



Central Coast Airport – An opportunity lost

Warnervale orchid
stops Woolworths'
Distribution Centre
expansion

Small business
'will be sent bust
by flawed IR bill'



Singleton to build motel on Elanora site at East Gosford

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SME's under attack with Labor

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SME's under attack with Labor

FEW PEOPLE IN small and medium sized businesses understand what is about to descend upon them with Federal Labor's new 500 page plus Industrial Relations Loophole Bill.

Under this Bill employing sub-contractors becomes close to illegal and, for the first time, a union can walk into a business that has only one employee and issue dictatorial orders.

Unions now have the power to tell you how to run your business.

While the Government claims to be targeting big business it is all encompassing.

Early in January the Fair Work Commission issued this Media Release:

"Employers and employees should educate themselves on the new Closing Loopholes workplace laws and make sure they are compliant, the Fair Work Ombudsman said.

Fair Work Ombudsman Anna Booth said there were important changes to the Fair Work Act that have been made or will be made by the laws, including the creation of a criminal offence for intentional underpayments.

"We urge workplace participants to be across the changes which create new or different rights or responsibilities," Ms Booth said.

In other words, stop what you are doing and study the entire 500 pages of this legislation.

The FWO obviously now sees its powers as a workplace police unit expanding and backing the unions.

The Prime Ministers' back tracking on the stage three tax cuts is symptomatic of a larger hidden plan to give the unions, in particular the militant unions, substantial control over the economy.

Of course, they are using the wage theft issue and labour hire issues as one of their reasons to take control of the broader workplace.

At the time of the Federal Election in 2022 the Labor Party conned all the business associations in Australia into believing they would be reasonable in changing the workplace laws.

How naive were these people who got into bed with the ACTU thinking all would be rosy.

COSBOA, the national small business association got conned as well. They have now woken up but it is all too late.

At its December meeting Central Coast Council placed their much awaited revised Masterplan for Central Coast Airport on Public Exhibition until 12th February.

It had been expected in the first months of 2023 but dragged out all year.

We now know why it has taken so long to produce.

Environmental activists within Council along with Community Environment Network group have highjacked the whole process.

The airport and adjacent Warnervale Industrial Area is surrounded by the Porters

Creek Wetlands that Mayor Jane Smith was instrumental in getting international protection for while she was in office.

The airport is now located in the centre of a pocket in the enormous Porters Creek Wetlands (see Page 14) as is the Warnervale Industrial Area.

Council says, "The Masterplan details the development of land surrounding the Central Coast Airport at Warnervale and presents the Central Coast with a new economic sector that will stimulate employment and economic activity."

Well, this is hogwash.

This Masterplan is in two parts. The airport site and the Porters Creek Wetlands area surrounding it which Council intends to establish a "stewardship site" to control it.

It says the biodiversity values of the Wetland will be protected in perpetuity.

The big question is why would any business or investor trust this Council?

No one should ever forget that this Council reneged on a long term contract with Amphibian Aerospace Industries as soon as they were elected. Council happily paid millions of dollars to AAI to break the contract.

Nothing has changed.

And there is more. The Warnervale Industrial Area is separated from the airport by a strip of Wetland.

The largest business in the WIA is Woolworth's massive Distribution Centre

CONTINUED ON PAGE 19

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Small business 'will be sent bust by flawed IR bill'

SMALL BUSINESS WILL be "sent to the wall" by the complex and unworkable industrial relations changes in the government's Closing Loopholes Bill, says the Council of Small Business Organisations Australia.

The complex legislation has become the number one threat to the sector, COSBOA says.

It said the latest tranche of IR revisions were being rammed through the lower house of parliament despite the concerns of small business and called on the Senate to reject the legislation.

COSBOA CEO Luke Achterstraat said the Closing Loopholes Bill had been roundly rejected as flawed and unworkable by small businesses.

"The sheer complexity of the bill will turn headaches into migraines for businesses already grappling with a complex system," he said.

"Ninety per cent of small businesses surveyed by COSBOA said they will be less likely to employ if the changes proceed, and that complex IR changes now rank as the biggest risk facing small businesses in coming months."

"In an environment of rising energy, rent, insurance and borrowing costs topped with the growing risk of cyber attacks, it is remarkable that IR complexity is now the number one risk facing small business – this is government-inflicted risk."

Mr Achterstraat said adding complexity to industrial relations, particularly the employment of casuals, could not come at a worse time for small business.



COSBOA CEO Luke Achterstraat

"Currently 43 per cent of small businesses are not profitable with owners paying themselves less than the average salary and working longer hours to keep their doors open."

"Over 2.5 million small businesses in Australia including butchers, bakers, hairdressers and grocers will be required to interpret and satisfy an ongoing three-page, 15-factor determination test for casual workers – putting at risk their rostering process and the casual loading enjoyed by workers in a cost-of-living crisis."

Mr Achterstraat said the government has now shredded much of its hard-earned credibility on small business.

"The failure to even bother modelling the impact of the 800-page package on small business raises serious concerns about the government's promise to make life easier not harder for small businesses."

"Heralded measures for small business including the Instant Asset Write Off and Energy Incentive are yet to be legislated, and now face the risk of being irrelevant for small businesses who face higher costs and the threat of closure."

COSBOA called on the Senate to reject the "flawed bill" and press the reset button on the legislation.

"There's no shortage of self-proclaimed small business acolytes and advocates in Canberra – now is the time for those who have listened to small businesses to stand up for what is right."

"Decision makers need to understand that our industrial relations system is much more than a political plaything – it affects the daily lives of our small business owners and their 5 million employees."

Meanwhile the Fair Work Ombudsman is already warning employers and employees that they should educate themselves on the new legislation and make sure they are compliant.

Additionally, changes to the Fair Work Act have made or will be made include the creation of a criminal offence for intentional underpayments.

"We urge workplace participants to be across the changes which create new or different rights and responsibilities," says the FWO.

Business blindsided with Labor's 'revolutionary' Industrial Relations Loophole Bill – Page 18

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Central Coast Industry Festival 6th – 7th March 2024

PLANNING IS WELL underway for the upcoming Central Coast Industry Festival. Exhibitor registrations were extended due to the Christmas holiday break but the organisers, Central Coast Industry Connect (CCIC), are pleased to advise that they have reached their quota of exhibitors.

To be held on the 6th and 7th March 2024 at Mingara, the Festival has attracted a broad range of exhibitors covering well known manufacturers like Sanitarium and Mars Food to organisations like 4id Solutions who provide RFID (Radio Frequency Identification) technology, Bioaction Pty Ltd who will showcase their odour control systems and recycled plastic platform material and Spot Go who manufacture a range of premium cleaning products. A small number of service organisations will be present that work closely with the Manufacturing sector. The University of Newcastle will be represented by the College of Engineering science and Environment, Knowledge Exchange and Enterprise, Trailblazer for Recycling and Clean Energy and Careers and Employability and Future Students sections. TAFE will also be exhibiting.

The theme for the festival is "Connect to Grow" something that Executive Director, Frank Sammut is passionate about.

"CCIC's main function is to connect manufacturers to government, research organisations, to the education sector and of course to other manufacturers. These connections lead to solving problems, increasing productivity, building resilience and ultimately growing the sector and jobs. The festival provides the opportunity to make connections and to learn about our manufacturing capability", Mr Sammut said.

As featured in the inaugural festival in 2022, this year's festival will provide school students the opportunity to learn

more about manufacturing and to speak to manufacturers directly to get a better understanding of jobs and careers.

Across the two days there will be speaker sessions given by exhibitors as well as external people covering a range of topics. These include a session covering government procurement, defence procurement opportunities, how to be eligible for government procurement opportunities. There are also sessions covering the food sector with topics including getting ready for the retail sector, food Quality/ Food safety and labelling compliance.

