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# N&G NEWS

NURSERY & GARDEN INDUSTRY NSW & ACT



Nursery & Garden Industry  
NSW & ACT



RETURNING TO ITS ROOTS

**OZBREED  
COMES FULL  
CIRCLE**





## September

**Tuesday 13** | Northern Rivers Trade Day  
**Wednesday 14** | Biosecurity Training  
**Wednesday 21** | Sydney Trade Day  
**Wednesday 21** | Biosecurity Training  
**Wednesday 28** | Online Member Forum  
**Wednesday 28** | Biosecurity Training  
**Friday 30** | Pulling Back The Shade Cloth

## November

**Thursday 10** | Provide First Aid, Kenthurst  
**Wednesday 16** | Sydney Trade Day  
**Wednesday 16** | Annual General Meeting  
**Thursday 24** | Provide First Aid, Alstonville  
**Thursday 24** | ChemcertAQF111, Kenthurst  
**Wednesday 30** | Online Member Forum

## October

**Wednesday 12** | Board Meeting  
**Thursday 13** | Growers & Suppliers Event  
**Wednesday 19** | Sydney Trade Day  
**Wednesday 26** | Online Member Forum

## December

**Friday 2** | Industry Awards & Gala Dinner  
**Wednesday 7** | Sydney Trade Day  
**Thursday 8** | Board Meeting



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MAKING THE  
MOST OF YOUR  
MEMBERSHIP

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# from the President

Firstly, I would like to acknowledge the contribution of our past President Malcolm Calder for his contribution, guidance and energy in steering our association through the last 2 years of extraordinary, unprecedented global and domestic market turbulence. I would also like to thank the current board for ratifying my nomination to succeed as the 35th President of NGINA. I am both honoured and humbled to serve all our members over the next 2-year term. We also cannot forget NGINA staff for their tireless effort during this time and of course, you our members that have banded together to assist those in need over the wettest 6 months in history earlier this calendar year. There are so many stories of perseverance, resilience and heartache mixed in with many who have also seen material increases in the revenue and overall profitability of their business during the same periods. A mix of pleasure and pain magnified to a degree that we probably will not see again in our lifetimes. This period has again demonstrated the strong collaboration between members and the association to drive the best outcomes for all during the past challenges that we have all faced.

While history is important, we do need to look to the future and continue to build the association's capability in delivering services as well as becoming more financially resilient and significantly less reliant on the investment fund to support ongoing operations. The key pillars within our 2020 -23 strategy all underpin this objective, all of which are now well on track to deliver these aspirations. As we continue to build our capability and service offerings, we will also continue to reach out to the other state associations to look at sharing costs where appropriate

and foster closer relationships that are to our collective benefit.

John F Kennedy once said: *"Change is the law of life and those who look only to the past or present are certain to miss the future".*

We also understand the lengthy history in regard to the changes with GIA and how we the state associations need to look to develop an improved working relationship at the national level along with defining who plays what role. This is critical to developing a more harmonious working relationship that is built on trust, value and alignment on the important strategic issues that that can positively enhance all the businesses we run. A unified voice to federal government on key policies, collecting industry data to better define the importance of the sector we operate in, management of biosecurity, seeking out grants that support key strategic issues etc. We have an opportunity now to reset and work on the future, not forgetting the errors of the past, but at least giving new management within GIA some time to clearly define a workable way forward. We must be patient, but not too patient to see what this new future could look like before we decide to deviate yet again down alternative paths. NGINA will be starting to rethink and renew our 2023 strategic objectives on toward 2025 so aligning this with and not over lapping with GIA's core objectives would be logical.

NGINA has a committed board; we want the best for all our members, and we have progressed on a number of exciting initiatives which Anita will address in more detail within her report.

Some of the bigger issues that we need to





tackle, include trade day and how we manage both the physical and digital ways in which our members transact. The most efficient and cost-effective logistics that connect our members. The way in which our association website functions, and the enhancements planned to member services online. Resourcing the association in a way that directly links to the strategic plan in the most cost-effective manner. Generating income streams that give the association independence from the investment fund and improve our financial capability to invest in the services we all would like delivered. Increasing the regularity of feedback from members on key issues. Collaborating with and then post consultation developing and simplifying a state structure, including a review of regions and special interest groups that meets the needs of not only our Sydney based membership but importantly those within the regions north, south and west. Simplification for some of the historical structures that have served us well need to be re-energised to ensure that they are fit for purpose into the future. Continuing to provide member forums with content that evokes and

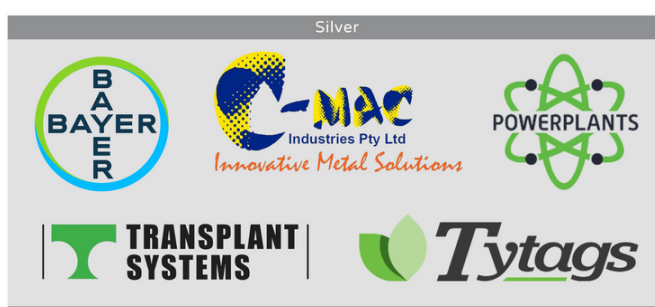
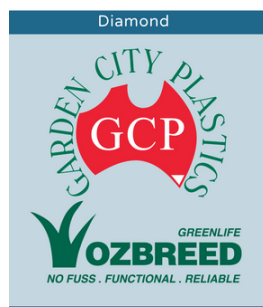
inspires new thinking to old problems. Capturing data that our association can use to drive actions with state government about who we are and the economic benefit we deliver to the state via those we employ and the scale of the sector we operate within. All these things will deliver improved returns on the investment of our membership costs as well as set our industry up for a bright future in the incredibly important roles we play in improving the physical and mental health and prosperity of the customers we continue to engage.

I along with the board and team at NGINA look forward to continuing to work with you all to improve and enhance the position of the industry we all cherish and love.

**David Jakobs**  
**PRESIDENT**



## NGINA Partners







# from the CEO

This year, Sydney has recorded over two metres of rain!

The wettest year on record was 1950 when a total of 2,194mm lashed down over Observatory Hill. There is also a very good chance we will break the record as October to December rainfall is likely to be above median levels for the eastern half of Australia.

As I write this though, we are currently experiencing a respite. The sun is shining, and the industry is in full swing for spring. At all our Spring Trade Days around the state stock has been looking sensational.

At our August Trade Day we welcomed the NSW State Treasurer Matt Kean to our 50th birthday celebrations. Over 400 people came out to relive the magic of trade day, marvel at our new facility and catch up with old friends.

Trade Day continues to be an integral member service as so many of our members rely on it for critical trade and networking opportunities. Our Strategic Plan calls on us to continually improve the current format and investigate options for its future direction. I would like to thank Tony Matson who is the chair of the Sydney Trade Day Committee for all his help this year in moving our equipment out of the storage shed in April, moving Trade day to the new facility in June and then celebrating its 50th birthday in August. There is a full report on the fantastic event on page 15.

On August 30 we held our first Port Macquarie Trade Day in three years. 21 standholders and at least that again in buyers came out to see a gorgeous array of stock on display. On 13 September we held the Spring Trade Day in the Northern

Rivers where 20 exhibitors and at least 30 buyers attended in force. A huge thank you to Julie Worland in Port Macquarie and to Julie-Anne Pearce in the Northern Rivers for organising such fantastic events.

One of the key member services that NGINA offers is to coordinate training and education programs. Over the past few months we have organised several training opportunities. Apart from our regular first aid and Chemcert classes we have also organised a Biosecurity class that ran through Tafe NSW – Richmond. We have also organised for nearly 200 people to be trained and assessed in forklift operations. All these classes have been fully funded through Agskilled 2.0 and I am very grateful for the generosity of Mudgee Nursery, Colourwise Nursery, Wyee Nursery, Alpine Nursery, Go Grow and Steve's Plants for hosting classes in their regional areas.

One of NGINA's greatest strengths is our networks and the many and varied opportunities we offer members to maintain these networks. Over the past few months we have hosted the Industry Pioneers at their annual lunch, visited the new Herbarium at Botanical Gardens Mount Annan, hosted our Northern Rivers members and their staff at a Boots and Beers event, held a NextGen Trivia Night and had a fantastic NextGen event at the Protected Cropping Centre at the Western Sydney University.

Our monthly on-line member forums continue to be a valuable way to connect with all our members regardless of geography. We update members on current issues affecting the industry and cover a range of interesting topics such as staff recruiting options and making the most of your website. If there is a burning





topic you would like us to cover please let me know.

And finally I'd like to remind everyone that nominations are now open for the NGINA Industry Awards.

