge is often used for conferences, weddings and live music events.

It caters for up to 300 guests banquet style or 500 cocktail style in a modern, climate controlled facility. The Lakerview Room caters for up to 500 guests and features panoramic views of the racecourse in a climate controlled room.

The Riverdale Room also caters for up to 500 guests, with an open bar and access to a beer garden area.

This area is perfect for sporting club presentations, social club get-together and birthday parties.

The Entertainment Grounds is conversant with individual workshops to outdoor trade exhibits or product demonstrations.

The venue has everything conference and seminar organisers need to make their function run smoothly.

There is a free planning service to ensure all organisers’ needs are met and that their every expectation is exceeded.

All organisers' needs are met and that their function runs smoothly. Every event is unique, and works with event organisers to ensure their function comes to life.

Events are a variety of flexible venues and spaces that can be tailored to suit the needs of any event.

The team at The Opal understands that every event is unique, and works with event organisers to ensure their function runs smoothly.

There is a free planning service to ensure all organisers’ needs are met and that their expectation is exceeded.

Every event is assigned a planner who can assist in organizing every detail – from catering menus to decorations – to fit throughout the hotel. Our dedicated and professional event planners can assist in organizing every detail – from catering menus to decorations – to fit

The Western Sydney Skills Hub is at level 3, 410 Church Street, North Parramatta.

The Western Sydney Skills Hub also provides a support team to ensure every event is a success, and is on call to assist in its planning and delivery.

The Western Sydney Skills Hub is a modern education facility designed to meet these considerations, and is fast becoming a popular choice for organisations in Western Sydney.

It is a modern education facility suitable for professional development training, corporate planning sessions, presentations, meetings and off-site events.

New interiors, coupled with light-filled rooms, ensures the Western Sydney Skills Hub offers organisations of any size the opportunity to inspire their attendees in a comfortable environment.

The venue has two computer labs, facilities for video and teleconferencing, high-speed internet connection and Wi-Fi access. It can also comfortably accommodate seating for up to 60, with the computer labs catering for up to 15 participants.

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The racecourse provides a perfect backdrop to any event.

For information visit: https://www.theentertainmentgrounds.com.au or call 02 4325 0461.

With an experienced team of in-house caterers, The Entertainment Grounds understands the importance of fine food and offers a variety of menu options including plated meals, buffets and canapé options which allow guests to tailor packages to suit their own specific needs and specifications.

For information visit: http://cabravale.com.au or call 02 9727 3600.

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For more information call 9687 2072, email admin@parramatta college.com.au or visit www.parramatta college.com.au.
If you are planning a Wedding, Corporate or Special Occasion, consider the newly styled OPAL for your next event.

With menus designed to satisfy every palate, we invite you to come and inspect our beautifully appointed rooms and discuss our packages in more detail with our friendly Events Team.

Call 9727 3600 or email myfunction@cabravale.com

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Simply, a natural venue choice

The Australian Botanic Garden at Mt Annan is ideal for conference organisers who are looking for a venue surrounded by the beauties of nature, yet still in Greater Sydney.

The boutique venue space was built specifically to cater for meetings, conferences and workshops, and is certainly a good way to impress event goers.

The Duke and Duchess of York officially opened the Australian Botanic Garden Mount Annan in October 1988 as the final NSW Bicentennial project.

The Garden showcases about 2000 species of Australian native plants.

It is part of the Royal Botanic Garden and Domain Trust and home to the Australian Plant Bank, a major scientific research and conservation centre for NSW flora.

Surrounded by spectacular bushland and wide-open spaces, the Australian Plant Bank easily lends itself to events that require outdoor team-building activities as well as recreational options such as bushwalking and yoga.

The venue can also arrange tailored tours of the Australian Plant Bank led by expert science and horticulture staff.

The success of a conference also hinges on keeping attendees well fed and watered.

Of course, the success of a conference can supply a wide range of delicious menu options that are guaranteed to make any event an occasion to remember.

There are many high-quality accommodation providers nearby, including Rydges and Quest, which makes organising accommodation for multi-day conferences a breeze.

The Australian Botanic Gardens at Mt Annan set on 416 hectares and is just 45 minutes south-west of Sydney via the M5 in the growing Camden-Campbelltown region.

The state-of-the-art facility is at the heart of the country’s cutting-edge plant science and conservation research.

It may be an award-winning research centre, however, the venue lends itself to so much more — with meeting rooms that comfortably seat up to 120 attendees.

The Australian Botanic Garden Mt Annan has a history that stretches back to the early days of the colony.

For information visit www.australianbotanicgarden.com.au or call 02 4634 7933.

Venue space at the Australian Botanic Garden at Mt Annan.
World-class conference facilities

There is no shortage of cafes at Panthers.

There is no shortage of cafes at Panthers.

The pristine Kantara House.

KANTARA House is set on 4.5 acres of natural rainforest on the New South Wales Central Coast.

It is a newly renovated function centre located that offers tranquillity, exclusivity and elegance for any conference, seminar or corporate event.

The venue offers a variety of spaces, including break-out areas, enabling it to cater for any corporate event – large or small.

Kantara House may be set in a rainforest, but it still offers all the modern conveniences needed by conference organisers.

The venue's main space, the Ashley Philip Room, can be configured to host any type of event from weddings, celebrations, anniversaries, corporate functions to lauches.

The open-plan setting means organisers can allow their imagination run wild with set up and decoration options.

The French doors allow events to expand the space further if needed to the tropical green oasis outside.

There is also a second event space perfect for smaller groups with as much grandeur as the Ashley Philip room and – most importantly – it is serviced by its very own bar.

There is on-site audio-visual equipment, including a PA system, projector and projection screen.

The friendly events staff can also source any other audio-visual equipment that is required – including all logistical arrangements.

As well as assisting with the technical aspects of corporate events, Kantara House has a fully-staffed commercial kitchen led by its resident Executive Chef.

The catering team takes pride in providing an endless array of catering options to suit all dietary needs.

The venue is fully air-conditioned and includes complimentary WiFi and on-site parking to ensure all events run smoothly from the moment function goers arrive.

The team at Kantara House partners with clients to ensure their corporate events are purposeful and perfectly executed.

Kantara House was built in the 1960s and was bought by the Reid family in 2014. They then spent two years, lovingly restoring the property to its former glory.

For more information visit www.kantarahouse.net.au or call 02 4369 1528.

Corporate Space with a Difference

Peats Ridge • Central Coast

Set amidst the tranquil rural properties of Peats Ridge ideally located just 40 minutes from Warringah and only 1 hour from Newcastle, The Springs is your ultimate conference and seminar venue. We cater for a variety of corporate conferences from seminars and retreats, corporate golf days and can include a variety of outdoor team building activities, including archery, outdoor chess and lawn games. Our Executive Chef, Dan Capper with produce straight from the local farms can create the ideal menu package for your requirements.

We look forward to welcoming your next conference or seminar with us at The Springs. Contact our events team on 02 4373 1522 or email us at events@the-springs.com.au

For more information visit www.conferencesandseminars.com.au
Award winning chefs and great service at RSL

GOSFORD RSL Club, located right in the heart of West Gosford’s booming industrial and retail area, is ideal for every kind of corporate function.

The venue features five function rooms, which enables it to cater for all types of gatherings, from small meetings held in the Executive, Tasman, Pacific and Board rooms, to formal events catering for 300 guests in the Coral Room.

The club has plenty of free on-site parking and is centrally located to public transport.

The Gosford RSL Events team pride themselves on providing quality service, flexible floorplans, catering options and ensuring every event is a success.

The club is very proud of its team of chefs.

Head Chef Anthony Broussard and Chef Ryan Stanley recently competed in the 2017 Clubs NSW Chef’s Table and were awarded fourth place with the honour of Highly commended.

The venue has a variety of menu options that are designed to appeal to all tastes and dietary needs.

Gosford RSL specialises in hosting networking events, day conferences, training courses, product launches and private celebratory events.

Each room offers WiFi, data projectors and screens, microphones, whiteboards and flipcharts.

Gosford RSL Club owns and operates two motels in West Gosford.

The 4-star Galaxy Motel is next to the Club and offers 50 suites with free WiFi, in-room movies, room service and an in-ground pool, sauna and spa.

This makes it the perfect for corporate events that need quality accommodation. The Ashwood 3-star motel is across the highway and is ideal for touring or sports groups who need clean, comfortable accommodation while remaining budget conscious.

For more information email functions@grsl.com.au, call 02 4323 8311 or visit www.grsl.com.au.

Beautiful bush atmosphere of THE SPRINGS

STYLISH, sophisticated and set in a bush area of unparalleled beauty; it’s hard to go past The Springs as a conference and seminar venue.

The Springs is nestled among the tranquil rural properties of Peats Ridge, ideally located just 40 minutes from Wahroonga and only one hour from Newcastle. The Springs is the ultimate conference and seminar destination venue.

The Springs caters for a variety of corporate conferences from seminars and retreats to corporate golf days, networking nights, gala dinners and multi-day events.

Team building is an excellent way to build up trust and camaraderie among colleagues. It also provides a relaxing break from the talks and information sessions of seminars and conferences.

The Springs makes team building fun for everyone, and a breeze to organise.

There’s no need to bring in external providers, as The Springs provides a variety of outdoor activities that include archery, outdoor chess and lawn games.

Wet weather is no problem, as indoor team building activities include cocktail making classes and farm-to-plate cooking classes.

Executive Chef Dan Capper can create the ideal menu package to suit any requirements, making The Springs the perfect venue for networking nights, gala dinners and multi-day events.

Because The Springs is located among the local farms of Peats Ridge, the quality and freshness of its food is unsurpassed as it comes straight from the farm to the plate.

The venue’s 18-hole par 72 golf course promises to be a first-class golfing experience for all players, with designer state-of-the-art showers and locker rooms. It’s considered one of the best courses on the Central Coast and is suited to golfers of all levels.

Then there are the ottomans, chill-out lounges on the deck and the relaxed vibe of the Duck Inn bar that ensures all guests are treated enjoy the exclusive Springs experience.

For more information call 02 4373 1522, email events@thesprings.com.au, www.thesprings.com.au, or Facebook thespringspeatsridge.

For more information call 02 4323 8311 or visit www.grsl.com.au.

the Springs is a sophisticated venue.
From my experience, Liverpool still has a little bit of that stigma as well, when you talk to people from a commercial perspective. And I start singing its praises. I start telling people how exciting this community is and how dynamic and how much growth economically is going to be happening here. I think the challenge that we’ve got in Liverpool is that we’ve still got a lot of the story to sell.

- Gerard McSpadden.

"From Liverpool’s perspective, we want a health, education and academic precinct. We want a precinct that’s very much in commercially with industry who want to come out here and relocate and actually work with us in terms of industry development.”

- Amanda Larkin.
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Jim Taggart: I want to jump to Badgerys Creek and I’m conscious that we’ve not really drilled too much down into health and so on. We’ve gone across, rather than depth. So Kiersten, please?

Kiersten Fishburn: Well, the airport. So, the land at Badgerys Creek has been designated there, what? For 40 years? It was actually first mentioned in Federal Parliament in 1947. So I always say any time people say Local Government moves slowly, remember that. And to the announcement that it was finally going to be built was a real relief to the land owners, because essentially nothing has been able to open in the western part of the LGA for 40 years because of the potential of Badgerys. We did a survey of our community last year. And 87% of people surveyed said that they believed that the airport would bring economic benefit to Liverpool – which I thought was extraordinarily high. The statistic I like is that 98% of people had heard about the airport. The mind boggles that you can live in Liverpool and and not know about it. So, in terms of timelines, as I mentioned, WSA Co will be located in Liverpool. They open up in mid-November which is extremely exciting. And the first tenders for the airport went out yesterday. The Minister came to meet with the Mayor to advise her. And that’s where the geotechnic design and the first runway is due to be completed in 2026. We have been assured that it is on time – and that they will move heaven and earth to make that actually happen. So, the fact that there is going to be an international airport in less than 9 years is mind-boggling. Council’s aspiration for it very much is that it’s designed as an aerotropolis so that it has business – smart business – located around the airport – not residential. Residential constrains airport use and capacity. We’ve got plenty of land. You can put resi in a lot of other places in Liverpool. But we would really like to see businesses that connect into our strengths already, which are Defence – we’re an old Defence City, we’ve started as a Defence City – the Health and Education areas, Robotics and Advanced Manufacturing, and then around the Agribusiness which bleeds into our equine history as well. So actually, well, the businesses we want to see around the airport and the businesses in Liverpool are already smart and strong there.