The festival will also be featuring some of the regions manufacturers in the circular economy area who will talk to the opportunities they have gained by being a "Circular" business. It will have sessions on export and

freight forwarding and on workplace safety, wellbeing and manufacturing competitiveness. The university will have several speakers across the topics mentioned.

The festival is not only open to the manufacturing sector and those that service it, but other industry sectors including the construction and the medical sector. It is also open to the public. Visitor registration is via web site from the 6th February or at the door.

A full list of exhibitors and the speaker program will be published on the Central Coast Industry Festival website, www.centralcoastindustryconnect.com.au from the 6th February.

The festival is sponsored by Investment NSW, Dyson Logistics and Central Coast Business Review.

Warnervale orchid stops Woolworths' Distribution Centre expansion

Plans by Woolworths to expand their Distribution Centre at Warnervale have been stymied by the Federal Minister for the Environment, Tanya Plibersek after a so called 'field of critically endangered orchids' was found growing in a lawn planted on the site by the company.

Ms Plibersek made her decision to block the expansion in mid-December, with her declaration that the development would have "clearly unacceptable impacts" on the environment made public last week.

According to reports around 500 Wyong sun orchids were found on the site making it the largest population of the so-called rare species ever discov-

ered and representing 35% of the total population.

They were discovered growing on a regularly mowed grass lawn surrounding the Centre and were not present when the facility was built in 2005.

Woolworths signalled to the Department of Planning in December 2021 that it had plans to invest \$68 million in expanding its Warnervale warehouse and distribution centre.

The State Significant Development was for alterations and additions adding an extra 27,767 sqm of warehouse storage and upgrading outdated technology and increasing capacity to handle more product lines and provide faster deliveries.



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Singleton to build motel on Elanora site at East Gosford

JOHN SINGLETON'S INVESTMENT

arm, Bonython Properties, has lodged a Development Application with Central Coast Council to build a \$32 million motel on the site of the Elanora Hotel at East Gosford as part of his vision to expand the Elanora Hotel precinct.

The proposed development includes a new 60-room motel situated on Brougham St in East Gosford and also encompasses extensive enhancements to the Elanora Hotel.

Comprehensive plans for the 7775 sqm site involves the demolition of the former motel, existing bottle shop, commercial premises, car wash, and car park. In their place, a three-story motel, a modern drive-through bottle shop, and a two-level car park with 148 parking spaces are set to take shape. This redevelopment signals Mr Singleton's dedication to revitalising and elevating the local landscape while aligning with his passion for the Central Coast.

Among the key alterations, plans outline the addition of extra dining spaces, including a terrace featuring a retractable roof, promising an inviting ambiance for guests. The proposed modifications extend to the bar area, seating arrangements, and amenities, with a focus on modernisation and improved facilities as well as a new children's play area.

Outlined within the application is the vision for commercial and tourist accommodation enhancements, aimed at elevating the quality and diversity of services available within the East Gosford precinct. The overarching goal is to contribute posi-



tively to the area's economic growth and employment opportunities, aligning with the proposal's commitment to fostering a vibrant and flourishing community hub.

Mr Singleton purchased the Elanora Hotel site for a reported \$25 million at the time describing it as a "fantastic hotel."

Since buying it he has spent \$6 million on a new entrance, sports bar with giant TV screen, outdoor terrace along with a private function and dining room.



The phased upgrades undertaken by Mr Singleton are aligned with his commitment to preserving the hotel's charm while infusing it with modern amenities and facilities, ensuring its continued appeal as a beloved destination for locals and visitors alike.

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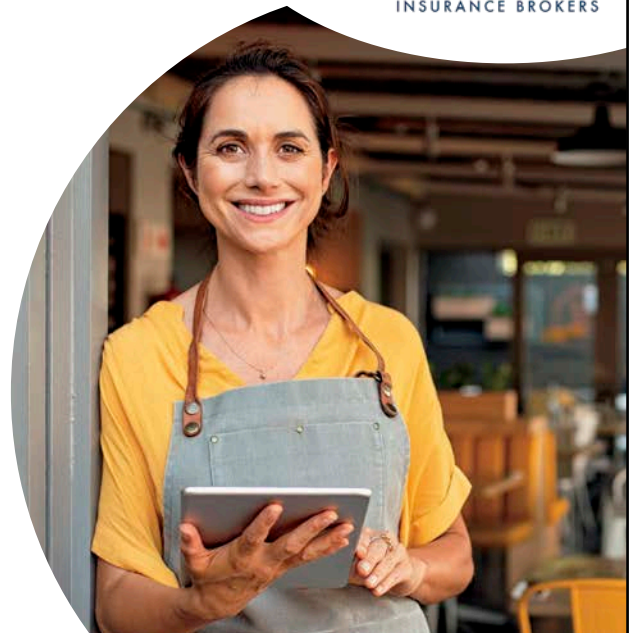
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Chamber sets priorities for 2024

THE PENINSULA CHAMBER of

Commerce has outlined its priorities for 2024 after a successful Christmas period that saw thousands of visitors flock to the Peninsula over the Christmas break.

"Its been a great Christmas for retailers particularly in the accommodation and restaurant sector", said Peninsula Chamber of Commerce President Matthew Wales.

"However, there is much to do this coming year which will largely depend on the assistance of Central Coast Council".

"Our major ongoing concern is ensuring that more resources and funding are directed to upgrading our local roads where over 80% have no kerb and gutter, drainage or footpaths", Mr Wales said.

"We will continue to liaise with Council and encourage them to set a program of works based on our priority list for local roads so that these can be assessed, costed and added to Council's Forward Plan of Works".

"Top of our list is the full reconstruction of Rabaul Street in Umina Beach which serves as an important link between the south Umina Beach residential area and Woy Woy Road for traffic accessing the freeway."

"The road is in an appalling state with non-existent drainage and dangerous footpaths yet serves as a major bus route particularly for school children accessing St Johns Primary and Brisbane Water Secondary College".

"Also on our priority list is the review of the Woy Woy town centre planning and management controls."

"We have been promised for several years that the Place Plan process would be undertaken by the Council which will look to review the planning controls and management processes for the town centre so as to improve civic outcomes".

"The Council has already completed the Economic Assessment and the Traffic Management Assessment but has further delayed the ongoing process", Mr Wales said.

"Woy Woy is in desperate need of a major planning revamp and we will be placing pressure on Central Coast Council to progress the review".

"Our third priority is improvements to town centre maintenance where we have been working closely with Council for the upgrading of landscaping, street furniture, seating, lighting and cleaning processes."

"Already the Council has committed to substantive works in the Ettalong Beach town centre which will progress this year and we are looking to similar commitments to the Umina Beach retail centre".

Finally Mr Wales said "At a Federal level, our main priority is ensuring that the reconstruction of the Rawson Road/Ocean Beach Road intersection progresses with recent confirmation from Federal Member for Robertson, Dr. Gordon Reid that the \$32M in Federal funding is guaranteed although works are not now due to start until 2025."

"It will be a busy year and the Chamber's priority is to continue to work with all levels of government to ensure that these projects progress and deliver economic and social benefits to our local community," Mr Wales said.



Matthew Wales

Greater Cities Commission a dead duck

The idea was good but implementation woeful, and in the end seems like it was a political stunt on the part of the previous Liberal Government.

The Greater Cities Commission was formally laid to rest on 1 January 2024.

Formerly the Greater Sydney Commission that took in the three Sydney cities, in 2022 the Illawarra, Central Coast and Newcastle were tacked on.

In September 2022 former Liberal politician The Hon Robyn Parker was appointed as Central Coast City Commissioner in September 2022.

She served in the NSW Parliament for 12 years, first as a Member of the Legislative Council followed by four years as the Maitland MP.

During that time Mrs Parker chaired many Parliamentary Inquiries and was Minister for the Environment and Minister for Heritage between 2011 and 2014.