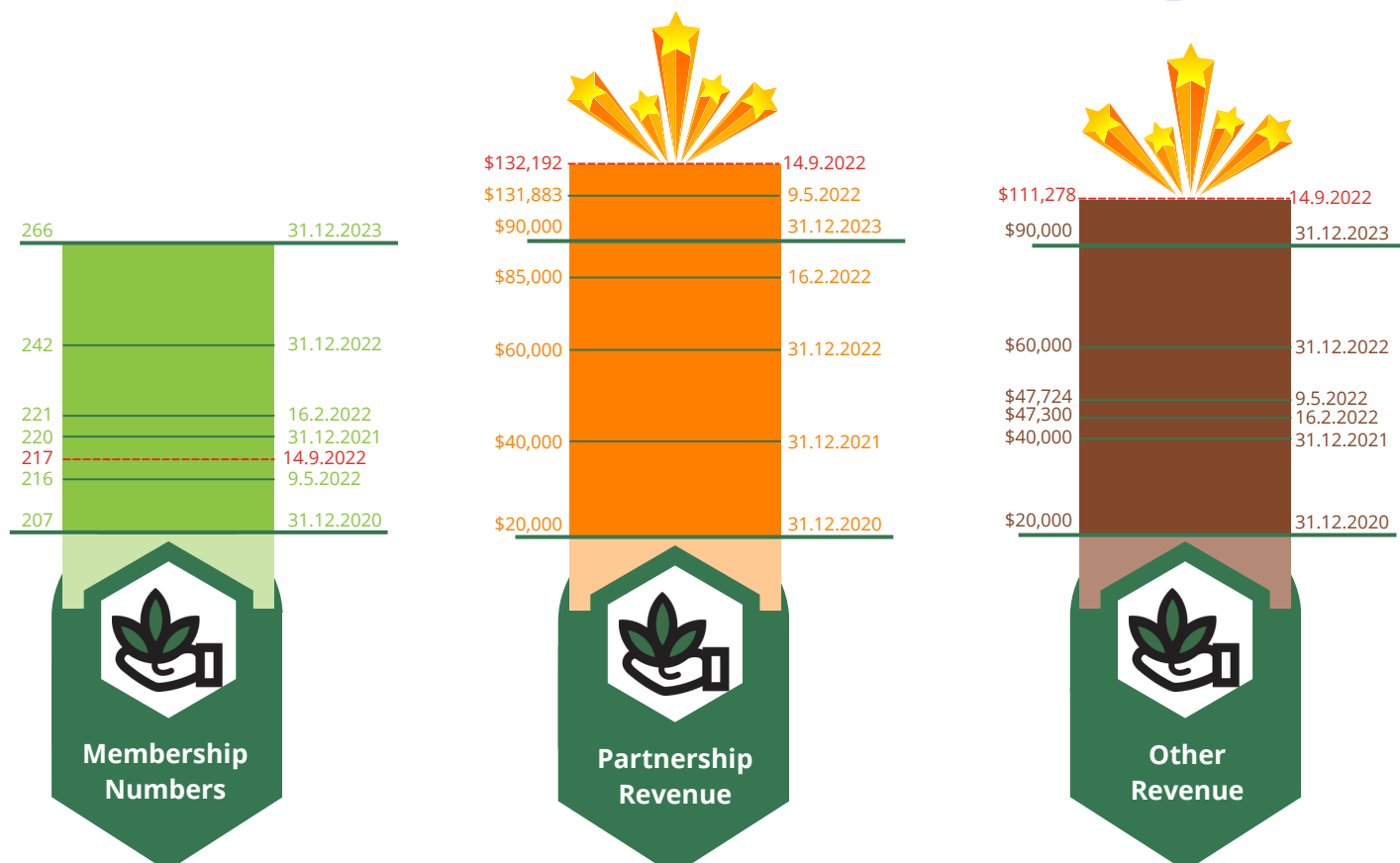
Do you work in a business that strives for excellence? Do you work with other businesses that deserve recognition? Do you work with a young person or apprentice with exceptional potential?

Entry is open to all NGINA members who can either self-nominate or nominate another member business.

We encourage you to put your hand up and nominate today. Don't be shy!

NGINA will present all winners and runners up with their awards at our annual gala dinner and awards night, which is being held on Friday 2 December at Rydges Norwest. I can't wait to see you all there.

**Anita Campbell**  
CEO







Pictured: Crepe Myrtle

Ozbreed returns to its roots.  
New plant releases.

**Formed decades ago, Ozbreed has been integral in the Australian landscape scene.**

Pioneering the release of new breeding in Australian native grasses and strappy leaf plants, this innovative company soon became a major source of functional, reliable and no fuss plants for the professional landscape industry. For Ozbreed, the greatest success was seeing early adopter nurseries that embraced new Ozbreed plants grow, as demand for the plants increased. These nurseries picked up new clients having highly profitable landscape plants that were sort after and different than the regular supply.

Success for the Ozbreed Grower Network meant business systems and distribution models became complicated, so over the last few years Ozbreed has worked hard behind the scenes greatly streamlining and semi automating its royalty and grower administration systems. Just last year, Ozbreed successfully launched Ozbreed Easy Access (OEA), allowing new nurseries to experience the benefits of growing Ozbreed plants, whilst continuing to provide support and extra benefits to legacy growers and propagators.

You can learn more about OEA registration here:

<https://www.ozbreed.com.au/ozbreed-easy-access/>

This was all possible because Ozbreed delayed the release of many new and exciting plants to focus on business. Now completed, it is time to return to Ozbreed's roots, namely "New Plants".

After a decade of breeding and testing, Ozbreed has a truly remarkable stable of new plants.

- 1 Landscape Flowers:** Ozbreed will soon release a new range of landscape flowering plants that beat the heat, help reduce weed invasion, lower maintenance, and are purposely bred for Australia's climate. Salvia, Pentas, Scaevola, Argythanthemum and more.
- 2 New and Exciting Strappy Leaf Plants:** bred to be cleaner, tougher, and to survive disease pressures that would have meant certain death for common or older bred strappy leaf plants, Lomandra, and Dianella.
- 3 Native Grasses Are Back:** New Poa, and other grasses are on the way.
- 4** New additions to our **Native Shrubs and Groundcovers** range that are tough, low maintenance, and highly functional.



**5** **Exotic plants** that are safer, cleaner, and have many stand out features. Vivid purpurea Crepe Myrtles, compact improved Trachelospermum jasminoides, new hedging plants and more.

**6** **Flat as a Tac range of plants;** Introducing ultra-low growing plants. A new Zoysia grass, and Chamomile that rarely (if ever) needs trimming, and functions as the ultimate lawn alternatives. More to come.

**7** **New Advanced trees** are close to being ready for grower trials.

Ozbreed will continue with its full circle theme and will work hard in both retail and landscape sectors, promoting these new releases.

In the past, Ozbreed has become well known for its intensive marketing, and this long-lasting successful strategy will be a cornerstone of Ozbreed's future direction.



Pictured: Agapanthus

## Do you get our emails?

We regularly communicate with our members via email.

If you feel you could be missing out on any of our emails please contact the office on **(02) 96791472** or email **info@ngina.com.au** so we can look into it for you.







# Horticulture's worst pest



By: **Chris O'Connor (BHort MSustAgriculture)**

There is one pest which presents very little issues for production nursery growers, however for retail nurseries, gardeners, and farmers that same pest is amongst the most destructive of horticultural pests; that pest is fruit fly.

Fruit fly is the common term applied to a large group of insects belonging to the families Tephritidae and Drosophilidae. Apart from the Spotted wing Drosophila (*Drosophila suzukii*) the Drosophilid's are not pests, and most people would be familiar with them as the tiny vinegar flies which are attracted to fermenting fruit (often left over in the fruit bowl in the kitchen). Found in all continents apart from Antarctica tephritid flies are on the other hand, are well represented amongst the most significant pests of horticulture.

The two main species of fruit flies of current concern in Australia are the Queensland fruit fly (*Bactrocera tryoni*) and the Mediterranean fruit fly (*Ceratitis capitata*). Queensland Fruit Fly (Qfly) is an Australian native species endemic to the tropical and sub-tropical forests of QLD and Northern NSW and is found across VIC NSW QLD and the NT. Mediterranean fruit fly (Medfly) is an introduced species originally from Africa but now found across the globe, however, in Australia it is only established in WA. The population separation of east and west (figure 1) is due to a combination of the arid country limiting population establishment and expansion, as well as active surveillance and control activities.

Both species are polyphagous, meaning that they have multiple hosts. In the case of Qfly this exceeds 230 species from 49 families of plants, for Med fly this exceeds 300 host species. Such a large host range is quite rare, and it is a characteristic which has elevated both Qfly and Med Fly into the highest ranks of the world's worst horticultural pests. The wide host range also helps to sustain the populations of these flies as they can take advantage of early season fruits to build numbers before spring, and whilst they certainly have their preferred hosts, they are also more likely to find a suitable host in a wide array of locations and sustain activity over a long period.

Over the last two years there has been a large increase in Qfly numbers across NSW and VIC as mild, wet weather conditions have favoured population growth. For NSW Qfly is of the most concern, and their numbers have become so dire that gardeners struggle to get a successful crop out of their veggie patch or fruit trees, and popular backyard staples such as tomatoes & citrus are not worth having. For the nursery industry this means a significant category suffering from reduced sales as well as the challenge of getting consumers back into their veggie patch.



Considering this it is well worth garden centres familiarising themselves with fruit fly management. In rural communities managing fruit fly in gardens also helps to reduce the pressure being put onto farmers which has a positive flow on effect to those communities. The wide range of host plants grown in our gardens offers fruit flies an ongoing smorgasbord which helps to sustain their breeding over a long period of time. It is also not suprising that unmanaged backyard fruit trees are often cited as a significant refuge and infestation point for fruit flies.

Unlike chewing insects, the presence of fruit flies is not easy to detect. Often the first time you may be aware of fruit flies in your crop is only when you harvest and cut open a piece of fruit, by which time it is too late. The key to managing fruit flies is to be proactive and start control activities before fruit fly numbers build up.