Liverpool are already smart and strong there.

The transport arrangements from the airport – which is Liverpool’s land. Above the airport – above Elizabeth Drive – is Penrith Council. And we work very collaboratively with Penrith around the airport. And they have their Science Park proposal – Celestino Science Park. So, that would blend into it as well. But the benefit to aerotropes is being able to get airside very quickly. I can’t believe I can even talk about this. My Degree is in Art Theory. But the benefit is to get airside very quickly. And obviously, with the airport being in our LGA, you’re going to get that flow-on benefit. But I mean, while Councils often are in – you know, I talk about Universities being in competition – Councils are often very similar – actually, this is a regional benefit. Well, it’s a National benefit really. But the regional benefit will flow to the residents of Penrith, Campbelltown, Camden, Wollondilly just as much as they will to us. So, it beholds all of us to be mature about this and to discuss the best possible planning you can regard of where it goes in the LGA.

Mayor Wendy Waller: There’s also currently 8 Councils needing to get together regularly around the concept of the airport and what sort of regional projects we would like to support to ensure this is a mature sort of development. And in that, we’re hoping to get some sort of individual projects in the different LGAs to strengthen their sort of ties to the airport, and so help their residents. And that’s been going on for about 12 months. The Federal Government’s very involved and very supportive.

Peter Hutchings: Getting there.

Mayor Wendy Waller: That’s well, I think. I think the State Government has been caught on the hop a bit, to be honest with you. They’re coming slowly to the table, quite genuinely. But I think it was a bit of a surprise that 8 Councils got together and actually talked to each other.

Kiersten Fishburn: But the maturity of Local Government being able to speak with one voice despite their many different colours and flavours. And I don’t think they realise what a powerful beast that created, by suggesting that Councils speak collaboratively.

Mark Roberts: And it’s important keeping that going. I’ve been on the other side of the fence.

Theo Psychogios: And I think the greatest advantage that you have in this process is that you have a unifying single focus around the airport.

Mayor Wendy Waller: Well, I know Kiersten and I have been in situations where we’ve been advocating for Camden and Wollondilly – quite genuinely because we know whatever happens there will affect us as well.

Theo Psychogios: You need that balance.

Jim Taggart: And that’s really important.

Tony

Mark Roberts: So, I was just going to ask about – so, a question out of ignorance. The transport arrangements from the airport and how does that intersect with this sort of area or the CBD of Liverpool – because, you know, you’d want it to be...?

Mayor Wendy Waller: Alright. So that is an extremely good question.

Kiersten Fishburn: Not well. Not well at this point in time.

Mark Roberts: So, that’s a vulnerability.

Right.

Kiersten Fishburn: And if we talked about a sticking point, well, transport and the road network and transport infrastructure is the biggest single issue for Liverpool that Liverpool Council can’t control at that moment, if that makes sense. We’ve been lobbying very strongly for a North/South connectivity to connect up all these Councils plus the LGA.
cheap. Compared to rail, it’s extraordinarily implement. Yeah. So, we are getting some to implement.

teenth Avenue. That means that they’ll go to Government, in fairness, has given us some density on the roads, if you had clear signali—
to the airport in 25 minutes now, with a good

Although – I mean you could – you can drive around the airport. But that can sometimes

than making it a hub? Is that a risk?

the Liverpool CBD – you know – so that you can be mobile.

And there isn’t a 10 year lead time opportunity before the airport’s operational. 

Kiersten Fishburn: Airport staff jobs when it opens, around 9,000. And around

6,000 to 7,000 around the precinct. And there will be a business park of about 4,000. Construction jobs – they estimate 11,000 over the course of construction. So, yeah. Construction jobs is going to become a major issue in Western Sydney with all the development. We’ve got the Intermodal being built at the same time as the airport.

Peter Hutchings: The airport’s going to be major opportunity for us in terms of research and innovation. Now, I don’t think we’ll be establishing a teaching campus there. But the activities of our programmes will feed into it. We’re starting an Architecture programme which is around urban transformation architecture. Badgers Creek is the prime site for that. We’ve got research that’s already involved in Defence Aerospace. So, that’s another opportunity that is there. The sort of more vanilla things around logistics – all those sorts of things – they would also find a home. So, in the context of any of the Universities, you’ve got an Enterprise Division now looking to be accelerators for enterprise.

I think the University is going to have that kind of presence there, irrespective.

Jim Taggart: And can I just applaud you for your honesty.

Tony Kelleher: So apparently again, the University philosophy on this is to – you know – that we’re not working in isolation. And so the Vice Chancellor again is putting his money where his mouth is in terms of setting up a Division of Enterprise. So he’s torn down the structures that are there and he’s building up a completely new structure to really interact with, you know, industry on – not just in the health space, but you know, in the engineering space – and looking forward and coming up with the solutions for the next century.

Jim Taggart: Tony, can you see a role for the Chamber of Commerce?

Tony Kelleher: So I guess, yes, basically. I mean with the right connections – I mean these things have to be organic. And I don’t think you can force them. But, you know there are a bunch of new initiatives that have just started literally in the last 12 months. So, you know, there are co-sponsored PhDs to embed people in industry during their PhDs, and that sort of thing, as well as incubators and research parks and that sort of thing. So it very much is that the University doesn’t end within the boundaries of Kensington or any other campus where it’s situated. It reaches out into the community and that community is affected communities.

Jim Taggart: One of the interesting things is – and Madam Mayor, you alluded to it – I’m aware of the 8 Councils coming together and trying to develop that. I think a great concept. In a practical sense, will that work? Will you have the upper hand?

Mayor Wendy Waller: I think we’ve got a leading role in the discussion. And we do have a good working relationship, particularly with Campbelltown and Penrith. So, from a collegiate perspective, I think the 3 of us work really well together. And I think that’s a positive. I think we’ve got to be careful not to be arrogant and to exclude other areas. If we can include and try to work together as a group, then as a team I think we’re going to get a better outcome. So, I think taking the airport and running it, is probably not the best way to approach it. But, I’m very pleased. I must admit I was a bit cynical when it started as a process. I’m seeing it now very much as a positive process and that it’s working extremely well. It’s a challenge for a couple of Councils that are on the periphery. I think, over time, if the system and the process works, and the governance works, then I think they’ll be OK long term.

Arthur Heggs.

Continued from page 34

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Continued on page 36
So, the peripheries are very clear. They’re very close to you, know, the Eastern one and on this one, they’re right in the middle. So, they’ll play a valuable linking role in connecting all the South West – both of them – in time. But the middle people need to get their identity first to have something to link to.

**Mayor Wendy Waller:** And we actually went as far as agreeing than having 2 districts because the 8 councils were split into 2 districts – we’ve now agreed to have one district – which makes sense from a planning perspective.

**Jim Taggart:** Your organisation, Gerard – how do you view Badgerys Creek?

**Gerard McSpadden:** We are still lacking understanding of its total impact.

**Jim Taggart:** Specifically?

**Gerard McSpadden:** Oh, I suppose what the economic benefits are going to be to the CBD and also from the residential point of view, and also how that impacts over time. Like, yeah, we’ve got a 10 year lead time before the airport’s operational. But obviously, in that time, there’s going to be significant – and Kiersten just pointed out a number of stats around that which will be great to take back. We obviously see it as a significant benefit – but it’s a case of: statistically, what does that mean. And just getting our heads around that will be very beneficial for us.

**Kiersten Fishburn:** Gerard, I think it’s interesting. When we were speaking to Minister Fletcher yesterday, one of the things that he was talking about was the fact that people who are employed by airports live next to airports. So, Kingsford Smith – 75% of people working at Kingsford Smith live within 5 kilometres, I think. Gatwick would probably be comparable to us. It’s like 75% as well. I think that’s fascinating when you think about facts.

**Gerard McSpadden:** But then, off the back of that, what does that mean for house prices? Obviously – you know – because from a development point of view, you’re looking at construction – you’re looking at – and at the moment, some of the construction prices around here don’t necessarily make it feasible from a build perspective etc. So it’s then what’s the flow-on effect from there?

**Kiersten Fishburn:** Yes. **Gerard McSpadden:** So, they’re just really useful stats for us.

**Jim Taggart:** Medium priced 3 bedroom home in Liverpool, in a general sense, about 700,000 – the front page of the Sydney Morning Herald today. So, interesting in the context, as you say, about doing development – particularly in residential – of what market do you pitch that?

**Theo Psychogios:** But if I’m Pat, and I’m sitting here hearing that, I get quite concerned.

**Jim Taggart:** Well, another statistic that I was able to locate, please – and I hope it’s reasonably accurate – at least it tells a picture – 54% of people in Liverpool rent.

**Gerard McSpadden:** Also, there’s also as you said 70% or 80% of people travel. What’s the real time? What’s the real value of that travel time for families and what economic benefit?

**Theo Psychogios:** Yes investment, yes airport are really great for trade, but it’s people getting 2 hours back a day to spend with their families or themselves.

**Gerard McSpadden:** Family, totally.

**Theo Psychogios:** And all that stuff will just have a massive local dividend with time.

**Peter Hutchings:** Health outcomes.

**Gerard McSpadden:** Health outcomes. It gives them more education opportunity as well.

**Theo Psychogios:** And 87% of people earn $2,000 or less a week.

**Gerard McSpadden:** A wonder how it adds up.

**Jim Taggart:** So, the question I wanted to ask – there’s 2 parts: should there be some type of hospital, Tony, in Badgerys Creek – in the airport?

**Tony Kelleher:** I’m not – I haven’t thought about that. I mean I think there’s current infrastructure at Campbelltown and here. I’m not sure that you would – and at Penrith, right? So, you’ve got that triangle of hospitals. I’m not sure that another hospital at the airport, in itself?

**Jim Taggart:** Well, I’m raising it because it’s 25 minutes from here. I wouldn’t want to be on an emergency bed, waiting. That’s a whole city there. Bigger than a lot of country towns.

**Gerard McSpadden:** I think there’ll be a fair bit of work over the next 3 years with the Western Sydney growth area where – we had the South West growth centre or the airport precinct or whatever, and then you had this big area that sits in between. Now, the Government, Greater Sydney Commission, the Councils or whatever are now turning to there to focus on what happens in that.
pretty extensive area. And I think a lot falls out of it in terms of the size of the residential population that might bring in there will then flow back into what particular services and facilities are going to be required for that sort of... And there is potential for a substantial population in there.

Michael Walls: I’m curious, is that an opportunity for clinicians, for doctors, for some medical centres and that sort of thing? They would follow population?

Tony Kelleher: They’d follow. So I think it depends on, you know, the growth out there and exactly.... I mean there’s already, you know, enormous growth.

Michael Walls: In the cities?

Tony Kelleher: Yes in Campbelltown and Penrith. And I mean, you know, we’ve heard a lot about the ageing population within Liverpool. But in Campbelltown, you know, the population that’s growing is the under 25s at the moment and, you know, paediatric services really need to grow out there, as well as everything else. But, you know, no. I think Campbelltown’s the busiest paediatric AME in Sydney.

Michael Walls: Really?

Tony Kelleher: So, I guess it really depends on the population modelling, I think, as to how large that area of industry is around the airport.

Gerard McSpadden: Look, you’re likely to have some sort of health facilities out there.

Tony Kelleher: Sure. Whether it’s a hospital or whether it’s a specialised medical centre....

Gerard McSpadden: By the time you get into the high end stuff which is hugely capital intensive as well, too, you’d be wary about – given the plans and development at Liverpool, at Penrith, or whatever – in terms of trying to replicate that out there.