Mrs Parker said that as Environment Minister she introduced some of the toughest environmental laws in Australia, delivered the largest waste and recycling program in Australia at the time as well as helping to create nine new parks and two new national parks.

Central Coast Strategy for Economic Growth

In January 2023 the GCC released a Central Coast Strategy for Economic Growth along with a Draft Central Coast Regional Transport Plan supporting the government's so-called vision to drive growth and investment across the region.

It set out 7 Priorities:

1. Driving innovation and industry collaboration,
2. Unlocking employment land and accelerating employment precincts,
3. Activation of a university campus in a revitalised Gosford CBD,
4. Building on the Gosford Health and Wellbeing Precinct,
5. Improving transport connections,
6. Delivering high-speed internet,
7. Improving planning processes.

Since then nothing tangible has happened for the Central Coast.

Driving innovation and industry collaboration was already being achieved by a very successful industry group – Central Coast Industry Connect.

Unlocking employment land was a total failure. Central Coast Council had no intention of addressing this serious issue and the Commission proved to be totally impotent in changing their ideas.

The University of Newcastle's new

CONTINUED ON PAGE 19

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Central Coast Airport – an opportunity lost

ENVIRONMENTAL ACTIVISTS WITH-

IN Central Coast Council along with Community Environment Network group have highjacked future plans for Central Coast Airport which will it remain little more than an airstrip.

Originally planned to be a regional airport over thirty years ago, anti-airport activists were successful in restricting its development following a Private Member's Bill restricting its use.

The Warnervale Airport Restrictions Act was eventually repealed by the former Liberal Government in February 2021.

However, with the expectation that the Act would be repealed much earlier the former Wyong Council developed a Master Plan to develop it into a regional airport with Type 3 runway of about 2,600 metres.

The concept was that the development would be funded by private/public partnerships and be operational by 2020.

Numerous aviation companies had shown interest in locating on the airport. One company in particular, Amphibian Aviation Industries signed a 40-year lease agreement with Council that would see a \$100 million aircraft manufacturing facility generating hundreds of well paid jobs.

Subsequently, the newly elected Central Coast Council controlled by councillors opposed to the airport reneged on AAI's deal that cost the financially strapped Council over \$1.5 million.

Since then AAI have established in Darwin.

Following the appointment of Rik Hart firstly as CEO and then Administrator of



Aerial photo of Warnervale showing Warnervale Industrial Area (bottom right), Central Coast Airport (centre) and surrounding Porters Creek Wetlands south from Sparkes Road

Council undertook new revised Master Plan that was expected to be completed by late 2022 early 2023.

Shrouded in secrecy ever since, Council in late December 2023 announced that it would place an entirely new Master Plan on Exhibition until 12th February 2024.

The new Plan recommends upgrading the aircraft landing area (ALA) which currently has no Civil Aviation Authority (CASA) status, to a Code 2B standard that entails widening and strengthening of the runway but keeping it at its current length thereby limiting the use of the airport as a General Aviation airport and one that could service the growing number of corporate jets that the region would support.

The new Masterplan has identified areas of Porters Creek Wetlands that surround the airport and includes most of the land

to the east that would have been used for aviation purposes under the control of a 'Stewardship Committee' undoubtedly made up of members of the Community Environment Network (CEN) and related activists.

Commenting on the Masterplan Central Coast Aero Club CEO, Andrew Smith said the plan was not just about expanding the airport's infrastructure, it was about embracing sustainable growth, enhancing education and bolstering the regional economy.

He said, "over the past eight years we have witnessed remarkable growth at the Aero Club with a 300 percent increase in both staff numbers and flying activity. Such growth is indicative of our region's heavy interest in aviation and its potential as an economic driver."

CONTINUED ON PAGE 14



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Grammar in Top 100 NSW Schools – for 10th year

CENTRAL COAST GRAMMAR School has continued its run of top HSC results for the 10th year in a row, being named in the Top 100 NSW schools, ranking 53.

Headmaster Bill Low, who retired at the end of 2023, said, "Our students' remarkable results across the board affirm the school's goal of nurturing well-rounded individuals ready to face the challenges of the world."

"Consistent and robust academic results have seen CCGS rank within the top 100 NSW schools for a decade now, a momentous achievement. "I am immensely proud of our class of 2023 – my final HSC cohort as Headmaster at CCGS. You have shown intellectual curiosity, critical thinking, and sheer hard work, which will serve you well in whichever path in life you choose."

A snapshot of the result show that:

- CCGS ranked 53 out of approximately 800 schools,
- 17% of students achieved an ATAR of 95+,
- 29% of students achieved an ATAR of 90+,
- 48% of students achieved an ATAR of 85+, and
- 60% of all exams sat resulted in a Band 5 or 6.

Jacob Ramirez was confirmed as the School's 2023 Dux with the highest possible ATAR of 99.95.

This year four students were recognised as Top Achievers, placing in the top five in their course in the State:

- Joan Han-Park, second in Music 1
- Stella Hannagan, second in English Advanced

- Hazel Hunt, fifth in Drama
 - Jacob Ramirez, second in Economics
- Head of Senior College, Mrs Janine Comber congratulated all students on their willingness to learn, grow and lead the School community.

"These results reflect exceptional academic achievement, founded on a holistic and balanced education, and students' unrelenting drive, enthusiasm, and perseverance to reach their personal best. This year's cohort have listened to feedback, reached out for support when needed and collaborated with each other."

"As you go out into the world, our hope is that the success you've achieved in your HSC provides you with the choice and opportunity to realise your dreams. We wish you all the very best in your future pursuits."

New Headmaster takes over at Central Coast Grammar

Central Coast Grammar School's fourth Headmaster, Phil O'Regan has taken over with the start of the 2024 school year.

Mr O'Regan comes to the School following the retirement of Bill Low who had been Headmaster for the past fifteen years.

Prior to this Phil was the Deputy Headmaster K-12 and Head of Senior School at Knox Grammar School, positions he held from 2018.

Phil has 27 years' experience as an educator across a breadth of schools and contexts, serving on the Executive teams of four independent schools, including from 2014 – 2018 as Deputy Principal at Radford College, a coeducational P-12 independent school in the ACT.

He originally studied a Bachelor of Education (PDHPE) at the University of Wollongong and completed his Master of Human Resource Management at the University of Technology Sydney and Charles Sturt University. He is a member of the Australian Institute of Company Directors (AICD).

Recognised for his innovation and leadership in the education sector, Phil is a founding member of the Janison Schools Strategic Advisory Board, providing advice and direction to the Janison team on the development and delivery of their educational and student wellbeing services.

Phil is passionate about cultivating an inclusive, innovative community and



Central Coast Grammar School Headmaster
Phil O'Regan

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SpotGo BBQ Wipes wins Coles order

WYONG BASED MANUFACTURER of premium household cleaning products, SpotGo, have won an exclusive nationwide order from Coles Supermarkets to distribute their new biodegradable BBQ Wipes product.

Developed to fill a market need, SpotGo's

biodegradable BBQ Wipes are an Australian first in cleaning technology. Both the fabric and the chemical scrub nodules are entirely biodegradable, which has never been seen or successfully developed before.

Co-founder's Brendan and Nancy Small spent three years in the research and development phase to be able to confidently bring these to market, and they have done so using the highest quality, fast acting ingredients.

Able to cut through grease and grime, remove sticky residue and properly clean those hard-to-clean cooking surfaces (BBQ plates, grills, hood, wok burners, these Biodegradable BBQ Wipes harness the latest in industrial level chemistry, made to domestic standards. The non-toxic, non-abrasive, palm oil free formula is an ideal everyday cleaner for food preparation areas.

A local family business established by the Small Family over fifty years ago specialising in commercial carpet cleaning, SpotGo has since moved into the development and manufacturing of cleaning products



Brendan and Nancy Small. "Coles have been an amazing partner and support of SpotGo since we first ranged our Surface / BBQ Degreaser in their stores two years ago, so it was a natural decision to negotiate retail space with them for this launch."