## Controlling Fruit Fly

Previously a range of chemical options were used to control fruit flies, however in recent years many such as dimethoate and fenthion (trade names Rogor and Lebaycid) have been restricted due to their toxicity and off target impacts. This means that gardeners are left with fewer options and must take an integrated approach to managing fruit fly.

As part of an integrated approach there are many techniques which can be used. Exclusion netting is one such technique which involves the use of insect proof nets to cover the crops or exclusion bags to protect individual fruits. The netting is a physical barrier which stops the fly from getting access to the fruit to lay its eggs. It is important to apply netting after pollination to ensure crop success. It is also useful to prune trees to ensure that they are of a manageable size and easy to net as well.

Baiting is another commonly used control method. Both male and female adult fruit flies require a protein source, which they are attracted to. In baiting a liquid protein source is combining with a pesticide which is then sprayed onto foliage and trunks to attract and kill adult fruit flies. Baits need to be applied before fruit flies become active and then regularly throughout the season.

Trapping is a method using either commercial or home-made traps with an attractant, either a protein source or a pheromone lure, which is combined with a pesticide. It is important that to understand that pheromone traps only manage male

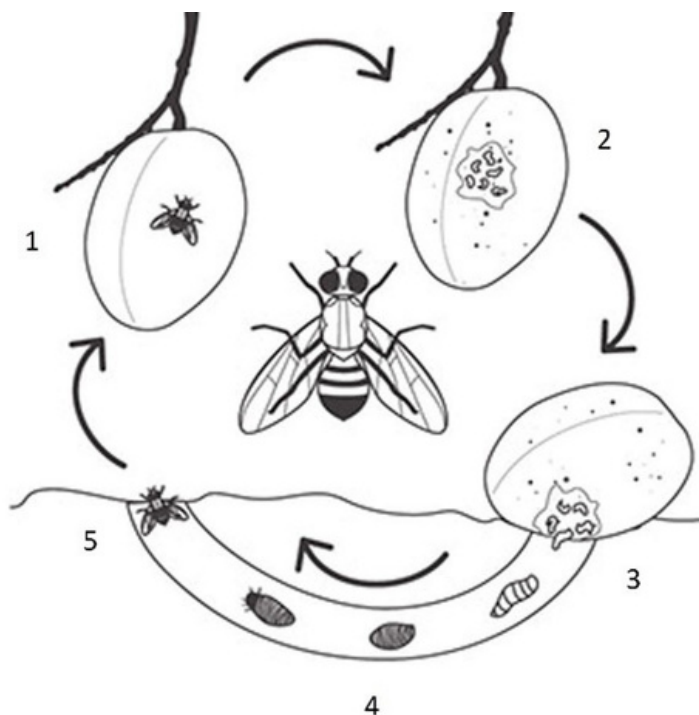


Image Source: [www.preventfruitfly.com.au/why-is-fruit-fly-a-problem/life-cycle/](http://www.preventfruitfly.com.au/why-is-fruit-fly-a-problem/life-cycle/)

## UNDERSTANDING THE LIFECYCLE OF FRUIT FLIES

The first step in controlling a pest is understanding it's life cycle. The lifecycle of fruit flies is quite complex, and different control techniques work at different stages. As an example the life cycle of Queensland Fruit Fly is shown above.

1. A female Queensland Fruit Fly lays her eggs in a suitable host.
2. After 2 days the eggs hatch into larvae
3. Approximately 6 days later the larvae leave the fruit and bury into the soil where they pupate
4. Pupation takes approximately 10 days
5. An adult fruit fly then emerges and is ready to mate in about 2 weeks' time starting the lifecycle over again.



flies, whilst protein traps are generally used to attract female flies. In either case traps need to be used in conjunction with other control methods and need to be managed regularly.

Sanitation is the removal of fallen or rotting fruit and this is an important step to manage the larvae before they move into the soil to pupate. The fruit should not be put into the bin or composted as this will not kill the larvae and they can still pupate and become flies. Instead, the fruit should be solarised by placing into a black plastic bag and left in the sun.

Another tool you can use to control fruit fly is to remove host plants. This is particularly important in situations where effective management can't be achieved such as in the gardens of elderly persons, feral fruit trees or abandoned orchards. The use of alternative (non-host) plants instead is a much better option in these situations and certainly of benefit in garden settings. It is also important to consider nonobvious host plants as well. Loquats for instance are commonly used as ornamental plants though their fruit was certainly popular previously. Loquats are however a very early fruiting plant and provide a key host in late winter as fruit fly activity starts. By replacing loquats with other non-host plants, you can reduce the host availability and limit early numbers of fruit flies.

Pest fruit flies are a significant issue for horticulture both professional and home gardener alike and we all need to do our part to ensure that they are controlled, allowing us to literally enjoy the fruits of our labour.

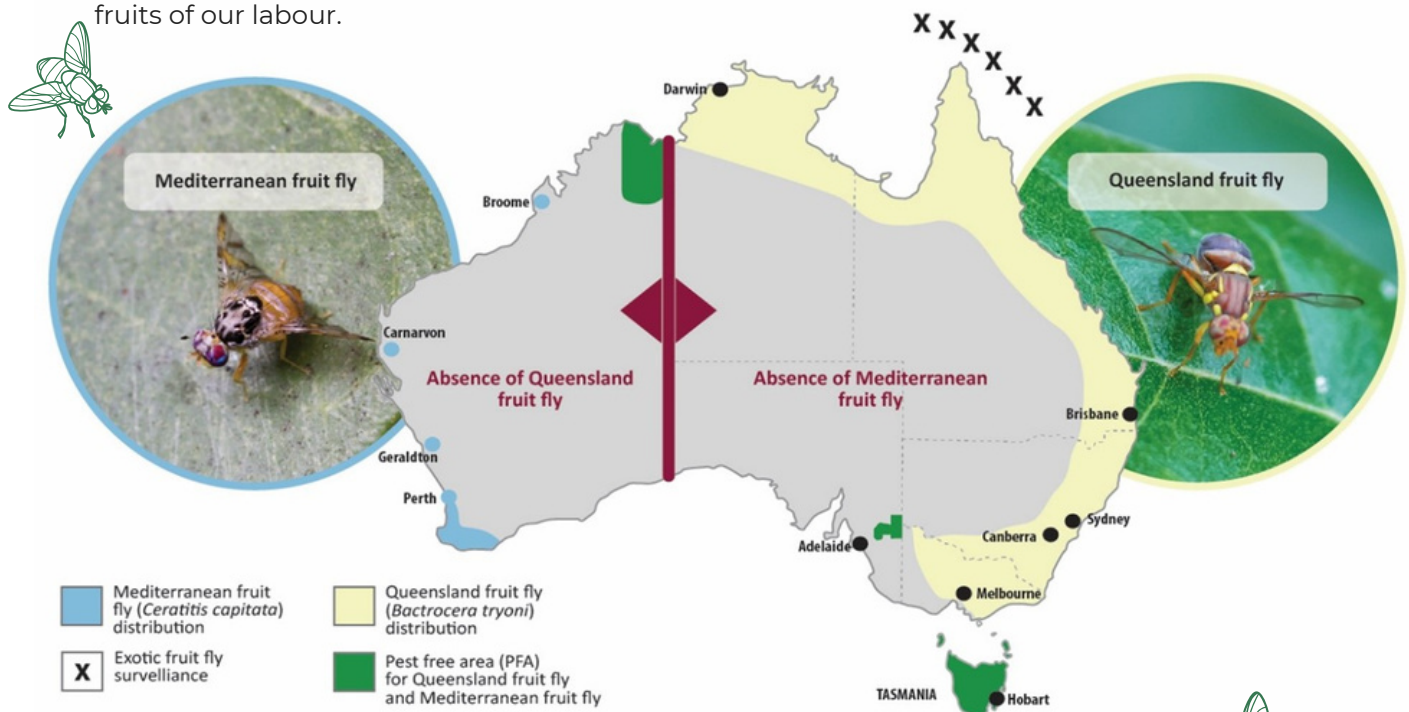


Figure 1 - Distribution of Med Fly and QFly across Australia – Source [www.awe.gov.au/biosecurity-trade/pests-diseases-weeds/fruit-flies-australia](http://www.awe.gov.au/biosecurity-trade/pests-diseases-weeds/fruit-flies-australia)

## Resources

### Ernie the Fruit Fly

A series of online videos which are a great information source to share with home gardeners  
<https://www.youtube.com/playlist?list=PLJuWog7ZXe9H2hHgZ6PkD-EmO11jTSv>

### Queensland fruit fly in your garden

An online video from Agriculture Victoria showcasing steps home gardeners can take to control fruit fly in their gardens  
<https://youtu.be/5xhwjA5FbAM>

### Fruit fly management for vegetable growers

A detailed guide for professional vegetable growers but useful for those wanting more information  
<https://ahr.com.au/blog/pests-and-diseases/fruit-fly-management-for-vegetable-growers-new>



# FIVE TIPS TO ATTRACT AND RETAIN EMPLOYEES

What can you do to ensure your employees are highly engaged and likely to stay in your organisation?

With evidence of the 'great resignation' emerging in Australia, below are five key tips that can help organisations retain their staff as a war for talent breaks out, according to Kris Grant, CEO of management consultancy ASPL Group.