Tony Kelleher: Certainly, you’d have those sort of things, absolutely. But, you know, whether you’d actually have a Tertiary referral hospital sitting next to the airport or not is another question.

Jim Taggart: And Peter, again I thank you for your honesty – and Tony and Mark. It seems to me that where Universities are at play, that is a sign of maturity in terms of a society. It’s interesting, because if you go to The Hills – to Norwest Business Park – approximately 17% of that is related to finance and insurance related business. So, it’s interesting how they attract different things. Diane, the Chamber of Commerce. I guess I keep com-

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“I think in terms of discussions around the centre of town and the changes that the student body is going to bring, our experience in Parramatta has really been a learning experience for us. So, we’ve got a 14 storey high rise in the centre of Parramatta, just off the station. And that building has activated over an extensive period of time. And the design of the Liverpool building is going to continue that activation.”

- Peter Hutchings.

“From the perspective of the Chief Executive of the Council, we feel that acceleration every single day. The DA pipeline is $1B at the moment, in which Council are investing fairly heavily as well. It’s got a Civic Place at a $100M investment.”

- Kiersten Fishburn
ing back. You're an important part of business in Liverpool.

Diane Wills: I think it's good for Liverpool. Initially we've got that head office. But I do think that, if they're really not making sure we get everything lined up properly.

Mayor Wendy Waller: And we work with the Chamber very closely. I think the issue about planning what's going to come in the future – it's a very obviously important issue here. I don't think anybody should be caught flat-footed. And I think that's been part of the problem in the past. So, what we do out there needs to be properly planned. And also, it has to be done – I suppose – from a fairly researched perspective, so we don't end up with something that really won't work for whatever reason. Now taking the Business Park idea – that might be the best way to do it, but it may not be. And I think at this point, I should agree with you, because we don't have enough sites and other things to cater for the demand.

Kiersten Fishburn: It and it depends what business Park the Mayor is referring to. Maybe refer to the Mayor. If you have already committed to going into essentially Bringelly – well, my understanding is Bringelly would never locate in the CBD. So it's making sure, yeah, you don't cannibalise yourself when you try to try and develop another one. And that's why – I mean, I would fully support a Development Corporation model. And then we can work in-discipline with that.

Peter Hutchings: The ancillaries around the businesses, that's quite a great asset. I've got a project I disagree with the Mayor. If you have already committed to going into essentially Bringelly – well, my understanding is Bringelly would never locate in the CBD. So it's making sure, yeah, you don't cannibalise yourself when you try to try and develop another one. And that's why – I mean, I would fully support a Development Corporation model. And then we can work in-discipline with that.

Tony Kellahan: I think you main issue generally is going to be to provide enough sites and other things to cater for the demand.

Kiersten Fishburn: Have you been talking to my Economic Development team? Well, we've only got 90 acres of greenbelt or industrial land left in Liverpool.

Gerard McSpadden: It's a significant issue. We've got mostly industrial or urban areas that don't think the demand side of the equation is going to be a real problem. It's going to the supply side equation.

Kiersten Fishburn: No. Supply is a challenge at the moment.

Jim Taggart: And can I take that one step further again? Generally speaking, in Western Sydney, one of the biggest concerns that a number of councils and people have is in relation to recreation, and particularly sporting fields. How are you looking at that within Liverpool?

Kiersten Fishburn: We've got 90 sporting grounds. We do service our current population fairly well. Part of our issue is preservation on other Councils around us who don't have as much. So, they come into Liverpool to try and utilise our grounds. It's something that we're very conscious of. We're about to build a new facility in Middleton Grange which will be 2 full soccer fields and really high level facilities. We are fortunate that Western Sydney Parklands bisects the Liverpool LGA. So it acts as a bit of a green lung. And they exist in 3 Councils – we're the last of their Councils for them to develop their grounds. So, it will be a matter of us working very strategically. And Council is working very strategically with them to utilise those parklands to make sure we're built in recreation as we keep growing. It's a big issue though – it's an issue for all the Councils.

Jim Taggart: Madam Mayor, what incentivise – and I use that, and I don't mean just in a monetary sense, what dialogue is open to these various stakeholders who want to come to Liverpool?

Mayor Wendy Waller: Well, I'm conscious that our Economic Development staff are very on-board. So, I would suggest that if people have any issues or queries, they find it's SAP. And I know Julie is out-side. So, if you haven't met Julie, make yourself known. We're very aware of the complexities and sometimes the sensitivities of what's happening within this LGA. So, I think we need to keep the dialogue open – the communication open. I mean, to be hon-est, sometimes we won't be able to do what people want because there are limitations on what Council can deliver. But over all, we are trying desperately to accommodate what people need, and their opinions. I think one of the problems we need to address is people need to be heard because, if we don't get it right, we're going to ruin it for the future. So, it's really important we get it right.

Jim Taggart: And you started your comments this morning, after our welcome, by saying that if we don't get it right, we're going to get it wrong. What do you really mean by that? Are you saying the transport could be so poorly constructed?

Mayor Wendy Waller: We've got to continue to lobby for different transport modes and also get better road systems, making sure people can get around – whether it be private transport or public. We've got to make sure that we get out what we deserve. And we deserve quite a better deal than we're getting. What do you really mean by that? Are you saying the transport could be so poorly constructed?

Mayor Wendy Waller: Well, we've got to continue to lobby for different transport modes and also get better road systems, making sure people can get around – whether it be private transport or public. We've got to make sure that we get out what we deserve. And we deserve quite a better deal than we're getting. What do you really mean by that? Are you saying the transport could be so poorly constructed?

Arthur: And the key there is, whether the potential of what will actually happen, whether it's state or federal funding. Arthur:

Mayor Wendy Waller: That's right. Exac.

Jim Taggart: So, you have opened dialogue. What dialogue do you open to the community to come here and help?

Mayor Wendy Waller: In terms of global industry or...

Jim Taggart: Well, just in general. But, I mean, you would like to say to a Google or an Amazon?

Kiersten Fishburn: In terms of what Council is doing, I think we're only just at the beginning of being able to think about those type of relationships. However, we are remarkably open in Council to business. I think so. I mean Arthur should know. I'll take the phone call from anyone, and have that conver-
sation. I think one of the things we need to do is get to commercial in our CBD. But, until we get that, there is no point going and lobbying, because you have nowhere to put people. So, it's accelerating the develop-
ment. And that's why – I mean, I would fully support a Development Corporation model. And then we can work in-discipline with that.

Jim Taggart: And you got a lot of small, smart businesses. And that's just as, probably through our connections into health, education, through people like Theo – that's really important for us too. That's just as, probably more important than getting a global busi-
ness. And to some extent that's the responsi-

Gerard McSpadden: As long as it's done honestly – not in a dishonest way – and I think that's been a self-fulfilling prophecy in a sense. So, we do have to sell the City. And I think that's the thing one we genuinely try and do in an honest way – not in a dishonest way – and quite aggressively, so that people can get with the programme, and they understand that we are a place that's respectable, but also moving rather rapidly with a lot of positives. And we need more child care. So, that's long day care. The point of the thing is, though, we have some opportunities. It's a City of opportunities. Over the last 6 years that I've seen massive change in the profile of the area, in a good way. I think basically we're starting to see huge changes still coming, especially with the demographics. And I always like that people can recognize that 25% of the popula-
tion is over 55 – because people get focussed on children and families – and that's all there is. But there isn't. Liverpool is very unusual, because it has both these ends grow-
ing quite considerably. So, we've got people who have lived in Liverpool, like myself, for a long time. And they're not going anywhere. They're staying. And maybe their family's moving into the area. Maybe, maybe not. But, it is a place, as I said, that people can still afford to move to. You know. There's a lot of great variety of accommodation styles that people can choose from. I think the challenge, though, as I said earlier, is to make sure we bring community with us. We also make sure that we have the transport right. That's a challenge, because it's something that's well and truly out of our hands. But we are trying desperately to address that. So. I think we have a very positive future. And if we all continue to work together, I think it's going to be even better.

Jim Taggart: Madam Mayor, thank you. And thank you to Liverpool City Council and to Western Sydney Business Access for arranging this round table. Liverpool is facing an unprecedented era of growth. And I know that many people around this table will be very involved in that growth. Thank you all again for attending. It's been great.
Rubyfruit wins Business of the Year

PHYLILS MCGRAW

G LITTERING dresses and smart suits abounded as Blue Mountains business people celebrated their night of nights on Friday, October 20.

The 11th annual Blue Mountains Business Awards, held at the Fairmont Resort, Leura, saw 256 business owners, their families and staff gather to celebrate their collective achievements.

MC Tiriel Mora of Frontline and The Castle fame hosted the event with aplomb, ably assisted by Blue Mountains Regional Business Chamber (name and title), while singer Mataya Young wowed the audience with her beautiful jazz vocals accompanied by guitarist Dave Hutchinson.

The Blue Mountains Chamber hosted the event with major sponsor Scenic World.

Chamber executive general manager Julie Bargenquast said the evening was a great success.

“We’ve had loads of positive feedback,” she said. “It was our biggest awards yet in terms of the number of awards given out.

The important thing about the awards is that it celebrates small business success.

“We need to keep honouring our small businesses and celebrating their success otherwise it’s a pretty lonely journey.

“It’s competitive process, so each year your competitors are constantly upping the ante, so you need to as well.”

Ms Bargenquast reminded finalists who did not reach the podium this year that it was important to keep trying.

“Businesses take time to develop,” she said. “Don’t give up, because all those businesses who took home awards have been trying for years.

“Mountain Whispers is one example. She didn’t just start entering and winning.

“Then last year she won a regional award and this year she won the regional award again and won a state award as well.”

Prizes were awarded in 21 categories throughout the night, with another two businesses inducted into the Hall of Fame and two Highly Commended.

At the end of the evening the coveted major award, the Harry Hammond Award for Business Excellence went to Rubyfruit Vegan Bakery, which also took out the Excellence in Sustainability Award as well as being inducted into the Hall of Fame for winning the category three years in a row.

The Harry Hammond Award is named in honour of pioneer Blue Mountains businessman Harry Hammond, who founded the Scenic Railway and Scenic World.

Mr Hamond passed away in 2000, but his son, Scenic World Director Phil Hammon, and granddaughter, Scenic World Managing Director Anthea Hammon presented the award to Rubyfruit owners Simone Bateman and Amanda Solomons.

“It was awesome,” Ms Bateman said of the win. “And [being inducted into] the Hall of Fame means a lot to us.”

But winning the Harry Hammond Award was not only the icing on the cake, but a huge surprise.

“We were shocked,” Ms Bateman said. “We didn’t expect it.

“It’s one of those things you think go to really big businesses that are a lot more mainstream than us.

“It was amazing for us to be recognised not for how we’re operating the business.”

Ms Bateman encouraged other Blue

Continued on page 40
Winners were:

- Harry Hammond Regional Business of the Year Award: Rubyfruit.
- Hall of Fame Award: Ask Roz.
- Young Business Executive Award: Bree Curran, Eagleview Estate.
- Young Entrepreneur Award: Dean Edmonds, E-Smart Solar.
- Business Leader Award: Lyn Smith, Woodford Homes.
- Excellence in Small Business Award: Mountain Whispers - The MW Collection.
- Excellence in Business Award - 20 employees or more: Woodford Homes.
- Excellence in Social Enterprise Award: Cancer Wellness Support.
- Start Up Superstar Award: Just Pressed t/a Blue Mountains Love.
- Hospitality Business Award: Mountain Whispers - The MW Collection.
- Hospitality Business Award: Whisker.
- Creative Services Award: Wild Valley Art Park.
- Business Services Award: Woodford Homes.
- Home-Based Business Award: Illuminart.
- Excellence in Accommodation Awards > 15 beds: Blue Mountains YHA.
- Boutique Accommodation Provider Award: Shelton-Lea B&B.
- Tour/Transport Operator Excellence Award: Bygone Beautys.
- Employee Inclusion Award: Mount Victoria Manor.
- People's Choice Award: Glen Ella Luxury Blue Mountains Accommodation.
- Highly commended (Start up Superstar Award): The Stray Whiskers Escape.
- Highly Commended (Customer Service Award): Eagleview Estate.
- Highly Commended (Home-Based Business Award): Conveyancing Smart.