Brendan and Nancy Small took over the business in 2000.

Commenting on the change, Mr Small said that the move into cleaning products was as a result of customers constantly asking for a high-quality carpet spot cleaner that really worked.

Together with a leading industrial chemist the SpotGo Carpet Spot Cleaner was introduced to the consumer market in 2013 and has since then become their flagship product along with range of premium household cleaning products.

New life for Sara Lee

FTI Consulting who were appointed as the voluntary administrators of Sara Lee on 17 October 2023, have announced they have entered into an agreement to sell the Australian and New Zealand businesses of Sara Lee, which also exports products to South East Asia and the Middle East, to a private company owned by Klark and Brooke Quinn.

The sale of the business concludes a successful and competitive process that sees the business sold as a going concern, securing the jobs of more than 200 people.

Administrator Vaughan Strawbridge said:

"Sara Lee is an iconic brand and category leader. Staff and consumers have rallied behind the business during this tough time, and we are so grateful to the loyal workforce and management team who have made this process a success while they have continued to produce amazing products.

"We hope to complete the sale in the coming weeks."

The Quinn family have been successful in FMCG businesses, most recently involved in the purchase of Darrell Lea out of voluntary administration in 2012, and its successful turnaround.

Comment from Klark and Brooke Quinn:

"We are a small Aussie family that shared in the tradition of having Sara Lee Apple Pie and Vanilla Ice-cream every Sunday night at the dinner table and could not be more proud to put the Aussie made and owned stamp on the Sara Lee brand."



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Scott Goold appointed Regional Director Business NSW Central Coast



Scott Goold

Business NSW has announced the appointment of Scott Goold as Regional Director Business NSW Central Coast.

Mr Goold joins the organisation after three years with the NSW Department of Regional NSW where his most recent appointment was as Deputy Director Regional Development.

A resident of the Central Coast he comes to the position with over 30 years' experience at senior levels with major corporates and for a short time in 2020 was Business Development Manager at Central Coast Council

From 2001 to 2016 he was General Manager Venture Health Group of companies a private equity group predominantly in the health and wellness industry.

Commenting on Mr Goold's appointment Chair of the Regional Advisory Council of

Business NSW Central Coast, Barbara Ketley, said, "The Regional Advisory Council of Business NSW Central Coast is delighted to welcome Scott as our new Regional Director. Scott has extensive senior level experience with state government, local government, international trade and management consulting. He also founded a successful chain of

retail health stores across Australia so understands in depth the issues facing the business community. I am looking forward to seeing our region benefit from Scott's extensive experience and diverse knowledge."

He succeeds Paula Martin who has moved to a new role as Executive Director Regional NSW & Visitor Economy at Business NSW. She has been Executive Director for the Central Coast for the past five years.

Industree Group appoints Regional Business Development Manager



Alan Priest

Locally owned and operated, carbon neutral, innovator, designer and producer of premium Personal Protective Equipment, Industree Group has announced the appointment of Alan Priest as Regional Business Development Manager NSW.

With a career spanning over two decades in the safety sales sector, Mr Priest has dedicated the last eighteen years to establishing himself as a leading expert in hand protection.

Making the announcement Industree Group Managing Director, Jon Fleming said, "As the newly appointed NSW Regional Business Development Manager, Alan

will collaborate closely with the Industree Group team to identify new business opportunities across diverse industries. His primary focus will be on forging enduring partnerships and driving growth in alignment with Industree Group's objectives."

Tonkin Drysdale Partners appoints General Manager



Helen Capita and Julie Downey

Woy Woy lawyers Tonkin Drysdale Partners have announced the appointment of Helen Capita as General Manager, succeeding Julie Downey who has stepped down after years of dedicated leadership.

Ms Capita joined TDP in April 2022 as an Assistant Practice Manager/Legal Bookkeeper. In her new role she will be responsible for overseeing the day-to-day operations of the firm.

Ms Downey will continue with the firm on a two day a week basis and assist Ms Capita.

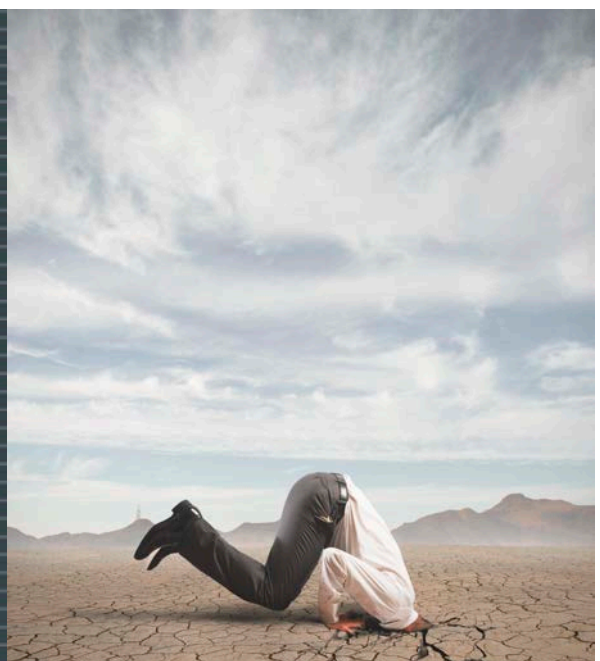
Commenting on Ms Downey's time with the firm, TDP Managing Partner, Paul Tonkin said, "Julie's commitment to building a strong team and driving growth has been invaluable and we are grateful for her service. We are confident that her legacy will continue to thrive under Helen's capable guidance."

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Global power equipment company locates Australian office at Erina



Joe Oosthuizen has been appointed Country Manager for Kress and Lachlan McDonald General Manager – Commercial Channels. Both come to the company after a career of more than twenty years at senior executive level in the power tool industry

Kress a brand well known for its German engineering has been designing and manufacturing electric motors for 93 years, has entered the Australian market establishing

its Head Office in the Platinum Building at Erina.

Part of global technology and tool manufacturing corporation, Positec, Kress Australia was established in mid-2023. They have since appointed almost a hundred dealers across the country as well as supplying some of the major national landscaper groups.

Kress products include commercial-grade battery-powered outdoor power equipment and robotics for both domestic and commercial customer market segments.

Kress products are supplied only through a Specialised Dealer network who are experts and have the product knowledge to provide customers with their specific needs.

Since launching Kress have appointed a sales team of twelve and are looking to expand further as the business continues to grow.

Kress announced their arrival in Australia with the launch of the Kress CyberSystem™ charging battery platform and its accompanying range of 60V commercial-grade outdoor power equipment.

The CyberSystem™ has technology that allows it to charge an 11Ah battery from zero to 100 per cent capacity in just 8 minutes* (*With the KAC875A CyberTank™ Charger). This is the only commercial product where a landscaper can make the switch from petrol to battery products – without compromise.

Kress has a core range of commercial-grade battery products, with another 25 or so products coming in 2024. Kress also stocks a “Prosumer Range” of 60V garden equipment aimed at sole operators and passionate home gardeners.

Kress also offers a range of Robotic Mowers. Mowers that mow like you, without you. With no boundary wires, the Kress RTKn range can maintain residential lawns right through to public parks and golf courses. Unmanned mowing is the ideal solution for countless applications, providing quiet and emission-free turf management that carries an operating cost at a fraction of manned mowing.

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Council elections 14th September 2024

IN JUST EIGHT months residents of the Central Coast will be going to the polls to elect a new Council.

Will it be a re-run of the 2017 election that saw council run by a majority of financial illiterates and controlled by environmental activists?

It lasted just three years.

Of course, it was set up to fail. The NSW Government set the parameters with an absurd five wards with three councillors representing each ward. Fifteen councillors!