Grant expects more employees to look for a new job this financial year as the labour market tightens and workers' bargaining power rises. Data from the Australian Bureau of Statistics (ABS) reveal 1.3 million people (or 9.5% of employed people) changed jobs over the year to 28 February 2022, the highest annual job mobility rate since 2012.

With the unemployment rate sitting below 4%, Grant predicts employees will use their bargaining power to find more satisfying and/or higher paid employment as part of a 'great resignation' in Australia, following a similar trend in the US. According to Grant, these five top tips will help employers to retain their staff in 2022.

## ① Listen and engage with employees

When employees feel like their bosses are listening to them and value their opinion, everyone benefits. If employees feel valued, they are likely to work harder for the bosses and contribute to an organisation. But if managers don't listen to them or value their opinion, the risk is they will start looking elsewhere for better employment conditions.

## ② Create an inclusive environment – culture is key

When employees feel like they are included in company activities, and an organisation's culture recognises the value of everyone, workers are likely to be happier in their work and want to succeed in their jobs, so they'll be more productive. If your workplace only rewards a person of a particular type, and excludes others, then those who are aren't included will soon walk away from their jobs, leaving the top dog without key support.

## ③ Offer flexible arrangements

We all know now that flexible work arrangements work. While that doesn't necessarily mean allowing employees to WFH full time, employers should incorporate WFH at least part of the time because employees have become accustomed to it and value the benefits. Workers who feel their employers offer enough flexible options are 2.6 times more likely to be happy in their jobs, according to LinkedIn. Allowing flexibility encourages goodwill, which works both ways, encouraging your employees to stay in your organisation.



## ④ Create a strong impression with your onboarding program

The battle to retain staff begins on day one with effective onboarding. Don't drop new employees into deep water from day one, employers should introduce new staff to their role in the organisation. Integrating workers into their positions, their team and the company's culture is critical. Make new hires feel welcome and understand why they are there. Done well, onboarding enhances retention.

## ⑤ Create plenty of opportunities for upskilling

Learning and development is a key area where many employers need to improve. Employers need to offer training opportunities to ensure their staff acquires the necessary skills to do their job and upskill. LinkedIn research shows that 94% of employees said they would stay at a company longer if they were offered more learning opportunities. Investing in your staff has real payback for your organisation, and is another key strategy to retaining your staff.

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# NGINA ON THE GO



## PODCAST

Welcome to the new NGINA Podcast -  
**Together we grow!**

If you like to get your information on the go, why not subscribe to our new podcast.

Get the latest info and Online Member Forums on your phone so you can listen to updates in the car, on the tractor or while you're walking the dog.

Available wherever you prefer to find your regular music/podcasts:



We are in the process of also loading old member forum chats so subscribe for regular updates.



## SOCIAL MEDIA

**Let's socialise!** If you're not already following us, you should be! Our socials have gone through an overhaul to give you quick daily updates straight into your preferred platforms. Come connect, engage and share amongst our nursery and garden community!



Instagram: @ngina\_nswandact

Facebook: @NurseryGardenIndustryNSWACT

LinkedIn: Nursery & Garden Industry NSW & ACT



— SYDNEY TRADE DAY —

# CELEBRATING

## 50 years

1972 - 2022

By Kim Duncan-Jones

We said, "All welcome" and come they did - all 300 of them! Such is the grapevine in the nursery & garden industry, the word had spread, and we delighted in the many industry friends who ventured out on a chilly morning, to join us in celebrating 50 years of Sydney Trade Day. There were many faces whom we hadn't seen for years, and it felt like a reunion of old friends.

Vehicles poured through the gates from 5am and by 7am, there was a queue as far as the eye could see. Visitors were greeted with a warm hello and a goody bag containing a lapel pin, souvenir cap, commemorative booklet, and lollies (a sugar hit for the early risers) before being directed to the parking area.

The market commenced as usual at 7am and within 2 hours the pavilion was abuzz with guests, buying, window-shopping, chatting, and laughing. A complimentary breakfast BBQ was generously provided by our silver partner, Power Plants. We are very grateful to Simon and Odin who fed the hungry crowd, serving up over 200 bacon and egg rolls!



There was a display of memorabilia, including an article in the N&G News which reported on the first Trade Day Market, the brass plaque laid to commemorate the first Trade Day at our Rouse Hill site, a wooden sign which was mounted above the "Rocks Galore" stand in 1972 advertising free beer, as well as a price list from Overland Nursery dated Nov 1973 - 1 gal containers priced at \$1.25.



A presentation capturing images of the three Trade Day sites; Castle Hill, Rouse Hill and Hawkesbury played on loop and through images, told the story of our 50-year journey. We also created a souvenir photo booklet using still images that was included in the free goody bag.

NGINA CEO, Anita Campbell and other NGINA board members met with NSW Treasurer; Matt Kean mid-morning for a tour of our market and to meet some of our stand holders and members.

At 9.30am trading was paused and guests moved to the meeting room in the mezzanine of the new Exhibition Building, which was decorated with black and gold balloons and 50th birthday banners. The room provided a great bird's eye view of the market below through its large windows and was soon filled with guests. It was pleasing to have so many VIP's attend; namely 40 guests from our "Pioneer" cohort (those retired members who were instrumental in shaping the nursery industry in NSW and the ACT). A special mention to both Ken Turnidge and Allan Ross, who were active members of the association in 1972. They shared photos, historical documents, and their own recollections, providing us with critical information in piecing together the history of Trade Day. Allan was chair of the 1972 committee who founded the original trade day site and recently gave a speech at the Pioneers Lunch where he remarked;

**"Now, if anyone had said to me in May 1972 - in 50 years' time, you would give a talk on the history of Trade Day - I would have laughed them out of the nursery - how wrong can you be!!!"**

We will be forever grateful that the Container Growers Group who took 'the leap of faith' and brought the market from inception to realisation. They laboured to prepare the first trade day site and were determined to create an opportunity for people to gather and buy and sell in the one place, paving the way for the next 50 years of Trade Day. The official speeches commenced with NGINA president; David Jakobs who welcomed guests and gave a brief history of Trade Day. David shared his thoughts about the significance of Trade Day and the vision for its future. Ken Turnidge, who exhibited at the first trade day recalled some of his memories and amused listeners with tales about the antics of earlier Trade Days, involving helicopters and circus animals. NSW Treasurer and Member for Hornsby; Matt Kean, thanked our Pioneers and spoke of the contribution of the industry





# VOLUNTEER TRADE DAY COMMITTEE CHAIR

## Tony Matson

### HAVE YOU MET TONY?

Tony Matson, owner of Cut Above Tools, is the chair of the NGINA Trade Day Committee having been passed the baton by long-serving committee chair, Stephen Solomons in late 2020. Prior to serving as chair, Tony had been a trade day committee member since the group's inception.

Tony works tirelessly and diligently behind the scenes, addressing any issues that affect our Trade Day and attending to queries and concerns of both stand holders and buyers. He is someone with a high level of integrity and business acumen, having been employed in general management, marketing and operational roles prior to purchasing CutAbove Tools together with his wife Karen in 2010.

Tony has provided critical input into many of the larger decisions facing Trade Day, particularly in the last 12 months. He played an integral role in the move to the new pavilion, including the design of the stand map and market footprint, has been hands on moving all our equipment off site to accommodate the Hawkesbury Show, he provides direction in the interpretation of Trade Day survey results and proposed actions and provides well considered and thoughtful advice to resolve any problems and ideas for improving Trade Day. Tony has provided invaluable support to the NGINA office, and we would like to formally thank him for his time and unwavering commitment in chairing our committee and in helping us deliver a wonderful event for all.

Next time you are at Trade Day, drop by stand sixteen and introduce yourself. If you would like to join our Trade Day Committee or would like to attend a committee meeting as a guest, please feel free to chat with Tony or call Kim at the NGINA office for details.



to the NSW economy, the environment and to the health and well-being of all Australians. The event wrapped up with the official cutting of the cake by the NGINA president before we all enjoyed a morning tea of sandwiches, wraps, muffins, and freshly baked biscuits.

The celebration was a resounding success and we would like to thank all who have contributed to its ongoing success over the past 50 years.

The historical presentation of Trade Day and a video re-capping the events of the 50th Birthday Celebration can be viewed on our YouTube channel. Search for "Nursery & Garden Industry NSW & ACT (NGINA)" to subscribe.

Special thanks to our birthday party committee: Ken Turnidge, Sonja Cameron, Mike Mehigan, Andy Cameron, Brent Tallis and Kim Duncan-Jones for organising such a great event.







# A Brief History of *Sydney Trade Day* 1972-2022

By Kim Duncan-Jones (Event Co-ordinator NGINA)

With special thanks to Allan Ross, Ken Turnidge and Dal Dutch, for sharing their recollections and providing historical documentation for this recount of Trade Day.

Trade Day or Market Day as it was known in 1972, was started by the Container Growers Group of NSW. The nursery industry was growing, and the group were seeking solutions that would enable them to market their products, in greater volume and to more people in a time efficient way. The concept, which is credited to have been the brainchild of Gordon Morling (Five Dock Nurseries), had been discussed for many years from 1968 until 1972 when the group decided to form a committee and bring the concept to life. The Committee Chair Allan Ross (Ross Conifers), and committee members, John Hoare and Gordon Morling were charged with finding a site. A 5 acre lot with a disused poultry shed was secured at 41 Victoria Road, Castle Hill\* and the first market was held on Tuesday 16 May 1972.