The difference between the winners and the non-winners is the degree of detail and passion that’s shown in the applications. You can really tell those businesses that are passionate about their business.”

- Lawrence Atkinson.

When Trumans Chartered Accountants bought a practice in Katoomba 10 years ago, it was a return to the company’s country roots.

“We first started life in Grafton, so we started as a country firm of accountants 97 years ago,” general manager Lawrence Atkinson said.

“We then ended up in the city (the firm is headquartered in Chatswood), but we particularly like to work with small businesses to help them grow.

“Being in Chatswood, and having been in many locations over the years, the majority of our clients are very diverse geographically, so when we purchased the business in Katoomba it was an opportunity to actually have a very closed geographical client base.

“The Blue Mountains seemed to be a logical place where we could get involved in the community and become tied in with the local business community through the Blue Mountains Regional Business Chamber.”

Mr Atkinson said the Mountains was a fabulous community.

“Trumans loves being part of the Blue Mountains community,” he said.

“We’ve got some terrific clients in the mountains and we’re proud of the work that we do.

“It’s an absolutely fabulous community and my belief is that it will keep growing as the business centre of NSW moves west,” he said.

“Sydney started as the central business hub. That moved out to Concord, then out to Parramatta and now it’s heading out to Penrith.

“So, it’s all heading the Mountains way, and that’s where the growth seems to be.

“There’s a lot of businesses in the mountains that can take advantage of that, and we want to be part of that too.”

Mr Atkinson said there was huge potential for Blue Mountains businesses to take their products and services to the world.

“People may think of the Blue Mountains as a tourist destination, which of course it is, but it’s also a thriving business hub and I’d love to see Katoomba Street be the George Street or Martin Place of the Blue Mountains,” he said.

“I sense an opportunity to put the Mountains on the map as a business community.

“There are opportunities to enjoy the Blue Mountains environment at the same time as having a business.

“You can work from home up there with the advent of technology.

“It’s pretty special to me that many of these businesses are not just contained to the Blue Mountains, they’re actually spreading into national and international opportunities.

“We should have more and more businesses up there that can go international.”

Trumans started sponsoring the Excellence in Small Business Award three years ago.

He said this year’s category winner, Mountain Whispers – The MW Collection, was a worthy recipient.

“Lorraine is a great example of somebody who keeps trying and never gives up, which makes her a very worthy recipient of the Trumans Excellence in Small Business Award.”

Mr Atkinson said there were several benefits to entering the Blue Mountains Business Awards.

“I’ve had the benefit of being a judge for the past three years and I believe that the benefit of entering these awards is, first of all, as a business owner to focus your attention on your business,” he said.

“If you answer the questions in the entry process to the best of your ability, it gives you the opportunity to build a business plan around your business.

“The difference between the winners and the non-winners is the degree of detail and passion that’s shown in the applications.

“You can really tell those businesses that are passionate about their business.

“They know all about their business, they know where their business is going, they know what it is that they’re looking to get as an outcome.

“You’ve got to take your hat off to them that they haven’t given up. They’ve continued to apply year after year, and that’s really good.

“It means that they are really passionate about their business and therefore deserve all of the things that will ultimately come to them.”

Mr Atkinson’s message to anyone considering entering next year’s awards was: “Give it your best shot.”

“Don’t leave it until the very last minute. If you’re thinking about going into the awards next year, start planning for it now.”

“Start putting bits of information aside. Put it all in a folder or a file on your computer somewhere that you can look back on things, because there will be things that occur during the year that you may forget.

“It’s a long process and the ones that tend to win are the ones that do really good applications or submissions.

“Well done to all the winners, but also well done to all the entrants for having a go.

“Don’t be disappointed if you didn’t win anything this year, there’s always next year and use this year as a learning curve.”

Mountains businesses to take part in next year’s awards.

“Winning is nice recognition, but for us what’s invaluable is the feedback you get from the judges that enables us to improve what we’re doing from year to year.

“I really encourage other people to enter the awards for that reason.”
Shelton-Lea thrilled to be a winner

VERY excited, is how Shelton-Lea B&B owner Paul McLaughlin describes his business’s win at the recent Blue Mountains Regional Business Awards Category Best Boutique Accommodation < 15 rooms.

“It was the first time we’ve entered the awards,” he said.

The “we” refers to wife and business partner Jenny, with whom have operated the Katoomba bed and breakfast for nine years.

“We knew we had a very good product,” Mr McLaughlin said.

“We’re happy to be able to ride on the tail of this win and go for it again next year.”

Like many Blue Mountains business people, Mr and Mrs McLaughlin are committed to protecting the natural beauty and healthy environment of the region.

Shelton-Lea B&B meets the low carbon tourism gold standard and is plastic bag free, supplies cruelty-free toiletry products to guests, and is equipped with water tanks, solar panels and a worm farm.

Mr McLaughlin said there had been a positive reaction to Shelton-Lea B&B’s win.

“The main reaction has been from within the tourism industry,” he said.

“Lots of people have been congratulating us.

“A lot of guests have seen the trophy on the shelf and made comments, and we’ve also been mentioned on social media.

“Nearly 3000 people have viewed and liked the post about our award win.

“It’s well worth it,” he said. "Filling in the submission makes you think about what you’re doing and how you do it and what you can do better as well."

For information call 02 4782 9883 or visit www.sheltonlea.com.au
Wine tours a winner with corporates

WINE tours have always been popular as a weekend and/or midweek getaway for couples or groups of friends. But according to Paul McLaughlin, Tour Director of Western Wine Tours, they are becoming increasingly popular as a social event during corporate conferences, hens and buck’s parties, Christmas parties and anniversaries.

The Katoomba-based business, which will celebrate its third birthday in January, was a finalist in the recent Blue Mountains Business Awards, and won the Best Attraction category last year.

“We started off doing boutique tours to Mudgee, and from there it’s grown into three tours,” Mr McLaughlin said.

“We now have a full day tour to the Mudgee Valley, a three-quarter day cider, food and wine tour to Bilpin, Hartley Vale, Megalong Valley and a half-day wine and wildlife tour to the Megalong Valley.”

The Mudgee wine tour departs Katoomba at 8am and returns at 5.30pm. It includes morning tea, wine tasting at four wineries, lunch at a vineyard, gin, vodka and schnapps tastings as well as local cheese tasting.

The Megalong Valley wine and wildlife tour leaves Katoomba at 1.30pm and returns at 5.30pm. It includes afternoon tea at the Hydro Majestic Pavilion, afternoon cheese platter and wine tasting at Dryridge Estate and wine tasting at Megalong Creek Estate.

The cider, food and wine tour departs Katoomba at 10am and returns at 5.30pm. It includes apple cider tasting in the Bilpin region, lunch at Ambermere restaurant and wine tasting at Megalong Creek Estate ending the day with wine and cheese tasting at Dryridge Estate vineyard.

For more information call 0437 746 833 or visit www.westernwinetours.com.au

Award Winning Best Blue Mountains Attraction (2016) «Western Wine Tours» is located at Katoomba in the World Heritage listed Blue Mountains and this is where our Wine Tours commence from. Our Wine Tours take you to the Beautiful Mudgee Valley that is home to some of the best wineries in Australia the majestic Megalong Valley. If cider is your flavour then our tours take you to the Bilpin region where you can taste ciders locally produced in The Blue Mountains.

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Award winning Boutique Accommodation (2017) Shelton-Lea B&B is a beautifully restored Californian bungalow that is classic to the Blue Mountains. Enjoy the romantic ambience and go back in time with the beautiful, traditional decor but also take comfort in the modern facilities that Shelton-Lea offers. Our Suites are very private all with their own entrance, so you can come and go as you please.

Take a stroll to scenic vistas and have a journey along one of the many beautiful bush walks. Explore the town centre while enjoying the cafes, restaurants and galleries, which are all located close to our B&B. The world famous Three Sisters and Scenic World is just an easy walk down the road.

All suites are quiet and secluded having queen-sized beds, central heating, gas fires, electric blankets, complimentary Wi-Fi and all with their own private sitting and eating areas.

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Your hosts Jenny & Paul guarantee staying at Shelton-Lea B&B will be one of your Blue Mountains lasting memories of romance, relaxation and rejuvenation.

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Lexus tweaks chassis, pricing for updated NX

**Popular pick:** The NX is Lexus’ top selling model in Australia and the Japanese premium car-maker expects it to maintain its strong sales form.

**Prices rises accompany Lexus NX facelift, but with extra equipment**

"This is a considered response to consumers who want the aggressive F Sport styling with a more affordable entry point," he said.

"I think with the addition of the F Sport two-wheel drive we’ll probably see some of those Luxury sales convert to F Sport. (Currently) the grade split is 52 per cent Luxury, 32 per cent F Sport, and the balance (16 per cent) Sports Luxury.

"The split is 40 per cent two-wheel drive, 60 per cent all-wheel drive. Turbo is around 65 per cent, hybrid is around 35 per cent. (But) we’re not forecasting a significant change at all, basically we’re following our customer’s requirements so we’re not forcing one or the other onto the market."

Compared with the previous entry NX200t Luxury, the new NX300 Luxury has increased by $1250 to $54,800 plus on-road costs. The new NX300 F Sport FWD has, however, brought down the ticket to middle-specification ownership to $60,800 – a hefty reduction from the outgoing $64,330 NX200t F Sport AWD.

"Continued on page 45"

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**Daniel Degasperi**

LEXUS Australia has tipped its NX medium SUV will continue to be a strong seller popular despite fresher competition, with the newly facelifted model aimed at tempting buyers with a revised chassis tune plus new infotainment and safety equipment.

According to Lexus Australia chief executive Peter McGregor, the steady sales performance of the NX this year would be enhanced by what he described as a ‘significant specification’ update, as well as the addition of a new model grade.

"Since it launched three years ago, NX has broken sales forecasts around the world and has established itself as the top-selling Lexus model here in Australia," Mr McGregor said at the national media launch of the NX in Adelaide this week.

"So far this year I’m pleased to say that NX sales are at record levels – and, okay, it’s only by the narrowest of margins, but one point is in fact enough to win a grand final.

"To build on this momentum and maintain this strong appeal, Lexus has a package of improvements covering exterior and interior styling, safety and equipment features.”

According to VFACTS September results, the NX is indeed up by a single sale year to date, having found 2561 buyers.

The NX continues to be available in Luxury, F Sport and Sports Luxury model grades, with a duo of powertrains – a 175kW/350Nm 2.0-litre turbo-petrol four-cylinder tied to a six-speed automatic, or 147kW 2.5-litre naturally aspirated four-cylinder/electric hybrid with a continuously-variable transmission (CVT).

However, the former has been renamed NX300 – replacing NX200t – while the latter remains NX300h, and where previously front-wheel drive (FWD) was only available in entry Luxury model grade, it is now available in F Sport, with all-wheel drive (AWD) optional on both and remaining standard on Sports Luxury.

It is the addition of an NX F Sport FWD that Mr McGregor tipped would be the only significant shift in buyer preference expected with the facelifted model.

The new look Lexus NX.
The top AWD-only NX300 Sports Luxury now also asks $819 extra, at $73,800.

Lexus has standardised the price premium for the step to the NX300h hybrid available on all three model grades.

While it follows the same FWD or AWD structure as the NX300, the hybrid price premium over the petrol previously ranged between $2550 on Luxury to $3519 on Sports Luxury. It now costs $2500 above petrol-only Luxury, F Sport and Sports Luxury model grades.

Down from $4590, choosing AWD with either petrol or hybrid power asks a standardised $4500, and such combined reductions mean the two most expensive models, the NX300h F Sport AWD and NX300h Sports Luxury, score overall price drops of $480 and $200 respectively, to $67,800 and $76,300.

Mr McGregor insisted that “it will be clear that the value of the new features outweighs the price changes.”

All NX model grades now feature a Lexus Safety System+ package, adding pedestrian detection to the previously standard autonomous emergency braking (AEB), and the addition of steering vibration to the lane-departure warning.