As Administrator Dick Persson said not long after being appointed, 'it was a parliament'.

It was expected that the political parties would field candidates who had the ability to run the second largest council in NSW.

Mayor Jane Smith was long time CEO of the activist Coastal Environment Network and was instrumental in appointing Council's first CEO who came from one of the smallest councils in NSW to manage the second largest. It was like a milk bar operator managing BHP.

In his report to the Minister for Local Government Mr Persson recommended that the number of wards be reduced

to three and the number of councillor reduced to nine.

This recommendation will be the subject of a Referendum to being held at the same time as the council elections. Assuming that voters agree to this reduction of councillors it will not come into effect until 2028, the time for the next election.

Meanwhile, Council CEO David Farmer has had his contract extended for a further five years taking his tenure out to April 2029.

It would therefore seem that Administrator Rik Hart has decided that a new council cannot be trusted to handle council's affairs.

He may be right.

In any event fifteen councillors must be elected and from them a Mayor will be elected.

Meanwhile Administrator Hart has been holding public information sessions to explain the functions of council, the roles of the Mayor and CEO as well as understanding the role of councillors both individually and as part of the elected governing body.

The first was in October and the next two are planned for March and June 2024.

Administrator appoints CEO for 5 years spanning life of next elected council

Central Coast Council Administrator, Rik Hart, at Council's December 12 meeting, adopted an Administrator's Minute extending the Council CEO David Farmer's contract for a further five years until April 2029.

The extension spans the life of the next elected council.

Additionally, Mr Farmer will receive a four per cent pay increase based on the Office of Local Government Standard Contract of Employment for General Managers on a total remuneration package.

Mr Farmer's Performance Review was conducted on 22 August 2023 with him receiving an overall rating of 4.3 out of a possible 5 – better than the satisfactory rating. The performance documents remain confidential.

Mr Farmer was appointed CEO in April 2021 following a term of two years at Ipswich City Council as CEO and prior to that eleven years as General Manager (CEO) at Wollongong City Council.

Porters Creek Wetlands' Smith's legacy

In 2018 when the first Central Coast Council was elected Mayor Jane Smith made the permanent protection of Porters Creek Wetlands covering over 700 hectares from Wyong to Warnervale one of her major goals.

She was successful and in 2022 the Wetlands were declared a specified wetland of international importance.

The Woolworths Distribution Centre is located in the Warnervale Industrial Park that was developed over twenty years ago and includes Sanitarium Health Foods' Development and Innovation Centre and a number of major transport companies.

It is located adjacent to Warnervale Airport.

Both the industrial area and the airport are located at the northern entrance to the Central Coast at the intersection of the M1 Expressway and Sparkes Road.

The airport was established in 1973 and the industrial area in 2010 and comprises 44 hectares of land zoned E4 – General Industrial.

Both areas are surrounded by a sliver of bushland between the Expressway and separates the industrial area from the airport that are part of the Porters Creek Wetlands.



Central Coast Airport – an opportunity lost

CONTINUED FROM PAGE 9

Mr Smith said that globally, there is a very high demand in the aerospace sector from airlines, general aviation and maintenance operators who are experiencing unprecedented demand."

With Western Sydney Airport about to heavily restrict the airspace in and out of Bankstown Airport, Warnervale represents a massive opportunity for the Central Coast to reap the benefits of this surging demand.

In preparing the Masterplan Council has buckled to the demands of the handful of anti-airport activists and separated a major part of the airport site that will be placed under a proposed Porters Creek Wetland

Stewardship thereby limiting the potential of the airport for future general aviation development.

Commenting on the Masterplan, Minister for the Central Coast and Member for Wyong, David Harris MP, said, "the masterplan finally gets the balance right regarding the future of the airport."

Over the years we have had the two extremes, from closing the airport down to expanding it into a jet airport, neither of which is viable. It is a resource the majority of people think we should keep and this plan finally puts forward a very balanced approach."

"There is not extension of the runway and the wetlands surrounding the airport are protected."

It means we can grow a general aviation industry for smaller planes and hopefully return some economic value not just to Council but the Central Coast more broadly"

Meanwhile, regardless of the assurances expressed by the Minister and the Aero Club It is unlikely that any investor will be interested in taking an enormous risk on the airport's future.

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4 expenses that can sneak up on your business



By Troy Marchant,
Director, Adviceco
Chartered
Accountants

DURING THE TRANSITION from a one-person operation to what some might describe a 'proper' business, most businesses tend to go through a period of growing pains where expenses can blow out but revenue does not grow at the same rate.

This can result in a drop in profitability. Many businesses never break through this barrier, and their owners remain frustrated, managing people and resources, working harder and harder, with little or nothing extra to show for their efforts.

There are 3 common positions small businesses find themselves in:

1. Solo owner: This could be a tradesperson or a professional services provider, possibly operating out of their home.
2. Typical small business: The owner gets too busy and hires one or two people to help run the business.
3. "Growing" business: You invest in the right people to free up time to focus on just three things — developing high value customers, identifying and selling new products and services, and leader-

ship and strategy implementation to drive the business forward.

Many business owners in position 2 above should either revert to position 1 or take the bold step to move up to position 3. Getting stuck in position 2 is a major reason why many businesses ultimately fail. Costs creep up, you get too busy servicing existing customers and there is no resource available to drive new revenue.

The focus of this advice is on helping you identify 4 expenses that can sneak up on you and get out of control. See below

1. Wages

This can be a killer. I know an extremely well regarded and talented cabinet maker who operated as a sole trader for many years. He was always busy, with a bulging order book created from word of mouth. Then, he decided to hire someone to help him.

I met him recently, and he was bemoaning the trials and tribulations of having someone on his payroll. He couldn't understand why, having expanded his business, he was now worse off.

Of course, all of the hidden on-costs of employing people are what catch business owners out. And never underestimate your lost time, which finds its way to training, dealing with questions and helping your new employees do things that you could do faster and better yourself.

Please don't get me wrong. I am not saying don't hire people, but if you do, be prepared to take a step back before you move forward.

2. Rent

If you run a retail or manufacturing business, then it's inevitable that you will incur rent or property ownership costs. But there are many businesses renting office space that are simply throwing money down the drain. Typically solo professional services operations, they take an office because they feel it's the right thing to do, whereas in reality they would be better off setting themselves up at home without incurring all of the costs associated with setting up a 'real' office.

If you are renting space and need to do so, look for opportunities to renegotiate your rent on more favourable terms.

3. Advertising and marketing

When businesses gear up for growth, they tend to invest heavily in advertising and marketing. My recommendation is to break down all of your spend in this area into specific campaigns (for example, social media, newspaper adverts, direct mail campaigns, local sports club sponsorship, email newsletters, etc.) and track the success of each campaign.

How much new business does each generate, and what is the return on investment?

4. Travel expenses

Hire new people, give them autonomy and freedom to make decisions, send them off to develop new markets — and watch this expense go through the roof! No one begrudges a team member claiming a moderate subsistence allowance while on the road, but be careful of the upstart sales-

CONTINUED ON PAGE 17

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An employer's positive duty to prevent unlawful sexual conducts is in place



By Warwick Ryan,
Partner, Hicksons
Lawyers

FROM 12 DECEMBER 2023 your organisations could face a visit from the Australian Human Rights Commission (AHRC).

In the latest wave of legislative amendments the Sex Discrimination Act 1984 (Cth) businesses are required to take additional reasonable and proportionate steps to eliminate, as far as possible, certain unlawful conduct. The conduct includes:

- Sex discrimination in a workplace;
- Sexual harassment in a workplace;
- Sex based harassment in a workplace;
- Conduct that amounts to subjecting a person to a hostile work environment on the grounds of sex; and
- Certain acts of victimisation.

What does this mean? It means that no longer are you at risk as an employer simply if someone complains – you are at risk at all times if you do not treat the issue seriously. The requirement for employers to take preventative action is called the 'positive duty'.