It took an enormous effort and several working bees, to clear the site of weeds and blackberries and to muck out the poultry sheds in preparation. The group were extremely nervous about the fledgling market, the first of its kind.

## **“Would it be a success or failure ???”**

They need not have worried – 25 stand holders exhibited and 400 buyers from nursery and landscape businesses attended. They were on to something!!!

The success of the first Market Day was reported in the June 1972 edition of the N&G News and

was described as “The most important step forward this group have ever made”. The Trade Day model would continue to evolve and be replicated with ongoing success.

By 1973 the number of stand holders had doubled which prompted discussions about the purchase of a permanent site which would also serve as headquarters for the association. The first trade day was held at the new home of horticulture, Lot 4 Annangrove Road, Rouse Hill in November 1972. Now a commercial venture the association made the decision to become ‘incorporated’ in 1974 and so the Association of Nurserymen Ltd was born.

Trade Day went through many iterations in its 44 years of operation at the Rouse Hill site. Two adjoining 5 acre properties were purchased and developed in the 1970’s, an office was built and sheds catering for an expanding trade day were constructed. The Rouse Hill years were the market’s heyday. In the 1980’s buyers bought their children dressed in their PJ’s before school, ANL would bring a helicopter as part of their display, others would fly in via chopper even bringing Santa one year. There may have been camels at one market.....there have definitely been baby animals, clowns and even a large circus elephant attend Sydney Trade Day!

As we entered the new millennium, Sydney’s growing urban fringe was catching up with Rouse Hill and in 2016 the property was sold and a new

\* Victoria Road Castle Hill has been renamed Green Road. The original Castle Hill Trade Day site was near the corner of Green and Showground roads







home for Trade Day was sought. The first Trade Day was held at Hawkesbury Showground on 16 August 2017 with an official opening ceremony and tree planting. In June 2022, the market relocated to the newly built Exhibition pavilion bringing all exhibitors together under the one roof and out of the elements.

What has changed in 50 years of Trade Day? Nursery businesses come and go, new visitors are welcomed each month, whilst we farewell others who decide to hang up their boots and although our industry friends change with the seasons, some things do not - visitors to Trade Day always leave with a truck full of plants, a smile on their face and a sense of companionship born from this tight knit industry. Times may change but the general sentiment of our forefathers still ring true in this statement about Trade Day from an unknown author;

**“There has been another big advantage of the Market Day, apart from the stimulation to business and that is the increase in communication between members. The Australian Nurseryman, like his brother the Australian Farmer likes to “go it alone”, keep to himself and do things his way. The Market Day has proved beyond doubt, that co-operation brings strength....we are united...we see our neighbour present his lines, we learn from him and he from us. Even if we miss our official meeting(s), we have contact at the Market Day, thus building confidence and comradeship.”**





# Pioneer's Lunch

By Kim Duncan-Jones

On Friday 27 May NGINA hosted the Pioneer's Lunch at the Galston Club. The annual luncheon is our chance to honour all those industry stalwarts who have laid the foundations for the successful growth of the industry. NGINA president David Jakobs addressed the guests, acknowledging and thanking them, for their contribution. Allan Ross, chairman of the Container Growers Group in 1972, shared a brief history of Trade Day and how the event came to be. It was with some amusement that Allan reflected on fears that the event may fail and his disbelief at being called upon to make a speech about its resounding success, 50 years later.

Ingrid Nemetz, one of the first female board members for NGINA, spoke about the role of women in the nursery industry. The lunch concluded with the announcement of the lucky door prize winner. A basket of "winter warmers", including a fluffy throw rug, heat pack and sweet treats was won by Ingrid Nemetz. A special thank you to Cameron's Nursery and Overland Nursery for organising a tour of their nurseries before the lunch and to Oasis Horticulture for providing the beautiful floral centrepieces for the tables.



***The wisdom and experience of our pioneers is a resource of inestimable worth. Recognizing and treasuring the contributions of older peoples is essential to the long-term flourishing of any society.***  
***Daisaku Ikeda***



# flowers to go



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# ASK AN

## HOW DO I REVIVE EVERGREEN MAGNOLIAS THAT HAVE BECOME OLD, WOODY OR MISSHAPEN?

*Daniel Preston from The Primary Tree replies that every RESET cut will be different.*

It's important to consider that epicormic regrowth could be as much a hormonal response as it could be a direct response to stored Carbohydrates. The basic timing formula for various Genus' and species is 1-2 months prior to major leaf flushing. Magnolias begin leaf flushing in mid-September, hence the winter cutting time of July through to August is ideal.

1. Ensure plants are well watered for a month prior to cutting as this will further open the vascular structures, this is more an issue in gardens than a nursery.
2. Observe vitality, disease and structure of the Plant/s
3. Consider the new apex as you start the other steps
4. Declutter:
  - a) If there are multiple trunks, choose the dominant one and cut the subsidiaries to approximately 3 nodes out from the leading trunk
  - b) Remove all deadwood
5. Choose the eventual desired height and cut the apex above a prominent trunk node to a distance of 'One year's average growth' below the eventually desired height

6. Step back and imagine the eventual lateral branching shape and regrowth consistency
  - a) Remove all forking on lateral branches
  - b) Thin lateral branching to an even regrowth shape
  - c) Allow a minimum of 200mm before any lateral branching begins from the apex

7. Cut the lateral branches to approximately 3 nodes closer the newly cut apex and scaling up a few nodules each set of branches as you cut your way downwards

8. Keep consistently watered for the following month and allow one year's growth

9. ONE YEAR LATER - REFLUSH prune by cutting the new hardened growth to a consistent number of nodes

Daniel says observation and practice will aid the ability to project and manipulate structurally sound epicormic growth whilst allowing the opportunity for ongoing cutting in the hardened wood of the REFLUSH zone.



# EXPERT



Magnolia  
pruned



Magnolia one year later

## Written by Dan Preston

Dan Preston - owner/operator of The Primary Tree and his team, offer specialised pruning and planting services as well as general horticultural services. Dan has spent a considerable amount of time in production nurseries, retail nurseries and landscaping before starting his business.





# Increase your sales using an innovative new eco-label

THE PLANT SURE SCHEME AND GARDENING RESPONSIBLY INITIATIVE LAUNCHES THIS SPRING ACROSS NSW – *DON'T MISS OUT*

Your participation in this ground-breaking Scheme is a unique opportunity to supply certified low invasive risk plants to the millions of gardeners in Australia who want beautiful gardens and healthy Australian landscapes that are free from weeds.

An exclusive (and FREE) invitation for NGINA members to be the first to access our trusted eco-label and state-wide advertising campaign.

## Did you know?

- Preliminary testing has shown that **83%-90%** of people would choose a Certified Gardening Responsibly eco-labelled plant over a similar non-certified product.
- **30%** of people are willing to pay more for a product carrying the eco-label.

**"After viewing the website would you choose a certified gardening responsibly plant for your garden? "I WOULDN'T BUY ANYTHING BUT!"**

– Consumer feedback interview, March 2022



**"It's an easy and effective way for our business and clients to share our love of plants while protecting natural biodiversity."**

– Gavin Bodilly, Trademart Manager, Alpine Nurseries



**"The Plant Sure Scheme helps me have confidence that I'm recommending plants that look great in place and are safe for the environment."**

– Brent Tallis, Sales Manager, Overland Nurseries





# SCAN TO SIGN UP



## ACT NOW TO SECURE PROMOTION OF YOUR BUSINESS IN OUR SPRING LAUNCH

### Why should I sign up for the Plant Sure Scheme?

This is your unique opportunity to ensure your products are front and centre in a state-wide campaign engaging a new consumer market (both gardeners and government) for ornamental plant sales.

### What do I have to do?

Simply scan the QR code, complete the Supplier Sign Up form with your business details and our team will assist you to be point-of-sale ready.

### What products can be promoted under the Scheme?

Many of your current lines will already be eligible for labelling under the Scheme. You need just one low-risk plant in your current stock to be eligible to participate and you can choose as many certified low invasive risk plants as you like to promote for sale.

### What is the spring advertising campaign?

It's a state-wide advertising campaign to launch the eco-label and to promote suppliers on multiple channels (TV, radio, social media and print).



Aimee Freimanis (Program Manager) and Chris O'Connor (NGINA BTSM) will work with you to get you to get point-of-sale ready. Don't miss out on the chance to promote your business and its products in our spring advertising campaign!

Aimee Freimanis (Program Manager)  
Chris O'Connor (BTSM)

M 0488 080 120  
M 0481 172 217

E [info@gardeningresponsibly.org.au](mailto:info@gardeningresponsibly.org.au)  
E [chris.oconnor@ngina.com.au](mailto:chris.oconnor@ngina.com.au)





HAVE YOU BEEN IN TOUCH  
WITH OUR

# FREIGHT & TRANSPORT



MEMBERS?



## PLANTSPORTERS

### Areas covered:

Northern Beaches,  
Western Sydney,  
Sydney Metro,  
Southern Sydney,  
Blue Mountains.

### Contact:

0411 428 955  
plantsporters@gmail.com  
www.plantsporters.com.au

### About:

Plantsporters currently delivers pots and trays to over 50 Nurseries in Sydney and schedule pickups depending on location.