In addition to new styling cues – which includes a new gloss-back multi-block grille, L-shaped LED headlights, L-shaped tail light bezels and front/rear bumpers – the Luxury for the first time adds a blind-spot monitor, rear cross-traffic alert, auto up/down high-beam and adaptive cruise control to its active safety suite.

The Luxury now also includes an auto-dimming rearview mirror, while the F Sport and Sports Luxury now add sequential indicators and full LED headlights with adaptive automatic high-beam that can block out the portion of beam affecting individual traffic at speed.

All variants score a 10.3-inch centre screen (up from 7.0-inch), a wider view for the rear camera, improved parking sensors and information touchpad response, plus a Custom mode for the Drive Mode Select System.

“The chassis of every NX now features firmer rear bushings, and rear stabiliser bar stiffness has increased by 22 per cent on NX300 and 19 per cent on NX300h, ‘to suppress roll angle and hence optimise vehicle turning posture’.

On the Luxury, new fixed dampers have reduced friction, while the F Sport and Sports Luxury gain a latest-generation Adaptive Variable Suspension (AVS) with 650 damping levels versus the previous NX’s 30 available levels.

Otherwise the 4640mm-long, 1845mm-wide and 1654mm-tall NX continues to offer boot volume of 500 litres.

The NX300h FWD uses 5.6 litres per 100km. Although the NX300 is between 40kg and 45kg lighter than its hybrid sibling, the FWD uses 7.7L/100km and AWD sips 7.9L/100km. Lexus does not provide 0-100km/h figures for the hybrid, however the turbo petrols cover the distance in 7.1 seconds (AWD) and 7.3s (FWD).

Asked whether a specification update would be enough for Lexus to fend off fresh competition in the form of the new-generation Audi Q5 and Volvo XC60, and forthcoming BMW X3, Mr McGregor replied: “I think the momentum on NX sales will also continue.”

“I think the momentum on NX sales will also continue. It’s nothing like going from 55 to 35 (but) you know, we measure these things basically in years and if you can get a three to four year reduction, five-year reduction, you know, you’re doing very well.”

2017 Lexus NX pricing*

<table>
<thead>
<tr>
<th>Model Grade</th>
<th>Price ($)</th>
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<tbody>
<tr>
<td>NX300</td>
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<tr>
<td>Luxury FWD (a)</td>
<td>$57,300</td>
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<tr>
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<td>Sports Luxury AWD (a)</td>
<td>$76,300</td>
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*EXCLUDES ON-ROAD COSTS

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Continued from page 44
Penrith Council is encouraging residents to Get to Know Asbestos this November, during national Asbestos Awareness Month.

Visit www.asbestosawareness.com.au to learn how to identify and safely manage or dispose of asbestos-containing materials in and around your home.

Australia has one of the highest rates of asbestos-related diseases in the world, and most recent exposure to asbestos has been linked to DIY renovating.

Penrith Mayor John Thain said it’s important for residents to understand the facts about asbestos and put safety first, especially when planning renovations to older homes. “There are plenty of myths around this issue, and people are often surprised to learn the range of places asbestos can be found,” Cr Thain said.

“Most people can’t tell whether materials contain asbestos just by looking. While left untouched these materials are perfectly safe to be around, but if you plan to renovate, you need to take safety precautions and follow regulations.”

Asbestos has been used in the manufacture of a broad range of products in the past – including carpets, linooleum and vinyl tiles, behind wall and floor tiles, in cement floors, internal and external walls, ceilings and ceiling space (insulation), fences, eaves, garages, roofs, around hot water pipes, extensions to homes, garages, outdoor toilets, backyard and farm structures, chicken sheds and even dog kennels.

National Asbestos Awareness Month is an initiative of the Asbestos Education Committee working in partnership with the Asbestos Diseases Research Institute, and is supported by the Asbestos Diseases Foundation of Australia, the Federal Asbestos Safety & Education Agency and various levels of government nationally.

“Always dispose of asbestos safely. For more information go to asbestosawareness.com.au.”

Blacktown’s Village Green will be a Friday night foodies’ mecca after Blacktown City Council decided to make “Food Truck Friday” a permanent fixture.

Blacktown Night Markets will now operate each Friday night event on Blacktown’s Village Green until April, boosted by a Sunday organic produce market and live streaming of the Commonwealth Games.

“Blacktown residents obviously voted with their feet and their stomachs,” said the Mayor of Blacktown City, Councillor Stephen Bali.

“We have been absolutely blown away by the popularity and last year’s trial was an absolute success, drawing tens of thousands of people last summer.”

“Food Truck Friday, the Organic Produce Markets and Commonwealth Games broadcasting is part of a wider council plan to revitalise the Blacktown CBD.”

Around the Councils

Get the facts on Asbestos

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Food Truck Friday here to stay
Why manage safety check lists?

PHIL BAMFORD

REGULAR workplace safety checks ensure your workplace meets basic standards of safety.

Welcome to the sixth article in the workplace safety series by Phil Bamford, Founder and Director of Online Compliance Systems’ Online WHS System.

This month we’re going to discuss safety checklists. They are a great for reminding us to perform certain tasks to determine common standards and ensure consistency in the workplace. They are used mostly as documentary evidence that a workplace has a system in place that identifies and controls hazards and risks.

So, what are checklists?

A checklist is a type of informational job aid used to reduce failure by compensating for potential limits of human memory and attention. It helps to ensure consistency and completeness in carrying out a task. A basic example is the “to do list.”

A more advanced checklist would be a schedule, which lays out tasks to be done according to time of day or other factors. A primary task in checklist is documentation of the task and auditing against the documentation.

So when it comes down to basics a checklist is a great way to get your employees to perform a task safely and effectively but also a great way to show compliance.

What checklists should I complete?

So what checklist should I complete well:

- If you have any plant and equipment items then you should perform a Pre-Start checklist.
- You should also perform a maintenance checklist of some sort.
- You should also perform a walk-through audit at least once a week.
- For activities that need a procedure or safe working process.
- If you have chemicals, then an chemical that needs a safe handling procedure.
- If you have contractors, then site inductions or processes they need to complete.
- Anything as explained that needs to have a process in place to make the activity undertaken safely and in a certain process.
- Where would you get the information to undertake these checklist

For plant and equipment look at the user manual as it should have:
- Pre-start checklists.
- Maintenance checklist.
- Safe use checklists.

For chemicals look at the Safety Data Sheet (SDS, formerly known as MSDS) as it will have
- Handling procedures.
- Personal protection equipment needed.
- Hazards relating and precautions relating to the chemical.

For activities there should be a Safe Work Method Statement relating to the item where you can build processes to ensure safety undertaking that activity

So really you should build checklists relating to any site, activity, position, plant item, chemical, procedure and process that needs to be undertaken in a safe way to firstly make sure your employees are safe but also show compliance to safety legislation.

About WHS Systems

Phil Bamford is director at Online Compliance Systems, a software company aimed at assisting businesses to look after their safety requirements through the delivery and ongoing support of our software. We’re different from other systems – we’re Easy, Comprehensive and Cost Efficient. We work with both clients and safety advisors who are able to assist clients with safety (similar to an accountant using within their organisation.

For more details and to book an online demonstration please visit http://www.accessnews.com.au/business/safety

*Reference Wikipedia

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Western Sydney engineer Mark Nelsen was inspired by his two passions – big boy’s toys and camping – when he devised a novel invention.

Mr Nelsen’s Ambush Campers is the ultimate “toy hauler” – the unique trailer base accommodates up to three dirt bikes, a quad bike or kayak and unfolds into a self-erecting tent at the push of a button.

The dual use – a camper and a trailer – means holiday-makers can tow both their accommodation and adventure toys.

Mr Nelsen, a motorcycle enthusiast, said the concept came to him while sitting in a traffic jam on the south coast more than 10 years ago.

“I had a camper sitting on the back that I just bought and the car beside me was a site with swags in the back and bikes in a trailer behind,” he said.

In that light bulb moment, Mr Nelsen began to think how he could tow his two loves – his bikes and his camper.

“I spent that whole weekend working on the plans for Ambush Campers,” he said.

Fast forward a decade and Mr Nelsen obtained patents for the tent’s expandability and self-erecting capabilities with the help of Hills based patent attorney Andre Meyer.

“Traditionally toy haulers are big and bulky but my design is very lightweight,” said Mr Nelsen who leant on his extensive engineering knowledge to build the prototype.

The Ambush Campers comes into its own once campers reach their campsite.

The electric set up means the tent takes less than 60 seconds to erect using a smartphone or remote control and unfolds in such a way that there is no need for support poles.

The main tent features eight large windows and doors and accommodates a double size air bed and plenty of storage space.

So where would Mr Nelsen like to see his labour of love go?

“I hope to be able to get my other businesses into a position of independence from me so that I can concentrate on this. This has always been my passion because it started out as an idea of my own,” he said.

Mr Nelsen launched the all Australian made Ambush Campers 12 months ago and has been buoyed by the reaction.

“The feedback has been incredibly positive. I would like to see a lot of units out there.”

To see Ambush Campers in action visit ambushcampers.com.au.
Solar car
THE world’s first commercially available solar powered car has been invented. 
Not by Tesla. Not in Germany, but here in Queensland. The brainchild of Clenergy Team Arrow said the two-seater sports coupe can drive 1,000 kilometres before recharging and is capable of speeds of 150 km/h. Its first outing is a 3,000 km endurance challenge through the Northern Territory.

Smart factories
WE will see a dramatic rise in interconnected smart factories according to the 2017 Asia Pacific Manufacturing Vision Study. Although, the biggest obstacle to this taking place is the lack of understanding of the latest technology by industry.

Record sales
THE Northern Territory has set a record for minerals sales. In 2016/17 $3.6B was sold overseas which is a 19 percent increase on the previous year.

We are so slow
AUSTRALIA has slumped to 50th place in the world for internet speed. Kenya and Soviet bloc nations are faster.

Bid to buy
A LARGE Chinese dairy company, Yili, is alleged to have made an offer to buy out Australia’s biggest milk processor, Murray Goulburn Cooperative.

Driverless trains
RIO Tinto has completed a pilot of driverless trains in the Pilbara – Australia’s first autonomous heavy haul train.

Sales increase
SYDNEY company AquaBotix is anticipating a substantial increase in sales of its remote operated vehicles due to the severity of hurricanes Harvey and Irma.

Expanding globally
AUSTRALIAN company Ene-Hub now has a version of its lamp featuring wi-fi, data capture, wireless LED lighting, CCTV, electric vehicle charging, floodlights and advertising space.

Need for innovation
DELOITE’S Innovation In Electricity Networks report said the electricity network is in dire need of new innovation such as battery storage, multi-flow networks, demand management, automation and data analytics.

Production back on track
ALCOA’s smelter at Portland has returned to previous production capacity following the power outage at the end of 2016 which affected production and put its future in doubt.

Big expansion
NUHEARA the Australian inventor and manufacturer of the Qbuds hearing device, has announced expansion across North America, Europe and the Middle East, and it expects to be in 1,800 retail stores by the end of the year.

Growing exports
A WORLD class medicine manufacturing centre has been set up in Melbourne to grow exports in the pharmaceutical sector.

We need pathways
THE Advanced Manufacturing Growth Centre has called for a massive force transformation and called on Manufacturers to embrace technological change. Director Michael Sharpe said the workforce is growing and shifting in its composition. We need pathways to develop the highest skills.

Was a sad day
OCTOBER 20 was a sad day with the very last Commodore coming off the line at Holden’s production facility. Toyota has already stopped making Camrys. Between 2014-19 the Automotive industry will shed over 30,000 jobs.

Cost of red tape
ACCORDING to the IPA, government red tape is costing the Australian business community $176B each year in lost economic output.

We’ve got Western Sydney covered
Western Sydney Business Access – the region’s only independent media covering business, progress, development and lifestyle.
Our journey into the new era

Geoff Lee

RECENTLY joined the Minister for WestConnex, Stuart Ayres on the site of the new M5 tunnel where twin underground motorway tunnels are under construction.