You might be thinking, hang on, as an employer I already can't allow any of the above conduct in my workplace, so what's changed?

In a nutshell, employers (as PCBUs) already have a positive obligation to take reasonably practicable steps to provide a psychologically healthy and safe working environment, which includes eliminating, and where that's not possible minimising, hazards of the workplace (such as the conduct listed above).

A failure to meet this obligation could result in a SafeWork Inspector knocking on the doors of your workplace, as has recently happened in a case in Victoria. That case resulted in a successful prosecution by WorkSafe Victoria of two companies and an associated director for serious sexual harassment.

The obligation to take reasonably practicable steps against workplace harassment has not changed and will not change any time soon.

The difference from 12 December 2023 is that the AHRC will also have powers to investigate and force compliance with the positive duty through the issuing of compliance notices and entering into enforceable undertakings with employers. A failure to comply

with a compliance notice could result in the AHRC taking legal action against an offending employer in the courts to compel compliance.

So, what does that mean for businesses?

The steps an employer must take to satisfy the positive duty will look different in every workplace. However, the Fair Work Commission has already weighed in on the positive duty in a recent decision. It said that employers must let go of the "notion that an employer can only act on alleged misconduct if there is a "formal complaint". This resonates with the intentional shift in Australian legislation from 2020 to 2023 to move the onus from the complainant to the employer when it comes to eliminating unlawful sexual conduct in the workplace. Importantly, these changes will apply to all workplaces.

On top of the AHRC's enhanced powers, we can expect to see more activity from SafeWork NSW in this space. In October 2023, the regulator released its Respect@ Work Strategy for 2023 – 2025, where it committed to (amongst other things) "proactive and targeted visit programs" and increased regulation of workplaces to educate, investigate and prosecute businesses for serious incidents of sexual harassment.

SafeWork NSW expressed a particular focus on the hospitality, healthcare, social assistance and retail industries, as well as SMEs, public administration, the construction sector and workplaces with high-risk work groups (including women, younger workers, LGBTQIA+ workers, workers with a disability and First Nations and Aboriginal and Torres Strait Islander peoples).

With the maximum penalties for category one offences (the highest level of offence) under the Work Health and Safety Act 2011 (NSW) escalating from 1 July 2024 for:

- PCBUs from \$3,992,492 per offence to \$10,424,983 per offence, and
- Individuals (such as directors) from \$798,383.25 to \$2,168,028.45,

we do not recommend a light touch with the measures your organisation takes to eliminate unlawful sexual conduct in the workplace.

So, with Christmas parties looming, think through how you manage behaviours, not merely from your own employees, but also the behaviours of guests. What directives will you issue your employees? Will RSI be managed well? Is there a clear finish time? How do you manage employees living remotely leaving at a late hour – especially those that fall within the 'high-risk work groups'?

Please contact Hicksons' Partner, Warwick Ryan, at warwick.ryan@hicksons.com.au should you need any assistance or guidance.

Four big issues for small business in 2024

2024 is predicted to be a year that will see many business failures brought about by a number of factors that will be difficult to control.

Cash Flow, new IR rules and the threat of cybercrime will make life for small businesses even more precarious.

Constrained consumer spending, interest rate anxiety, and sheer exhaustion are likely to weigh on small businesses in 2024, advocates say, as entrepreneurs seek opportunity in what could be another challenging year.

Among leaders and advocates in the small business sector, there is a sense the mounting cost of doing business — spanning everything from insurance hikes to interest rates and rental prices — will push many businesses to the brink in 2024.

Rising business costs defined 2023, with trends indicating 2024 will be even tougher.

According to the ASIC small business dominated the annual insolvency statistics, with eight in ten entering administration having less than \$100,000 in assets.

CreditorWatch is now predicting the business failure rate will increase from 4.4% to almost 6% by the end of 2024.

Firstly, small business will need to prioritise cash flow management. Higher costs will continue to rise in 2024 but small businesses have limited ability to pass them on to consumers.

Small business owners are currently paying themselves less and working longer than average to support their enterprises.

Second, small businesses face a complex industrial relations regime that bewilderingly may become even more complicated in 2024.

Third, small businesses face increasingly acute cyber risk in 2024. Despite misconceptions, almost half of all cyberattacks are targeted at small businesses and their employees.

CONTINUED ON PAGE 19

4 expenses that can sneak up on your business

CONTINUED FROM PAGE 16

person booking one-hour flights in business class to meet unqualified prospects.

Final thoughts

Expenses have a habit of creeping up on you. It is good discipline to review them line-by-line once a year and make a determination as to whether you are getting the absolute best return on investment for each expense.

This is a great exercise to do with your accountant and one that can really help restore gross profit to your business, and ultimately to the bottom line – drop me a line troy.m@advicoco.com.au

Business blindsided with Labor's 'revolutionary' Industrial Relations Loophole Bill



By Ken Phillips,
Executive Officer, Self-
Employed Australia

ON DECEMBER 7 last year in the Senate, two independents – Senator David Pocock and Senator Jacqui Lambie – sided with the Labor Party and pushed through major chunks of the 'revolutionary' Industrial Relations Loophole Bill.

Blindsided is the correct description, because both Senators Pocock and Lambie were instrumental in establishing a Senate committee to investigate and report on the Loophole Bill. The Committee is due to report in late January, with Parliament resuming on February 6. The expectation was that nothing would happen with the Bill until after the Senate report. Senators Pocock and Lambie had other ideas.

The Albanese government needs two of the eight independents to vote with Labor to pass legislation in the Senate. In passing major sections of the Bill, Pocock and Lambie have established themselves as the most powerful players in Parliament. The direction of the nation rests with them.

But what did they pass into law? Included with the 'uncontroversial' sections related to work safety and illness compensation is an instrument that attacks family businesses. This gives unions massively expanded entry and control power over any business in Australia. For the first time, a union can walk into a business that has only one employee and issue dictatorial orders. On my assessment, union reps now become de facto political commissars implanted in Australian businesses, including very small businesses.

What's the message here? Simple. If you have a business idea, it's dangerous to employ anyone. And Pocock and Lambie lumped this provision, which they enabled, into their 'uncontroversial' basket. Both stand exposed as anti-small and anti-family business.

In my view, Senator Pocock has trashed his reputation as a true independent and advocate for small business. We can only hope that this is a temporary 'glitch' and he seeks to fix the problem he has created. Because if he doesn't fix this we know there is more to come.

The balance of the Loophole Bill involves the legislative outlawing of self-employment with the near abolition of casual workers. Further, it gives the industrial relations regulator, the Fair Work Commission, the power to override the Australian Consumer and Competition Commission on competition matters. That is, if a business colludes with a

union to damage competitors, that becomes lawful. And there's more.

The entire 'gig' economy is to be attacked, and this doesn't just apply to ride-share drivers. Anyone who does commercial work on a contract by contract basis is being targeted. This is the definition of 'gig'. And it includes musicians, contract medico's, tradespeople and on and on. Effectively it's the legislative crushing of the right and capacity of people to be their own boss.

Senators Pocock and Lambie have been silent on where they stand on these remaining issues. Given their blindsiding of the Senate and Australia in December, it has to be assumed that they will back the passage of the rest of the Loophole Bill.

Ken Phillips is on Substack

Government making it harder to employ people - BCA

More than 100,000 full-time jobs were lost in December and hours worked plunged, making it the worst possible time for the Government to introduce new workplace relations laws that make it harder for business to grow and employ Australians, according to the Business Council.

BCA Chief Executive Bran Black said the stable employment rate of 3.9 per cent masked the significant loss of full-time jobs and the true picture of the economy.



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Greater Cities Commission a dead duck CONTINUED FROM PAGE 8

Gosford Campus was a totally UON initiative.