They have tautliner trucks designed for fork lifting pallets on and off and their trucks can also fit up to 12 standard pallets on the floor and double stacked depending on size. (Pallet jacks can also be requested for unloading via tail lifter). Plantsporter's trucks and drivers can also be booked for larger jobs and deliveries at an hourly rate or quoted price. Plantsporters is flexible in what they can deliver to suit your needs.



## ROSEWOOD

### Areas covered:

New South Wales  
Victoria  
South East Queensland

### Contact:

02 9654 1100  
admin@rosewood.net.au

### About:

Rosewood was started by husband and wife Alexandra and Roger Ambrose in 1991. Alexandra's mother and father were nursery people which instilled the importance of "the plants come first". With this history in the industry, Rosewood continues to pride itself on delivering plants in the same condition they got them.







### BTG LOGISTICS

#### Areas covered:

Sydney - Hawkesbury,  
Nepean and surrounding  
suburbs,  
Blue Mountains,  
South Coast,  
Central Coast  
NSW Central West

#### Contact:

(02) 4587 7134  
info@btglogistics.com.au  
www.btglogistics.com.au

#### About:

BTG Logistics specialises in Warehousing, Storage and Distribution and Container unloading.  
They offer local transport of general freight, hourly hire and permanent hire taxi trucks.

BTG Logistics has on offer a large varied fleet from vans to 6, 8 and 12 tonne rigid trucks which can be in either flat top open trays or tautliner (curtain side) configurations.  
BTG Logistics also have the availability to offer you prime movers to tow your trailers or the full semi-trailer option.

With over 20 years in transport and warehousing, BTG Logistics Director Tony Chapple, decided it was time to offer customers what he had not received in the past from his suppliers as a client, customer service and a company that would listen and provide solutions that were required.  
BTG Logistics now operates on those key standards and put major importance on their clients needs' and providing a professional business experience. That is what keeps BTG Logistics clients coming back.



### MASTER COURIER

#### Areas covered:

NSW - Sydney, Blue Mountains, Central Coast, Newcastle, Mid-North Coast, Northern Rivers, Southern Highlands, Wollongong & South Coast.  
QLD - Gold Coast, Brisbane, Toowoomba, Sunshine Coast and Noosa.  
VIC (full truckloads only) - Shepparton, Echuca, Bendigo, Geelong and Melbourne.

#### Weekly Service:

Sydney, Wollongong, South Coast, Southern Highlands, Central Coast, Newcastle, Mid North Coast, Northern Rivers, Gold Coast, Brisbane, Toowoomba, Sunshine Coast, Noosa.

#### Contact:

0407 470 525  
contact@mastercourier.com.au  
www.mastercourier.com.au

#### About:

Master Courier Pty Ltd is a family-owned business and was established in 2000. With over 22 years experience they pride themselves in providing excellence in transportation services.

Their primary passion is to provide efficient and cost-effective transport services to suit their customers needs by consistently providing effective, prompt and high quality service to their residential and commercial clients.  
Whether they're transporting plants, flowers or horticultural supplies they will ensure reliable and quality service every time because customer satisfaction is the backbone for the longevity of their business. To ensure the safe and secure transportation of your freight, their devoted custom built fleet of trucks, trailers and vans are fully equipped with lock in load restraint gates, e track systems and dhollandia tailgates.





# WHAT IS THE DIFFERENCE BETWEEN A CERT III IN NURSERY OPERATIONS AND A CERTIFICATE III IN HORTICULTURE?

By Anita Campbell



If you have a superstar employee who shows real promise and is passionate about plants, the environment and sustainable practices, then why not sign them up into an Apprenticeship? Apart from the government assistance (and benefits) that come with employing an apprentice, your employee will have the opportunity to learn new skills, develop their talent and grow their career.

We already know, the plant and allied horticulture sectors are one of the fastest growing industries in Australia, and these sectors play an important role in delivering economic, social and environmental value. We all have a responsibility to ensure the sector's workforce is future proofed.

Hiring an apprentice is a great recruitment option for businesses wanting to invest in their workforce. Apprentices finish their higher-level learning journey, equipped with practical skills and a formal education that will add value and bring new skills into your workplace.

Apprenticeship (and Traineeship) training can be on-the-job, off-the-job or a combination of both and there are a few different courses you could consider.

## Certificate III in Horticulture

Generic courses like Cert III Horticulture offer a wide range of rural and urban opportunities. However, they are only delivered as two year traineeships and offer 'work ready' programs providing training and some work skills in the broad horticulture area before specialising.

Students can learn how to;

- recognise common and rare plants
- apply pruning techniques
- plan and install irrigation systems
- plan and implement programs such as pest control and diseases, plant nutrition and soil improvement

The current Cert III in Horticulture has over 60 elective units and many are not relevant to our needs (eg "Construct brick and block structures and features"). While the training can be tailored to our industry needs it often isn't, which leads to frustration for both the student and the employer.



## Certificate III in Nursery Operations

It is only Certificate III in Nursery Operations (either production or retail streams) that is directly aligned with the nursery and garden industry. It is the industry endorsed trade qualification with the outcome being a skilled tradesperson in either production or retail Nursery.

**In the production stream apprentices will learn about:**

- The latest nursery techniques and best practices
- Biosecurity and the application of control measures
- Irrigation maintenance
- Pest and disease identification with a focus on IPM
- Plant recognition, plant nutrition, propagation and production techniques
- AQFIII Chemical training

**In the retail stream students apprentices will learn about:**

- The propagation, production and maintenance of plants for sale or hire
- Providing advice on plant selection
- Retailing plants and associated products
- The development and promotion of plant products and services

On completion, graduates of the CIII Nursery Operations can attain dual qualifications by completing one more subject, qualifying them for a CIII in Horticulture as well. This means, by following the Apprenticeship pathway, participants gain a 'Craft Certificate of Proficiency', a CIII in Nursery Operations (the latest national qualification) and the option of completing one more subject for a CIII in Horticulture.

## Government Incentives

Employers and Australian Apprentices entering into a Training Contract may be eligible for a range of Australian Government employer incentives and personal benefits. For employers of apprentices in priority occupations enrolled in a Certificate III and above qualification level could be entitled to 10% of the apprentices wages up to \$1500 a quarter. Apprentice Training Support Payments up to \$5000 are also available for employers in priority occupations. Horticulture and Nursery Operations are both considered priority occupations.

## Training Delivery

All enrolments in NSW for the Certificate III in Nursery Operations are now managed via TAFE NSW - Richmond College. NGINA and TAFE NSW have developed a model that will provide a flexible and sustainable service to the nursery industry across NSW. Students will have access to their local TAFE campus and services and be given options in how they study. This will include weekly live online sessions, block release workshops, work-based tasks and assessments. Access to face-to-face study, for selected subjects at local TAFE colleges is also being considered.



For more information please contact Steve Rixon (Head Teacher Horticulture, Production & Retail Nursery, Parks & Gardens) on 0410 455 960 or at [stephen.rixon@tafensw.edu.au](mailto:stephen.rixon@tafensw.edu.au)



# Do you have a Request for Part time/Flexible work arrangements form?

The Fair Work Act 2009 allows certain employees to request flexible working arrangements. From the 1 July 2013, employers who are covered by the Act are required to consider any requests for flexible work arrangements by employees in the following categories:

- (a) employee 55 years of age or older;
- (b) an employee with a disability;
- (c) an employee who is a carer
- (d) an employee who has the responsibility for caring for a child who is of school age or younger;
- (e) an employee who is experiencing violence from a member of the employee's family;
- (f) an employee with the responsibility of providing care or support to a member of the employee's immediate family, or a member of the employee's household, who requires care or support because the member is experiencing violence from the member's family.

An employer can however choose to extend this right to employees who are not eligible under relevant legislation. Any request by an employee for part-time work or flexible working arrangements must be submitted in writing.

The purposes of this form is to enable employers to assess a flexible working arrangement request for an eligible employee who submit a request for flexible working

arrangements (for example, part-time work).

Through our partnership with Business Australia, NGINA members can now purchase legally compliant documents for their businesses from NGINA at a significantly subsidised rate. The Request Part Time/Flexible Work Arrangements is available to NGINA members for only \$50. This form includes a number of sections that must be completed by the employee which will require them to provide information about their desired working pattern and the proposed change to their working conditions

Once an employer has received a written request from an eligible employee, the employer is required to respond to the request in writing within 21 days stating whether the employer grants or refuses the request. You should give genuine consideration to the employee's request before providing a response.

The following reasons may form part of reasonable business grounds for the purposes of refusing a request to work a flexible working arrangement:

- the new working arrangement would be too costly for the employer;
- there is no capacity to change the working arrangements of other employees to accommodate the new working arrangements requested by the employee;
- that it would be impractical to

change the working arrangements of other employees, or recruit new employees to accommodate the new working arrangements requested by the employee; that the new working arrangements requested by the employee would be likely to result in a significant loss in efficiency or productivity;

- that the new working arrangements requested by the employee would be likely to have a significant negative impact on customer service.

It is important to note that the above list is not exhaustive and there may be other reasons a business has that could be taken to be reasonable business grounds in refusing a request for a flexible working arrangement.

While the reasonableness of the business grounds itself is not reviewable, such a refusal might be used in a claim of unlawful discrimination. A well-considered, yet reasonably declined request for flexible working arrangements would assist in defending against a claim of unlawful discrimination.

To browse our library of policies, contracts, forms, checklists and general correspondence and make a purchase, simply log in to the Member Centre of our website and select HR Services.