This project alone is generating 10,000 jobs and is an example of how the NSW Government’s strategic infrastructure investment is driving economic growth across Western Sydney.

There is no doubt that this Government is delivering transformational infrastructure projects across, creating more jobs, connecting more people and delivering a better lifestyle. When we came to government there was a record infrastructure backlog and sluggish economy.

Congested roads and overcrowded trains were more than just an inconvenience – they drag down our economy and costing business.

Fast forward and I am proud to say, when you turn on the TV most nights there’s not only great news for Parramatta but also Western Sydney. But there is a downside to delivering on our record infrastructure agenda - some say New South Wales is experiencing ‘growth fatigue’.

It is vital that we continue on our infrastructure journey. This is because Western Sydney will be the epicentre of Sydney’s population growth.

If current trends continue, by 2050 over half of Sydney’s population will live west of Parramatta. Western Sydney is also Australia’s third largest economy and fourth largest city contributing $95B to the gross domestic product.

As a politician I am focused on my priorities for the region – that is creating jobs, in the right locations, meeting demand for homes and delivering transport options with both the capacity to support the population growth and improve liveability - options that get people to and from work, education, sports, and recreation and entertainment facilities easier and faster.

Growth in Western Sydney presents two broad transport challenges ensuring the transport network has the capacity to support population growth in established areas and ensuring transport services are integrated with the planning of new land releases and areas of urban renewal.

Today congestion costs around $6.1B per annum and our Western train line is at 180% capacity in the mornings.

There are many potential projects, each worthy and each competing for a slice of the pie. A strong budget means we can invest a record $73 billion but there is never enough money. So this government has the challenge of deciding where to invest the resources we have.

Fortunately, we have a number of good plans to inform our decisions and ensure Western Sydney’s success. Western Sydney is currently on a growth trajectory. Gross regional product is growing from $127B – about 20% of NSW in 2015, to $163B in 2020 and $203 billion in 2030. At this time around 60 per cent of Sydney’s population will live in the region and by 2050 that’s expected to grow to 4 million people.

Growth precincts like the Greater Parramatta Growth Area, Western Sydney Employment Area and Western Sydney Airport are vital as they deliver both growth and capacity and facilitate enabling infrastructure ensuring we build homes and create jobs.

Projects such as WestConnex and NorthConnex, Parramatta Light Rail, Sydney Metro West, and the Western Sydney Airport all help connect more business, homes and jobs in the region.

Housing prices and affordability however remain a BBQ stopper with under supply a major contributor. There are a number of solutions to increasing supply with building density at major transport hubs pivotal to both delivering homes but also easing congestion.

We continue to build a strong connection between jobs in the region and our labour force in key Western Sydney areas - to plan for our 3 cities: Sydney, Parramatta and Western Sydney Airport.

Premier, Gladys Berejiklian is an example of where this is happening.

We are addressing the current jobs deficit in Western Sydney while simultaneously looking at land use planning and transport. We are focused on building enabling infrastructure at the same time as homes and jobs.

I could not be prouder than to say Parramatta is a fantastic example of where this is happening.

This Government is committed to making a real difference in Western Sydney and across NSW. Premier, Gladys Berejiklian is focused on “remodelling of NSW” and most importantly delivering more projects and more jobs.

Geoff Lee is state member for Parramatta.
TAMARA BROWN

The great Western Sydney transition

THERE is no doubt that Greater Western Sydney is an area of growing economic prosperity.

We live in a region that is home to one of Australia's fastest growing urban populations. In addition to the exciting transformation our region is undergoing, we are also on the cusp of experiencing the largest transition of responsibility and wealth that we have ever seen as owners of private and family businesses retire, sell up, or pass the reins on to the next generation – the backbone of our region.

Getting this transfer right is one of the biggest challenges facing both business owners and the broader Greater Western Sydney economy.

If managed well, it will further drive the prosperity of our diverse and ever-growing region. But if mishandled, it could result in a significant destruction of value, erosion of the tax base and rise in unemployment – so it's vitally important to get these business and wealth transfers right.

If we look at what's behind the Western Sydney (and more broadly, Australian) wealth transfer, it's our aging population that's driving the change. In 2016, 17.3% of the Greater Western Sydney population was aged 60 years or older, compared to just 14.1% in 2006. Family businesses will face the largest impact of this demographic shift more than most as they already have a high proportion of owners aged 50.

In fact, data published by the Australian Taxation Office shows that the median age of the group head of family businesses is significantly higher than that of non-family businesses, with 30 per cent being more than 70 years of age.

Privately owned businesses nationwide contribute more than $600 million to Australia’s GDP – that’s more than a third of our entire GDP – and employ roughly three million people.

It's estimated that over the next five years, almost 70% of privately owned or family business owners are looking to retire, hand over the reins or sell their business. And of this, an estimated 31% are planning to sell or float and 38% plan to pass it onto the next generation. However, in our experience, most private and family business owners don’t prepare well enough for this once-in-a-lifetime event and as a result, roughly 70% of all transfers to the next generation fail.

Having a plan to get your business in good financial shape, and with a clear and coherent strategy, is one of the key ingredients to ensure a successful transition, but it’s not just about the financials.

If, for instance, an owner has decided to sell, they often overlook the impact the sale will have on their personal lives, and the lives of their family.

This will involve learning how to manage the increase in wealth that usually accompanies the sale. New wealth can affect owners and their families in very different ways, and not all of them good.

So, business leaders need to start thinking about how they’ll distribute their wealth, how they might invest and spend it, and how they’ll pass it on to the next generation well before they sell.

Another common personal challenge is dealing with the impact of waking up one day and not having the business around.

For many owners, and in some cases their families too, the business has been a major part of their lives for many years, sometimes decades, and the sudden absence of the business can have an unexpected and profound impact on their sense of purpose, identity and well being.

It’s important for business leaders to start thinking about all these things early, plan how they’re going to spend their time post-business and establish new goals and things to achieve.

Family and private businesses are unique in that they occupy almost every segment and industry of the economy. And as a result, the successful navigation of this wealth transfer is increasingly important.

If we fail, it has the potential to truly invert the local economy with new capital, new ideas and new jobs and open more opportunities for those within our community.

Tara Brown is PCWC Private Clients Partner, Greater Western Sydney.
What’s healthier, butter or margarine?

B utter gets points for taste; margarine for being easy to spread. But the healthiest option is not strictly called butter or margarine — it’s a “spread”.

To improve the health of your heart, choose a spread with the lowest amount of saturated fat and trans fat per 100 grams. You will find this information in the “per 100 grams” column of the nutrition information panel.

Butter contains about 50% saturated fat, while margarine has a maximum of 20% saturated fat. The fat content of “light” or fat-reduced spreads is lowered by replacing some fat with protein and water, meaning many are much lower than 20%.

If you choose a full-fat spread (best for cooking), aim for less than 27 grams of saturated fat and one gram of trans fat per 100 grams. For fat-reduced spreads (best for bread and toast), aim for less than six grams of saturated fat and 0.2 grams of trans fat per 100 grams.

Ingredients

For a product to be called butter, it must be derived exclusively from milk and ingredients that are obtained from milk, including at least 80% milk fat. It may also contain water, salt, lactic acid producing microorganisms and flavour-producing microorganisms.

When you see products in the supermarket that are packaged up like butter, or use words such as “butter flavoured” without specifically stating the product is butter, it’s likely they have been altered in such a way that it no longer meets the content requirements above.

To call a spread margarine, the product must be a spreadable food made of edible oils and water, containing at least 80% of edible oils per 100 grams. It may also include water, edible proteins, salt, lactic acid-producing microorganisms, flavour-producing microorganisms and milk products.

Some margarines contain added plant sterols and stanols, a type of fat found in vegetable oil, nuts, legumes, grains, cereals, wood pulp and leaves, which are able to reduce cholesterol absorption from the small intestine into the bloodstream. If you have high blood cholesterol, you may want to use such a product, though you need to consume 20 to 25 grams per day for the maximum effect.

As soon as the fat content of margarine drops below 80 gram per 100 grams, it cannot technically be called “margarine.” This is why the word “margarine” does not appear on labels for spreads that are fat-reduced. These are the healthiest options if you are trying to reduce your total fat and kilojoule intake.

Cholesterol and saturated fat

Excess LDL cholesterol that cannot be cleared by the liver ends up lining your artery walls. This makes your blood vessels hard and inflexible and they gradually become blocked. From there, it is just a matter of time before the blockage triggers a heart attack or stroke.

Saturated fat is a solid at room temperature and is the predominant fat found in the white fat in meat and dairy products, including milk, cheese, cream and butter.

Replacing butter for a spread that has a lower level of saturated fat is not the only change that can help lower your total saturated fat intake.

For many Australians, the majority of their saturated fat comes from full-fat dairy, foods processed using palm oil or coconut oil, fried and fatty takeaway food, and packaged biscuits, cakes, pastries and dips.

The healthier fats are monounsaturated (avocados, almonds, cashews, peanuts, cooking oils made from sunflower, canola, soybean, olive, sesame and peanut) and polyunsaturated (omega-6 fats from sesame seed, margarine, linned or flaxseed, sunflower and safflower oil, pine nuts and brazil nuts; omega-3 fats from walnuts, linned and oily fish such as tuna, salmon, sardines and blue mackerel).

The one exception is trans fat. Technically it is an unsaturated fat. However, chemically it behaves exactly like saturated fat and increases LDL cholesterol.

The problem is that trans fat also lowers HDL, the “good” cholesterol that carries circulating LDL, back to the Liver rather than it being deposited on artery walls.

In Australia, trans fat levels in spreads are among the lowest in the world. While most nutrition information panels indicate trans fat content, companies currently do not have to report it.

When the nutrition information panel does not report trans fats, check the ingredients list for hydrogenated oil and partially hydrogenated vegetable oil, from which trans fats are derived.

No matter what the type of fat, they all have the same kilojoule value of 37kJ per gram.

So, whether you opt for butter, margarine, a fat spread, nothing, or perhaps some avocado, hummus or tahini paste, keep an eye on the total saturated plus trans fat, and the kilojoules. And overall, try to choose foods that have a better fat quality.

This article was first published at www.theconversation.com.au. Clare Collins is Professor in Nutrition and Dietetics, University of Newcastle.
The Worlds Smartest Expanding Displays...

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.

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Business boost from Ukulele Russ

WHAT does a US ukulele maestro have in common with a group of young law, marketing and finance professionals in Sydney? An Australian concert tour that not only brought one of the best-known ukulele players to his fans, but also helped to provide essential work skills to boost the CVs of aspiring young professionals.

It’s the brainchild of Sydney entrepreneur Michelle Forrester, whose business, Western Sydney Young Professionals, teaches young professionals the realities of starting and running a business. But Ms Forrester wanted a way for her students to get practical experience in running a business, so she started dedicated ukulele record label District Station Records.

“[The project] came out of my desire to give young professionals some real-world business experience — in this case, how to run a record label and organise a tour,” Ms Forrester said.

These young people have really gotten behind it.”

The result was a tour by renowned US ukulele musician Russ Copelin, who played at the Henry Sports Club in Werrington County recently.

Those in the know love how the ‘uke’ lends itself to a broad repertoire, from rock to RnB, jazz, funk and blues, country and even metal! And Ukulele Russ did just that as he wowed the crowd at the club.

It was Russ’ fourth trip to Australia, where he played in Brisbane and was on his way to the Melbourne Ukulele Festival when the team from District Station Records set up a gig at “The Henry”.

The result was an hilarious and quite frankly awe-inspiring evening of incredible musicianship.

Anyone who thinks ukuleles are only for grass skirted Hawaiians or tulip tiptoeing lanky men called Tiny should think again.

Russ, and his warm-up act Led Ukes, played everything from hard rock to classic ballads — with a few comic takes on TV show themes thrown in for fun.

No-one who heard it will ever forget Russ’ original ballad that pleads for a single play toilet paper-free world. (Will Kleenex please use this man in an ad campaign?)

When he’s not touring, Russ lives a sustainable lifestyle in a tiny community, building his own house, with no running water and very few neighbours.