The Gosford Health and Wellbeing Precinct was initiated by the Local Health District and the building of a new state of the art Gosford Hospital and subsequently University of Newcastle's Medical School and Research Institute built adjacent to the hospital.

These facilities are now attracting further private investment.

Delivering high speed internet was a good idea except that the Central Coast was the first region in Australia to be totally connected.

NBNCo has total control over this and besides, the Central Coast was the first region in Australia to have total broadband availability. NBNCo, are now upgrading their services with Gosford CBD having terabyte capacity broadband as well as the Nexus Business Hub at Wyong.

Improving planning processes turned

out to be a total disaster. The NSW planning system is broken and the GCC had no means of fixing that.

The new Minns Government finally killed the Commission off on 1st January having transferred all the planning staff to the Department of Planning towards the end of last year.

Identified as the Sandstone Mega-region that comprised Wollongong, Sydney, Central Coast and Newcastle was a concept put forward by the Committee for Sydney in 2018. This Mega-region makes up over 70% of the NSW population and 25% of the national population. All in a 270 km coastal strip.

The whole idea, it was said, was to coordinate and align the planning that will shape the future of the region, accelerate the delivery of key innovation districts and lead discussion on major city-shaping issues. It would drive the visionary planning and coordination of Australia's first global multi-city region.

SME's under attack with Labor

CONTINUED FROM PAGE 4

and Woolies want to expand (see Page 6).

Some ecologist at Council has managed to find a 'field of critically endangered orchids' growing in a lawn planted on the site by the company.

So, Woolworths can take their \$68 million and go to hell. Forget about the extra people they would employ.

About twenty years ago Wyong established the Wyong Employment Zone that took in the Airport, the WIA and the area north of Sparkes Road.

It was going to generate thousands of jobs and be a major economic driver for the northern Central Coast area.

Plenty of businesses, developers and investors acquire land in the WEZ but all have now realised that they were conned.

The overall issue here is that the Central Coast desperately needs fully serviced industrial zoned land.

On the brighter side things are really moving along in Gosford CBD.

In the coming months we will be reporting on how 2024 is unfolding and how Gosford will indeed become the Capital of the Central Coast.

Edgar Adams
Editor



Four big issues for small business in 2024 CONTINUED FROM PAGE 17

Fourth, beyond IR there are changes under way to the Privacy Act, the frequency of superannuation payments, and new positive duties under the Respect at Work program to name a few.

Beyond external insolvencies, business exits have already accelerated over the past 18 months.

The most recent Australian Bureau of Statistics (ABS) data shows net business entries of just 0.8%, or just under 20,000 businesses over 2022-2023, compared to net growth of nearly 168,000 the year prior.

More than 386,000 businesses exited the market last financial year, 81,000 more than the year prior.

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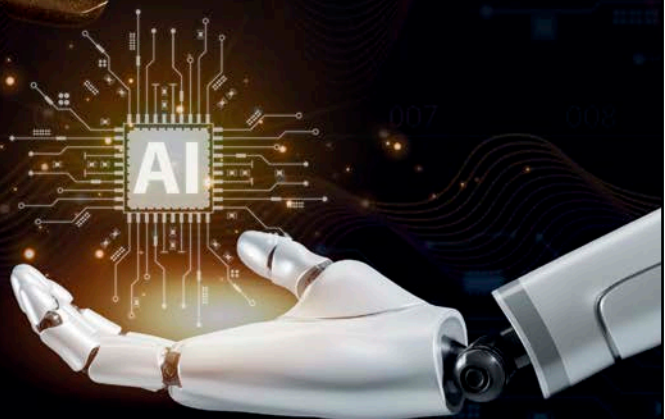
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Brand Group completes West Gosford industrial complex with all units sold



Completed toward the end of 2023, the Brand Group's Racecourse Industrial Centre at 9 Blackett Street, West Gosford (behind Gosford Racecourse) has seen all 39 units sold prior to completion.

The Blackett Street site comprises a total of 1.607 hectares with the developed site occupying 8,813sqm.

Indicating the demand for industrial units marketing for the project com-

menced in early 2022 and most were sold off-the-plan within six months.

Unit sizes range from 41 – 57 sqm with the largest from 110 – 144 sqm the majority being the smaller sizes and sold for around \$4,400.00 per sqm.

Buyers included SMSFs for the smaller units, owner occupiers and investors for the larger units. Almost half the units sold to Sydney and local investors and SMSFs and a third to Owner Occupiers.

Sold out - Work starts on new industrial development at West Gosford



Construction has started on the FORTIS industrial development that will see 82 industrial units built over a 3.11 Ha site at 13 Jusfrute Drive, West Gosford.

Comprised in seven separate buildings over the site behind the West Gosford Shopping Centre the development saw all units sold off-the-plan through DiJones Commercial following a marketing campaign during 2023.

Unit sizes range from 35sqm to 146sqm. Prices range from \$4,100 per sqm to \$5,400 per sqm.

Commenting on the demand for smaller sized industrial units on the

Central Coast DiJones Commercial Director Brett Hunter said, "Since COVID, we have seen an increasing demand from small businesses and Sydney operators not wanting to return to their pre-COVID operational processes and are now searching for options to work from the Coast but not from home."

FORTIS is being developed by prominent Central Coast developers Stephens Group and Brand Group with marketing by DiJones Commercial.

Construction is by Brown Commercial Building with completion scheduled for December 2024.

SALES

TOUKLEY

2 Elden Street, Toukley

A medical professional has purchased a medical centre at 2 Elden Street, Toukley.

The property, on a 575sqm lot, is zoned as E1 Local Centre and has existing use rights for Medical Centre.

It comprises multiple rooms set up as office suites, spacious reception, kitchen and amenities.

It was sold with a pathology tenant in place.

Price paid was \$850,000 (GST not applicable).

It was last traded in February 2021 for \$661,000 (Source RPData).

Tom Bore and Ben Purdue from LJ Hooker Commercial Terrigal negotiated the sale.

MORISSET

Unit 11, 14 Kam Close, Morisset

68sqm strata unit part of a 35 unit complex built around five years ago in popular Morisset Business Park.

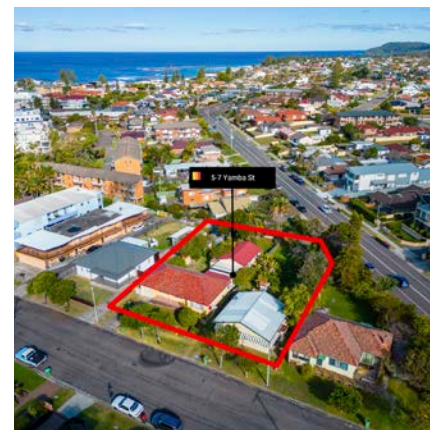
Buyer an investor paid \$315,000 plus GST.

Sold in 2018 for \$220,000 (Source RPData).

Sold by Brett Dowling and Robert Bose from LJ Hooker Commercial Central Coast.

THE ENTRANCE

5 and 7 Yamba Street, The Entrance



A local property developer has purchased two medium density residential zoned lots with total area of 1,512sqm with two 50 year old knockdown houses thereon offering holding income potential.

Price paid was \$2.5 million plus GST.

The property was last traded in 2021 for \$1.7 million (Source: RPData).

Sold by Ty Blanch and Robert Bose

LEASINGS

ERINA

Unit 3, 5 Bonnal Road, Erina

A Ninja Kids franchisee has leased a 313sqm unit

Terms of lease are 5 years lease with 5 year option at a rental of \$69,000 per annum plus Outgoings and GST.

Ben Purdue from JJ Hooker Commercial Terrigal negotiated the lease.

Shop 1, 8 Karalta Road, Erina

Crepes and coffee retail food store operator has lease a 45sqm shop opposite Fountain Plaza.