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A brief history

# INTEGRATED PEST MANAGEMENT

and a refined definition

**By :**  
**Chris O'Connor**  
**BHort MSustAgric**

No doubt you've heard of the concept of IPM or Integrated Pest Management, especially if you have done your chemical accreditation course. Over the years the concept of what IPM is has evolved and there are numerous definitions and interpretations, which can be confusing. Most people when asked about IPM broadly understand the concept as "not using pesticides" or "reducing their use of pesticides". When pushed for more information the common response is "about using multiple ways to control pests". However, the concept of IPM goes beyond this common but simplistic understanding, and this article will help to explain IPM further by examining its history and introduce a recent new definition for understanding IPM.

Since the start of plant-based agriculture approximately 11,500 years ago we have worked to keep the pests and diseases at bay. Over time different tactics developed including:

- Fallow periods for example as referenced in the bible Leviticus 25:2-7 & Exodus 23:11
- Simple chemical-based approaches including the use of Sulphur by the Sumerians 2500 B.C. to control mites and insects
- Predatory insects for example ants in citrus orchards in China 300 A.D.
- Destroying alternate hosts such as barberry to manage wheat stem rust in France mid 1600's
- Botanical extracts such as the use of tobacco leaf infused water
- Quarantine such as in Australia in the late 1800's to control grape phylloxera
- Biological control such as the introduction of vedalia beetle from Australia to control introduced cottony cushion scale in California in the 1880's

Advances in agricultural production, mechanization and the success of synthetic agrichemicals including fertilizers and pesticides in the post-war period saw the development of a situation where growers were producing at rates not previously seen and a preference for purely chemical based approaches became dominant.

This change did however come at a cost as intensive production took a toll on soil quality and pesticides which had previously performed extremely well started to fail. This time also saw rising concern about the off-target impacts of agrichemicals particularly pesticides. This was brought to prominence by Rachel Carson's book *Silent Spring* published in 1962. *Silent Spring* was the first mainstream promotion of the impacts of pesticides and highlighted the impacts of DDT bioaccumulation in other species, impacts to the environment and resistance issues. From this growing awareness policy change began to be implemented and it could be argued that this was the start of social license issues in agriculture.

Concurrently researchers had also been investigating the issues with pesticides and in the late 1950's Vernon Stern and colleagues (Stern et. al. 1959) published details on their work "the integrated control concept", generally considered the origin of modern IPM. In this seminal paper Stern argued for an approach to pest management which includes the integration of biological and chemical controls, recognition of the ecosystem, the need for population sampling, the use of selective pesticides and the augmentation of natural enemies.





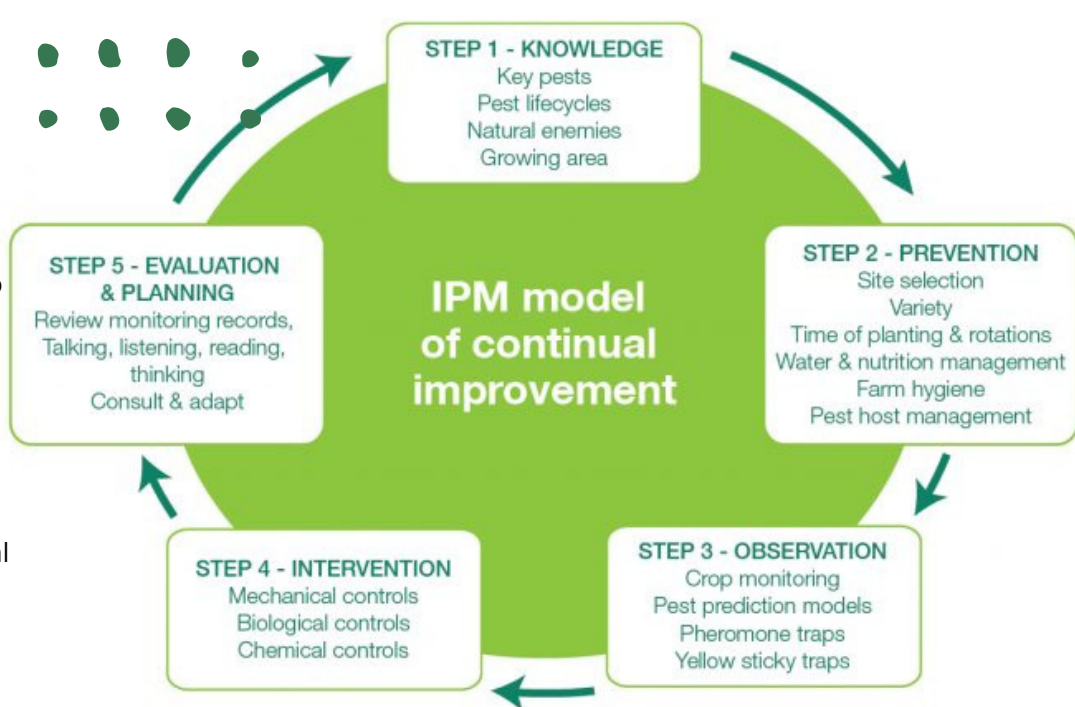
Stern also introduced the concept of economic thresholds which are pest population density triggers which guide responses to prevent economic impacts to the crop. Stern also introduced the term supervised insect control in which appropriately trained entomologists supervise the pest management interventions based upon conclusions drawn from measured pest and beneficial insect densities as well as employing knowledge about pest lifecycles and environmental needs. This role is now often fulfilled on farm by specialist pest scouts and IPM consultants.

Stern cited several issues at the time to support the need for change including, resistance, secondary pest outbreaks, the need for rapid retreatment, toxic residues on food, health impacts to humans, livestock and wildlife, and legal risks, all of which are still just as much an issue 63 years later.

Since this paper there have been numerous advances in available pest control chemistries however there are challenges to the introduction of new pesticides including the cost of development, longevity, and effectiveness against a broad range of pest organisms.

However there have been advances and broad uptake of biological based methods including augmenting beneficial insect populations and the use of biopesticides for example pathogenic bacteria and fungi as well as improved plant breeding, better lures and traps and a range of other complimentary advances in knowledge and technology around application and monitoring.

As part of the evolution of IPM several generally accepted principles have developed. A good model developed which highlights some of these principles and how they are implemented can be found below.



A few points of note; firstly, knowledge underpins the whole IPM system, it is the first step in the process and is updated by the completion of the cycle. Secondly Prevention and Observation must be employed before any intervention. Thirdly after any intervention you must review what you have done and confirm if it worked and if it could be done better, the information gathered here replenishes your knowledge and contributes to continual improvement. But returning to our discussion of a definition, Peterson, Higley and Pedigo published a paper in 2018 which proposed a definition of IPM as “a comprehensive approach to managing host stress that is economically and ecologically sustainable.”

Exploring this definition, a key point to note is the emphasis is given to host stress rather than the pest. Reflecting on this, it is clear how focusing on how plant stress is managed ensures that the plant is in the best possible health it can be. Effective management of nutrition, environment and pest load at hand offers the best possible setting to minimize the impacts of pests. A good analogy is to think of it in our own health terms. If we have a good diet, are fit, are warm and dry, vaccinated and can keep away from those with cold & flu then we're more

likely to be in good health and less likely to get the flu.

Likewise, the term **comprehensive** is important to consider as this refers to the need to use all or nearly all elements or aspects in our approaches. Each option should be considered, evaluated and if suitable employed. Using a single option is destined to fail and puts our crops at considerable risk. It also goes without saying that the approaches we take need to be both **ecologically** and **economically** sound.

#### For more information

The papers listed below are available for free at the web addresses:

Stern V, Smith R, van den Bosch R, Hagen K. 1959. The integration of chemical and biological control of the spotted alfalfa aphid: The integrated control concept. *Hilgardia* 29(2):81-101.  
<https://doi.org/10.3733/hilg.v29n02p081>  
 Robert K D Peterson, Leon G Higley, Larry P Pedigo, Whatever Happened to IPM?, *American Entomologist*, Volume 64, Issue 3, Fall 2018, Pages 146-150, <https://doi.org/10.1093/ae/tmy049>  
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[https://doi.org/10.1007/978-1-4615-9212-9\\_4](https://doi.org/10.1007/978-1-4615-9212-9_4)  
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# GROWING YOUR OWN: INTELLECTUAL PROPERTY AND COMMERCIALISATION

We sit down with Andrew Hallinan, Nurseryman and Senior Examiner Plant Breeder's Rights at IP Australia, for an overview on intellectual property (IP) and how plant breeder's rights (PBR) can help grow your business.

## What is intellectual property?

"Broadly speaking intellectual property, or IP, is a type of intangible asset, or 'good will' as it is often called in business. It is a product of your own creativity. It could be a new invention or plant variety, an artwork, literary work, branding or many other things. For nurseries, plant varieties and branding are probably the most relevant forms of IP."

## What kinds of IP are there?

"IP can be broken up a few ways. Firstly, rights and non-rights. An example of intellectual property that is not a right is a trade secret, like a secret recipe. The only protection you have with a trade secret is keeping it secret. Once it's not a secret, you lose control and ownership.

Alternatively, IP rights such as copyright, patents, trade marks, designs, and plant breeder's rights give you legally enforceable controls to protect your idea or asset.