Australia’s thriving ukulele scenes are mainly centred in cities along the east coast, from Cairns to Melbourne.

Local clubs have sprouted around the country and regular festivals in the Blue Mountains, Newcastle and Central Coast attract professional and amateur players.

Melbourne’s annual International Ukulele Festival, which started in 2010, takes it further, by bringing talent from around the world.

The world famous, but locally little-known, award-winning Blue Mountains Ukulele Festival, held at the Carrington Hotel in Katoomba every February, is the world’s largest ukulele festival.

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Entertainment

PHYLlis MCGRAw
RIVERSIDE Theatres and Griffin Theatre Company will present one of Australia’s greatest plays still startlingly relevant today, *Diving for Pearls* by Katherine Thomson, from November 8 to 10.

Painting a searing portrait of Wollongong in the 80s, this play exposes the continuing ramifications of the political decisions of the time, which planted seeds of divide we continue to witness today.

Darren Yap directs Helpmann Award-winning actor Ursula Yovich in a story about aspiration, reinvention and the desire to be our own agents of change.

With the town she grew up in changing all around her, Barbara (Yovich) is determined to change with it. Hopeful of a way out, she sets her sights on landing a job at one of the new resorts popping up. Meanwhile her partner Den (Steve Rodgers) must also reinvent himself to survive, when the steelworks where he has worked his whole life is sold.

Artistic Director of Griffin Theatre Company Lee Lewis said, “Katherine Thomson is one of the best writers in the country. Her gaze is unwavering, and this play has a heart of the like we don’t often see. It quietly questions who we want to be in the complicated future of this country.”

Ursula Yovich is one of Australia’s most versatile actors. Her recent mainstage credits include acclaimed performances in Sydney Theatre Company’s *The Golden Age* and *Love and Information*.

Other notable stage roles include Queensland Theatre’s *Mother Courage and Her Children*, Belvoir’s *A Christmas Carol* and her Helpmann Award-winning performance in *Capricornia*.

Steve Rodgers embedded himself in audiences’ memories with his role in Griffin Theatre Company’s *8 Gigabytes of Hardcore Pornography*. Other recent stage credits include Sydney Theatre Company’s *Power Plays* and Belvoir’s *Jasper Jones* and *A Christmas Carol*, as well as an extensive list of film and TV credits.


**What:** *Diving for Pearls*

**When:** 7:30pm from 8th to 11th November, 11am on 10th November (plus Q&A with Katherine Thomson and Darren Yap) and 2:15pm on 11th November (plus Q&A with Darren Yap).

**Location:** Riverside Theatres – Corner of Church and Market Streets, Parramatta.

**Tickets:** Adult $52, Concession $47, Under 30’s $38

Discounts available for Riverside Theatres’ Members. Transaction fees: phone $4.60, web $3.60 and counter $2.60.

**Bookings:** riversideparramatta.com.au or (02) 8839 3399

‘Director Darren Yap’s production for Griffin Theatre Company brings Thomson’s gritty and complex characters to vivid life. His casting is faultless. Yovich is magnificent as Barbara, effortlessly dominating the stage and audible a mile away. Rodgers’ recession, slow-burning Den is her ideal foil.”

- Jason Blake, The Sydney Morning Herald

Ursula Yovich is one of Australia’s most versatile actors.
New town centre at Telopea

MINISTER for Planning and Housing Anthony Roberts and Minister for Social Housing Pru Goward have released a rezoning proposal that will transform Telopea with new homes and a vibrant town centre.

The proposal sets out the guidelines over the next two decades for more homes close to jobs and services in this growing area.

The proposal includes plans for improved open spaces, a new community centre and a potential new town centre alongside the light-rail stop, providing more retail and services.

Under Communities Plus, the NSW Government’s social housing building program, between 4500-4900 new social, affordable and private homes are to be built at the site, just 4km from Sydney’s second CBD, Parramatta.

“The Parramatta Light Rail will become the catalyst for the renewal of this neighbourhood along the new light rail route,” Mr Roberts said.

“Telopea is a growing community and we want to make it a better place to live with a variety of new homes, quality open space and an attractive town centre. “This is a great opportunity to upgrade social housing and unlock additional housing supply in a renewed Telopea that is well-connected, diverse and cohesive, as well as being an attractive place to live.”

Mr Roberts said the community would benefit from the NSW Government’s $73.3 billion investment in transport infrastructure.

“Thanks to the new light rail, this suburb will be directly connected to the leading education and health services of Westmead as well as the vibrant street life, galleries, performance venues, museums and a thriving innovation sector at Parramatta.”

Ms Goward said the redevelopment of Telopea would increase the supply of social and affordable housing in the area.

“Telopea will be the next major Communities Plus precinct, with a mix of brand new social, affordable and private dwellings that will transform the lives of people living in social housing,” Ms Goward said.

Mr Lee said the proposal would help Telopea realise its potential as a vibrant and dynamic neighbourhood.

“A Precinct Support Scheme will provide $5 million in funding for council to spend on new or upgraded infrastructure in Telopea, including parks and streetscape improvements,” Mr Lee said.

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First 5-star office block a city game changer: CEO

**RED DWYER**

The construction of Bankstown CBD’s first five-star environmentally sustainable office block — the $55M Flinders Centre — is set to be a “game changer” for the city.

Bankstown Sports Club’s commercial development, under construction on the corner of Restwell Street and Greenfield Parade, will provide eight floors of office space, with plans for a rooftop bar and restaurant.

The Flinders Centre will be the only development with a five-star NABERS and five-star Green Star building in our CBD and our aim is to entice interest from significant companies wanting to relocate their operations and headquarters to Bankstown,” Mark Condi, the club’s chief executive, said.

Mr Condi said he anticipated 1500 people would be working in the Flinders Centre when fully operational in mid-2018.

The building, adjacent to the Bankstown Sports Club, will provide workers direct access to all of the club’s facilities.

Wally Mehanna, CEO, of the South West Bankstown Chamber of Commerce said the building would be an icon the city could be proud of.

Coronation consolidates its Parramatta position

**RED DWYER**

Developer Coronation Property is consolidating its position in the Parramatta CBD buying two Church Street sites for $50M from Iris Capital.

The properties are close to a 54-floor residential and hotel tower which the company is building in Phillip Street.

Mr Condi bought the property in early 2016 for about $8.28M; the property sold for $7M in June 2011.

The property at 263 Church Street, a 600-square-metre three-storey heritage office building with ground floor retail, could be restored.

The two properties are a stone’s throw from Coronation’s “8 Phillip Street” development around the corner.

8 Phillip Street, one of the tallest proposed buildings in Parramatta at 54 floors, will include 35 levels of approximately 320 apartments, a 14-level, 198-room QT Hotel — Parramatta’s first five-star hotel — upmarket restaurant brands, Sake and Rockpool Bar & Grill, and a Studio 54 rooftop bar.

The project will integrate with the existing heritage St Andrew’s Church and St Andrew’s Hall, on the corner of Phillip and Marsden streets, next to it.

Woods Bagot, the winning architect, will use St Andrew’s Hall as the entrance to the building.

“Coronation’s contribution through the development of 8 Phillip Street is a major endorsement for Parramatta’s future growth and success,” said David Borger, Western Sydney director, of the Sydney Business Chamber.

8 Phillip Street, which won the marketing award at the 2017 UDIA/NSW Awards for Excellence, is set to open in 2020.
Legal issues when buying a franchise

KATHERINE HAWES

O WNING a franchise can be an attractive opportunity for many passionate entrepreneurs and the numbers show it. Currently, there are over 73,000 franchise businesses in Australia that employ over 400,000 people.

Choosing a franchise over owning an independent business can reduce the business risk by knowing that you have constant back up and support. That’s why buying a franchise is such a desirable option for many who want to own a small business.

We, however, advise everyone who is planning on purchasing a franchise to consult a legal and financial professional. Franchising can be a very pleasant business experience but when the correct mechanisms are not in place it can turn into a legal and financial nightmare.

When you decide to buy into a franchise, there are certain legal issues that you need to pay close attention to and discuss with your legal advisor. If you are on the other side of the deal – and you are the franchisor – be careful to address these issues and make your position on them explicitly clear during negotiation.

The 5 Legal issues to watch out for when investing in a franchise

These issues are important for you no matter what side of the deal you are on – a good and legally responsible franchisor builds credibility to grow their business and a careful franchisee avoids business failure.

The Disclosure Document

Firstly, Read the Franchise Disclosure Document. By law, all Australian franchise networks are required to provide a Franchise Disclosure Document. This is one of the most important sources of information you’ll have regarding a franchise – it will explain issues including the company’s records, business experience, rights, costs and various other legal and financial aspects of buying into the franchise.

The Code of Conduct

The franchising Code Of Conduct is a legally binding document that describes how business between franchisor and franchisee should be conducted. Basically, this document sets the legal scene for the business relationship and identifies procedures and principles to which both parties need to adhere. So it might be a good suggestion to read through it carefully before stepping into a franchise agreement.

One of the more famous cases in the Australian business and legal life has been the Ketchell case of 2008. We won’t elaborate on the details, but in short the argument against the franchisor was that he had gone into an agreement without following the Code’s procedures and this was supposed to deem the franchise agreement invalid. The courts, however, ruled against this and the decision is that there must be something more than a technicality to make a franchise agreement invalid.

Thus, the application of the Code of Conduct is valid in situations where there is serious breach of trust or misconduct.

There is currently new legislation passing through Parliament outlining new requirements starting in January 2015.

Buy back clause at the end of the franchise.

You may work hard to build a valuable customer base, but at the end of your franchise agreement may not be able to sell your business on the open market if there is a ‘buy-back’ clause in the franchise agreement, giving the franchisor the right to buy the business you have established back from you at the end of the franchise. Often the price for the buy-back is fixed as at the time the original franchise was taken – this price may or may not reflect the added value you have created in the business.

Not providing ongoing support.

Part of the franchisor’s responsibility is to provide initial training and coaching as well as ongoing support to his franchisees. The framework for this support needs to be established in the franchise agreement and the FDD.

Problems might arise when these activities are not explicitly addressed in the beginning and expectations are not met. Every franchisor wants success for his franchisees but ultimately the responsibility lies with the franchisee.

Therefore, when entering into a franchising relationship the support that will be provided needs to be clear. The lack of such can create problems and tension between the two parties. If the franchisor refuses to provide coaching or fails to meet the responsibilities stated in the agreement, it is advisable to consult a legal professional.

Establishing too many competitors.

 Territory is another issue too often overlooked when entering franchising agreements. The competition policy of the franchisor should be clear. Further agreements that he enters into with other franchisors should adhere to the territorial policies stated in the FDD. A franchisor needs to make sure that the franchisor guarantees a healthy competitive environment and does not create too much competition in a certain geographical area.

There are many legal issues originating from the complicated relationship between franchisor and franchisee. While a franchise might be a dream come true for entrepreneurs, it holds legal risks that need to be addressed prior to entering any agreements. We suggest that you do that with the help of a lawyer to avoid any legal problems.

Katherine Hawes is principal at www.digitalagelawyers.com

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**Mind Health - Stress Management**

**Dr John Hinwood**

**Stressed** people often live with a fear that generates millions of negative thoughts.

Our limitations can control our behavior and keep us hostage in a never-ending stress spiral.

The way we think is usually what directs our limitations, not so much by outside influences.

To reduce your stress levels and become more emotionally resilient, you need to engage the power of your subconscious mind.

The conscious mind makes decisions and plans for activity once it receives information from the higher self. The conscious mind then tells the subconscious mind to take hold of the information and put it to action.

The subconscious mind doesn’t judge or ask any questions, it just uses its energies to move us to where we need to go. All this happens and what we need to do runs according to what we have done in the past.

It is amazing that the subconscious mind also works on “auto-pilot” when something is wrong with the conscious mind or when the conscious mind has become preoccupied with other matters.

The subconscious mind remembers the important duties forgotten by the conscious mind and sometimes can act to save our life. This is more powerful than we realize.

Breathing is the only autonomic nervous function that we can consciously have control over. When a person is very stressed they may even stop breathing, and they faint.