Terms of lease are 3 years with 3 year option at a rental of \$35,000 per annum including Outgoings and GST.

Ben Purdue from JJ Hooker Commercial Terrigal negotiated the lease.

TUGGERAH

Unit 4, 5 Mildon Road, Tuggerah

A classic car collector has leased a 135sqm factory unit.

Terms of lease are 2 years with 1 year option at a rental of \$22,000 per annum including Outgoings plus GST.

Tom Bore and Ben Purdue from LJ Hooker Commercial Terrigal negotiated the lease

Unit 103, 12 Pioneer Avenue, Tuggerah Business Park

The proprietor of a pet collar embroidery business has leased a 107sqm factory unit.

Terms of lease are 2 years with 1 year option at a rental of \$27,000 plus outgoings and GST.

Tom Bore from LJ Hooker Commercial Terrigal negotiated the lease.

Unit 12, 23 Lake Road, Tuggerah



A football apparel retail store operator has lease a 147sqm unit

Terms of lease are 2 years plus 1 year option

at a rental of \$28,000 per annum plus Outgoings and GST.

The unit is part of a 16 unit complex built in early 2022.

Tom Bore from LJ Hooker Commercial Terrigal negotiated the lease.

Unit 15, 1 Reliance Drive, Tuggerah Business Park

A local software company has leased a 277 sqm unit in One Reliance at the entrance to Tuggerah Business Park

Terms of lease are 2 years with 2 year option at a rental of \$69,000 per annum plus Outgoings and GST.

Ty Blanch and Brett Dowling negotiated the lease.

WYONG

Shop 3, 14-16 Alison Road, Wyong

81sqm shop has been leased for use as a pilates studio.

Terms of lease are 2 years with 1 year option at a rental of \$27,000 per annum plus Outgoings and GST.

The shop is part of the heritage listed Chapman Building.

Tom Bore and Ben Purdue from LJ Hooker Commercial Terrigal negotiated the lease.

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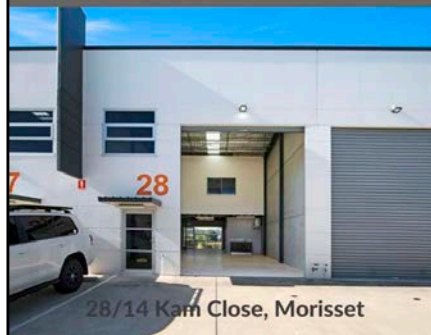
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- 3 year lease
- CPI increases annually
- Excellent investment opportunity
- Total strata area 174m2 (approx.)

Brad Rogers | 0459 921 122

AUCTION



- Auction 15th of February at 10am
- Approx 72m2 internal floor plan
- Internal amenities
- Two allocated car spaces

Michael Hanson | 0420 307 216

A stockbroker received notice from the Taxation Office that he was being audited.

He showed up at the appointed time and place with all his financial records, then sat for what seemed like hours as the investigator pored over them.

Finally the Taxman looked up and commented, "You must have been a tremendous fan of Sir Arthur Conan Doyle."

"Why would you say that?" wondered the broker.

"Because you've made more brilliant deductions on your last three returns than Sherlock Holmes made in his entire career."

A wealthy investor walked into a bank and said to the bank manager, "I would like to speak with Mr. Reginald Jones, who I understand is a tried and trusted employee of yours."

The banker said, "Yes he certainly was trusted. And he will be tried as soon as we catch him."

As the plane was flying low over some hills near Athens, a lady asked the stewardess: "What's that stuff on those hills?"

"Just snow," replied the stewardess.

"That's what I thought," said the lady, "but this fellow in front of me said it was Greece."

A young man asked an old rich man how he made his money.

The old guy fingered his worsted wool vest and said, "Well, son, it was 1932. The depth of the Great Depression. I was down to my last penny.

"I invested that penny in an apple. I spent the entire day polishing the apple and,

at the end of the day, I sold the apple for threepence.

"The next morning, I invested money in three apples. I spent the entire day polishing them and sold them at 5:00 pm for one shilling. I continued this system for a month, by the end of which I'd accumulated a fortune of five pounds."

"And that's how you built an empire?" the boy asked.

"Heavens, no!" the man replied. "Then my wife's father died and left us two million dollars

"If your business depends on you, you don't own a business—you have a job. And it's the worst job in the world because you're working for a lunatic!"

Michael E. Gerber

An accountant dies and goes to Heaven. He reaches the pearly gates and is amazed to see a happy crowd all waving banners and chanting his name.

After a few minutes St. Peter comes running across and says, "I'm sorry I wasn't here to greet you personally. God is looking forward to meeting such a remarkable man as yourself."

The accountant is perplexed. "I've tried to lead a good life, but I am overwhelmed by your welcome," he tells St. Peter.

"It's the least we can do for someone as special as you are. Imagine, living to the age of 123 and still looking so young," says St. Peter.

The man looks even more dumbfounded and replies, "123 years old? I don't know what you mean. I'm only 40."

St. Peter replies, "But that can't be right - we've seen your time sheets!"

"There's no such thing as work-life balance. There are work-life choices, and you make them, and they have consequences."

Jack Welch

Three men are talking in a Soviet gulag.

One of them asks the two others: "So what did you do?" The first one answers: "Well, I arrived late at the factory, and so they accused me of slowing down the Revolution and the victory of the Proletariat."

The second one answers: "Well, I arrived early at the factory, and so they accused me of wanting to be favoured and promoted over my fellow workers."

Then they turn to the one who asked the question: "How about you, then?" "Well, I arrived at the factory right on time, and so they accused me of having a watch from the West."

A politician visited a remote little rural village and asked the inhabitants what the government could do for them.

"We have two big needs," said the village headman. "First, we have a hospital but no doctor."

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The politician whipped out his mobile phone, spoke for a while and then said: "I have sorted it out. A doctor will arrive here tomorrow.

What is your other need?" "We have no mobile reception at all in our village."

"Don't underestimate the value of having a good team! You don't become successful on your own. You have to rely on really good people."

Alicia Quarles

An elderly gent was invited to his old friends' home for dinner one evening.

He was impressed by the way his buddy preceded every request to his wife with endearing terms -Honey, My Love, Darling, Sweetheart, Pumpkin, etc. The couple had been married almost 70 years, and clearly they were still very much in love.

While the wife was in the kitchen, the man leaned over and said to his host, "I think it's wonderful that, after all these years, you still call your wife those loving

pet names." The old man hung his head. "I have to tell you the truth," he said, "I forgot her name about 10 years ago."

"You've got to be passionate about whatever you're doing, and you've got to be prepared to do stuff other people won't do"

Mark Carnegie

During his physical, the doctor asked the patient about his daily activity level.

He described a typical day this way. "Well, yesterday afternoon, I waded along the edge of a lake, drank eight beers, escaped from wild dogs in the heavy brush, jumped away from an aggressive rattlesnake, marched up and down several rocky hills, stood in a patch of poison ivy, crawled out of quicksand and took four leaks behind big trees."

Inspired by the story, the doctor said, "You must be one hell of an outdoors man!" "Nah," he replied, "I'm just a terrible golfer."

The boss gets out of a BMW 7 series and a junior employee remarked, "Wow Boss, this is great!"

The boss puts his arm around the man and says, "If you also work hard, be punctual, put in more hours of work on weekends, take fewer holidays, achieve your targets then who knowsmaybe I will be able to buy an even better car next year!!!"

A politician is late to the meeting. He drives his car into a car park but can't find a place anywhere.

Then he raises his eyes to heaven and asks God "Please help me to find a place God. If you help me, I promise I'll go to church every Sunday, quit drinking and always tell the truth!"

Then, suddenly, as if by magic, he noticed a place for a car. He raises again his eyes to heaven "Don't worry, I have found it myself and don't need your help anymore."

"The superior man is modest in his speech, but excels in his actions."

Confucius

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