The subconscious mind then kicks in and picks up the breathing function, and the person comes back to a conscious state.

Our brain is reviewing and correcting constantly. So, there will be signs that things are changing as our thoughts begin to reconsider certain events. The power of the subconscious mind will be evident during some of these changes.

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**Why stress is really a perception**

**Dr John Hinwood**

The October edition of HEALTHbeat, the Harvard Medical School publication, featured an article titled, ’Harnessing the up sides of stress.’

The authors say “Changing your mindset doesn’t mean taking a Pollyanna view of the world. The key isn’t to deny stress, but to recognize and acknowledge it, and then to find the upside, because a full throttle fight-or-flight response is not the only possible reaction to stress (at least when the stress doesn’t involve a potentially life threatening situation).”

“Change your words, change your world” is a key strategy we teach participants in our various stress management and emotional resilience training programs. Our words are so powerful that they can instantly change our mindset.

Your stress level can drop dramatically in a heartbeat when you create a different mental picture of say a personal encounter with a normally unfriendly person you need to deal with later in the day.

Instead of creating self-talk of: “What is Robert going to pretend that stress doesn’t exist.

Instead, ask yourself why you’re trying to give you more energy and think about what you have done in the past. It’s critical to be very careful when you drink hot water by doing something that matters to you and therefore reinforces your values and gives meaning to your life.

Don’t deny the stress, but redirect your energy away from it and toward the task at hand.

When you notice a racing heart, for example, before you give a presentation or initiate a tough conversation, realize that your body is trying to give you more energy and see if you can capitalize on that.

Try to focus on the larger purpose of whatever you’re doing. When you’re stuck in a traffic jam taking your daughter to school, remember that it’s because you love her and want her to get a good education.

Once you start to change your words, you will be amazed how this changes your world and you create a stress-hardy mindset.

Visit www.stresstostrength.com

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**Simple way to feel more relaxed**

**Dr John Hinwood**

Many years ago, my late sister-in-law, who started practicing yoga and over the years she became a master of meditation and living the calm, would ask me on occasion why she usually drank hot water and not a latte or a cappuccino. Her response surprised me as it was an arid Latte enthusiast. My unspoken thoughts were: “How could you just drink hot water, and why?”

Recently I blogged on dehydration shrinks your brain and if you experience high stress levels on a regular basis, you will weaken your adrenal glands and dehydrate your body, including your brain.

Getting into the habit of drinking hot water doesn’t take too much work. For many years we have started our day with a glass of warm water and add fresh squeezed lemon or lime to it.Visit www.stresstostrength.com

This will power up your metabolism, you’ll feel more energized, it boosts your immune system and you’ll be better equipped to tackle your day.

Drinking hot water has many benefits, but it isn’t a magic bullet cure-all. It’s critical to be very careful when you drink hot water by paying attention to the temperature that works best for you.

The science behind drinking hot water is that it helps improve central nervous system actions. The result is that you may feel less anxious if you drink it.

Drinking warm water before bed is a great way to wind down after a busy day, and it will assist you to become relaxed and see you sleeping soundly.

Some people find adding some warm milk to the mix helps them feel even more calm at nighttime and can help them relax after a stressful day and they get more restful sleep.

In addition to providing your body with the water it needs to replenish fluids, drinking hot water can improve your digestion, relieve congestion, as well as assisting you to feel more relaxed.

Visit www.stresstostrength.com

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**You, stress and the subconscious mind**

**Dr John Hinwood**

When we harness the power of our subconscious mind (95%) our wellbeing starts to change.

When the subconscious mind is working with information from the higher self, you will appear much calmer and your energy levels will increase. The energy level of those who live in a constant negative energy state, live in a continual state of stress.

This happens because of the mind/body connection, and all things physical will reflect what exists within our mental state.

A calm mind will make it easier to sleep at night, and void all the psychobabble pouring into a stressed mind during the day.

When you sleep well your subconscious mind is absorbing information and cleaning out information that the mind no longer requires.

You will eventually train your conscious mind to listen to peace instead of worry and your calmer mind will assist you to sleep better at night.

Dr John Hinwood is founder and director at www.stresstostrength.com – one of the world’s leading stress management consultancies.

Visit www.stresstostrength.com
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DON’T use technology as a bargaining chip with your kids

JOANNE ORLANDO

Do you take away your teenager’s phone to manage their behaviour? Maybe when they arrive home late from a party or receive a bad report card?

Confiscating, time-limiting or permitting additional access to technology has become a popular parenting strategy. Surveys show that 65% of American parents with teenagers confiscate phones or remove internet privileges as a form of punishment.

It’s no longer simply a tool of distraction – technology access has become a means of behavioural control. But my recent research suggests that this approach might not be the best idea.

I’ve spoken with 50 Australian families with 118 children aged 1-18 about this issue. The data will be published in 2018. Among my sample, a family with two children owns on average six to eight devices. Some children also had devices from a very young age – the youngest was a one-year-old who received a tablet for her first birthday. The youngest mobile phone owner was six years old.

My qualitative investigation suggests that using technology as a bargaining chip can have adverse effects. It may impact the trust you build with your child and how they use technology.

The effect on younger children

For children 12 years and younger, I saw that parents often use technology as a reward for good behaviour. For example, allowing a two-year-old time on a tablet for using the potty “successfully”.

While it’s important to recognise a child’s achievements, kids can begin to associate technology with being “good” and making their parents proud.

As one eight-year-old explained while sitting on the couch with an iPad either side of him, “I'm a really good boy, that’s why I have two iPads!”

This strategy also places emphasis on “use” as opposed to “quality use”.

Quality technology use is commonly understood as use that emphasises creativity and problem-solving. It’s important not to encourage kids to think about screen time in terms of gratification alone. Instead, it should enhance learning, help develop one’s sense of self, or facilitate positive connections.

The effect on teenagers

In my study, parents with teens often removed or limited technology use as a punishment. For example, taking a phone from a 13-year-old because he was rude.

In separate discussions, parents and teens talked about the backlash to such actions. While parents often interpreted their protests as the punishment “working”, teenagers in my study explained it differently.

If their phone is taken away, they often withdrew from their parents. Instead of focusing on what they’d done wrong, they fixated on not having a phone and finding someone else’s to use in the meantime.

On top of this, teenagers characterised it as a privacy issue. One girl explained, “I don’t know what my mum does with my phone when she has it. She probably searches through it!”

Worryingly, some teens interpreted their punishment in ways that could compromise the important messages that parents give children about safety on the internet.

Research shows that healthy family communication is crucial in reducing risky online behaviours such as cyberbullying, contact with a potential predator, or exposure to sexually explicit material.

In response to her phone being confiscated, for example, one 15-year-old girl expressed what many teenagers told me: “I don’t tell my parents much now about what happens to me because I don’t want my phone taken off me.”

Three key points for parents

Our relationship with technology is complicated, so how should it be treated by parents?

Technology shouldn’t be used to fix all problems

Children told me that “the punishment needs to fit the crime.” Using technology to encourage appropriate behaviour is not the answer unless it is in response to a technology-related incident. Say, a teenager bullying someone online.

If the incident has nothing to do with
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Lower fees for pre-schools

The NSW Government has delivered on its commitment to make early childhood education more affordable for families, with fees already dropping by an average of 25 per cent thanks to the Start Strong Reforms.

Minister for Early Childhood Education Sarah Mitchell has welcomed preliminary results from the 2017 Preschool Census, which surveyed more than 730 community preschools in NSW.

“This is huge news for families, with fees dropping for the first time ever in NSW,” Ms Mitchell said.

“Making quality early childhood education more affordable for all families is a goal of the NSW Government’s Start Strong program and the results from the census prove the program is a real success.”

The Start Strong reforms were introduced last year to ensure more children had access to 600 hours of quality early childhood education in the year before school.

Under Start Strong, community preschools must use at least 75 per cent of the funding increase to reduce fees for eligible children, with priority given to children from Aboriginal and low-income families.

Ms Mitchell said she looked forward to watching children across the State benefit from the funding for years to come.

“I am proud the NSW Government has invested an additional $217 million to extend Start Strong funding through to 2020,” Ms Mitchell said.

“The social, cognitive and educational benefits gained from quality early childhood education are immeasurable and this investment is absolutely crucial in ensuring children in NSW have the best start to their school lives.”

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To give your kid an iPad or not to give your kid an iPad? Jim Bauer/Flickr, CC BY-NC-ND

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internet use, use a strategy that will help them understand and improve on the actual behaviour of concern.

Be a positive technology role model

Being a positive technology role model for children means encouraging quality technology use.

For example, setting aside some phone-free time each day so you can be “in the moment” with your child. If you watch online videos with them, make the clips useful, like learning how to design a new garden. Positive interactions can also be demonstrated, such as playing online chess with a friend.

When the punishment doesn’t work

My research suggests that there’s a point when using technology to manage behaviour simply doesn’t work anymore. It can get too difficult to remove the smartphone each time your child needs to do their homework, for example. It could even cause animosity or unnecessary aggravation.

It’s important to develop a range of strategies that guide child behaviour. These do not always have to be in response to bad behaviour and they do not always need to be extreme. Instead, they could be used to nudge and guide your child towards comprehending their own actions.

We need to shift the focus away from parenting that relies on threats and rewards, to one that nurtures meaningful parent-child and child-technology relationships.

This article was first published at www.theconversation.com.au. Joanne Orlando is Researcher: Technology and Learning, Western Sydney University.

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“Vibrations associated with excavating roads coupled with construction of all these new housing estates disturbs snakes and they go into areas where there are people and houses. Once this development is finished, they gravitate back to where they originated which is now inhabited.” – snake catcher, Sean Cade.

“What they said…

“More commercial development will inject more life into the CBD, with a boost to our night time economy as more workers stay for a bite to eat and a drink after work.” – Wendy Walker, Mayor of Liverpool, speaking on the commercial growth of the city, including seven proposed projects worth $20 million each.

“So we can cement our reputation as Australia’s leading forensic and coronial precinct.” – Tracey McCosker, pathology chief executive, NSW Health, on the construction of a new $91.5M facility, at Lidcombe.

“It will be a massive expansion of western Sydney, particularly in Blacktown, so it shows that people are putting their money where the entertainment is going to be.” – Tony Beddall, Deputy Mayor Blacktown Council, welcoming the approval of the $36M Sydney Zoo in the local government area.

“Ingelburn is well positioned to see continued growth on the back of neighbouring infrastructure projects including QUBE’s Moorebank Intermodal and the second airport at Badgerys Creek.” – Tom Rourke, of CBRE, on Leda Holdings’ $24.75M purchase of warehouses at Ingleburn.

“A new era of world-class sporting and entertainment facilities is just around the corner.” – Stuart Ayers, Minister for Sport, on the commencement of construction of the new 30,000-seat Western Sydney Stadium at Parramatta.

“The project came out of my desire to give young professionals some real-world business experience, in this case, how to run a record label and organise a tour.” – Michelle Forrest,er, Western Sydney Young Professionals.

“Complaints about (NBN) services delivered over the national broadband network more than doubled, and while this is somewhat to be expected given the accelerating rollout, the increase is a cause for concern.” – Telecommunications Industry Ombudsman, Judi Jones.

“Western Sydney Stadium is first cab off the rank in the Government’s stadia program. A new era of world-class sporting and entertainment facilities is just around the corner.” – Mark Conti, CEO, Bankstown Sports Club, on the construction of the club’s $55 million Flinders Centre office block.

“Will we ever develop our own events? The Laneways Festival is great but Parramatta is a circus venue for the Sydney Festival while we hide our creative people in windowless buildings?” – Parramatta Chamber President, David Hill.

“Western Sydney is a region that is home to one of Australia’s fastest growing urban populations. In addition to the exciting transformation our region is undergoing, we are also on the cusp of experiencing the largest transition of responsibility and wealth that we have ever seen as owners of private and family businesses retire, sell up, or pass the reins on to the next generation – the backbone of our region.” – Tamara Brow, PwC Private Clients Partner.

“Once this development is finished, they gravitate back to where they originated which is now inhabited.” – snake catcher, Sean Cade.
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