IP rights can be further divided into registered and non-registered. Plant breeder's rights, trade marks, patents and designs are all registered rights that are registered through IP Australia."

## Why is intellectual property important to our industry?

"Intellectual property is an important consideration for all businesses. For most successful businesses, IP assets are worth more than the physical

assets owned by the business, like buildings, land, machinery etc. IP also gives you an opportunity to get recognition for, and derive profit from, your own ideas and your own work.

Intellectual property rights themselves can be used to grow your business by accessing new markets through licensing arrangements or reinforcing brand recognition, and as a result, increasing revenue streams - opening up markets that you couldn't necessarily access by yourself. You can also sell the property rights as an asset, and sometimes they can be worth a lot of money."

**"It is important for people to understand the basics of intellectual property rights, particularly plant breeder's rights in the nursery context, regardless of whether you're a breeder or a grower."**

## If I'm a plant breeder, what do I need to consider?

"If you are breeder, plant breeder's rights give you the opportunity to profit from your plant breeding work. It gives you control of how a new variety is commercialised. It allows for the breeder to not only control who grows the variety but allows you to more easily access other markets that were not necessarily open to you before, using licensing arrangements. Alternatively, you can sell your rights as an asset, just like you would sell a house or building, and make money that way - potentially allowing you to just focus on plant breeding."



Andrew Hallinan (Senior PBR Examiner) and Li Wang (Trainee PBR Examiner) from IP Australia examining a trial for a new apple variety.

## If I'm not a plant breeder, what do I need to know?

"If you are not a plant breeder but are still part of the industry, it's in your interest to know about plant breeder's rights as well. The reason is, if you commercialise plant varieties without permission, you may be liable for both criminal and civil action, and penalties through the courts. This could lead to fines of thousands, or even hundreds of thousands of dollars. So, it's well worth doing your due diligence and knowing what you can and can't do with regard to protected plant varieties."

Head to the IP Australia website for more information: [www.ipaustralia.gov.au](http://www.ipaustralia.gov.au)



# ECONOMIC OUTLOOK UPDATE

REBOUND SET TO FADE AS CONSUMPTION SLOWS IN H2 2022 CHALLENGING ADVENTURE AWAIT.

**THE MARKET UPDATE AND ECONOMIC OUTLOOK BELOW HAS BEEN PROVIDED BY OUR INVESTMENT ADVISORS AT JBWERE, MICHAEL MILLER. IT IS AN EXTRACT FROM "THE FORWARD VIEW: AUSTRALIA AUGUST 2022" WRITTEN BY THE NAB'S ECONOMICS TEAM WHICH OWNS JB WERE.**

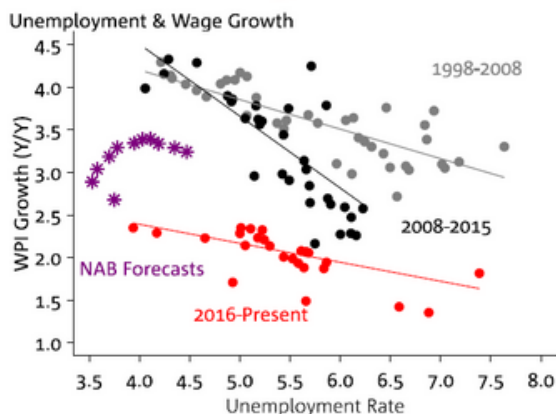
With high frequency data showing consumption growth beginning to slow, NAB has further revised down its 2022 GDP growth forecast to 2.2% y/y (previously 2.4%). Further out their forecasts are largely unchanged with growth expected to slow to 1.6% in 2023 and 1.8% in 2024.

Overall, their view remains that after a strong rebound through the first half of the year, growth will be much softer over the next 12-18 months as high inflation and rapid increases in interest rates weigh on households alongside a slowdown in global growth.

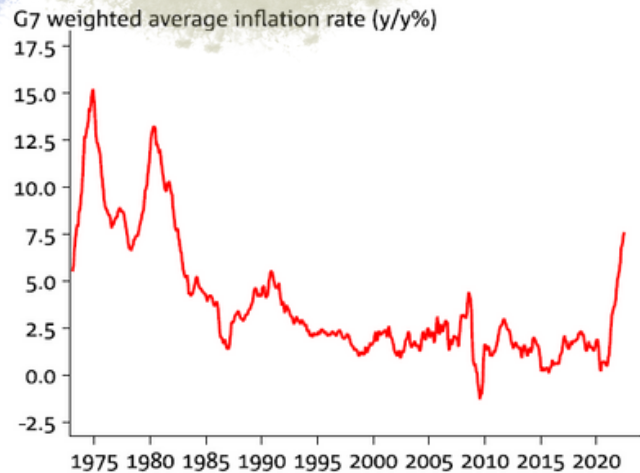
The Q2 CPI print of 6.1% y/y was in line with their expectations, and we continue to see inflation peaking in Q4 at around 7.5% y/y with trimmed mean CPI reaching 5.6% y/y. In the absence of further significant global shocks, NAB expects inflation to moderate over 2023 but the level of prices is likely to remain elevated.

The labour market is now the tightest it has been in 50 years and there will be further tightening in the near term before slowing. GDP growth begins to push the unemployment rate back towards 4% in 2023 and 4.3% in 2024 – around the level of full employment. Wage growth should also pick up to over 3% by 2023.

## TIGHTEST LABOUR MARKET IN 50 YEARS TO PUSH WAGE GROWTH ABOVE 3%



## GLOBAL INFLATION IS HIGH AND YET TO PEAK



In late July NAB further brought forward their cash rate profile. NAB expects a fourth straight increase of 50bps at the September meeting, and 25bp follow-ups in October and November - leaving the cash rate at 2.85% by end 2022 (previously 2.60%). This is mildly on the restrictive side of neutral and for now see further increases in 2023 as unlikely given their expectation for slowing growth and moderating inflation.

Global uncertainty remains high with a series of very large shocks continuing to play out. Global growth remains a key risk as higher inflation weighs on real incomes and central banks rapidly tighten monetary policy to bring inflation back down. The war in the Ukraine also remains a key uncertainty – with a more material disruption to energy supplies likely seeing a significant downturn in Europe. China's zero-COVID strategy also remains a risk.

Inflation itself remains a key risk – and while partial indicators point to some easing in global price pressures, official measures have not yet peaked. The rebalancing of supply/demand, the recovery in supply chains and correction in commodity prices will all be important, but the timing of these dynamics remains difficult to predict.

For Australia, global inflation remains a challenge with a high degree of domestic inflation having been driven by these factors. Therefore, their resolution as well as any ongoing pass through domestically will be important as will any depreciation of the exchange rate. Ultimately, domestic pressures are expected to increase in importance as global factors wane – with trends in wage growth and services inflation becoming key factors through 2023.



# NEXT GEN

## "THE COMMITTEE"

CAITLIN DESMOND (OZBREED)



CHARLOTTE MACPHERSON (CAMERONS)



JACK THORBURN (HONEY SUCKLE)



TAHNEE MOORS (ALPINE)



@NGINA\_NEXTGEN

## A NEW GENERATION IN HORTICULTURE IS HERE

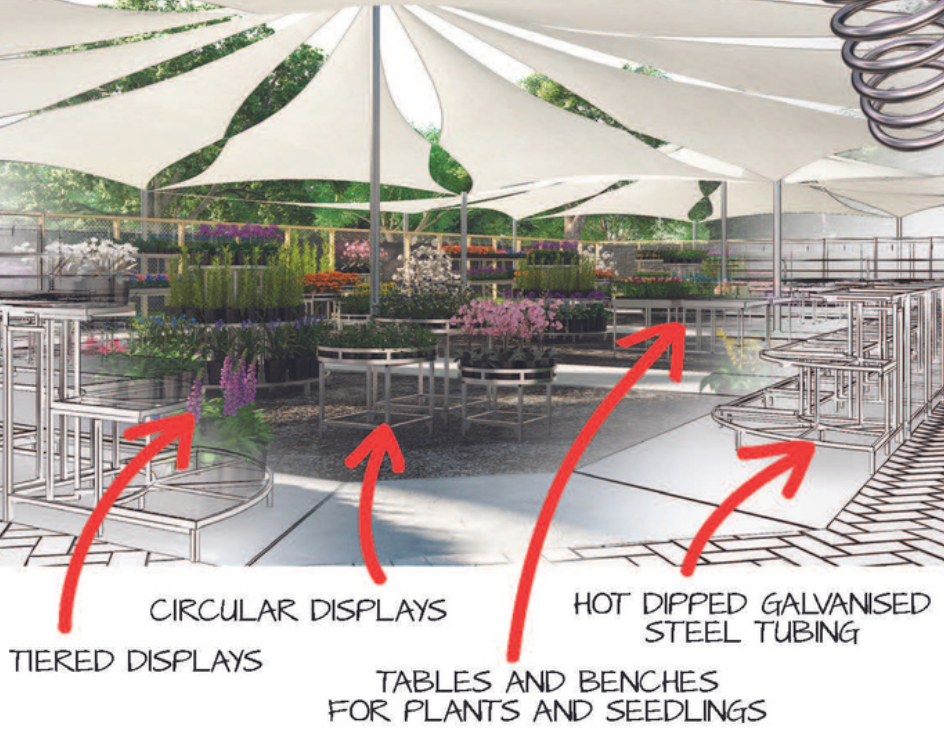
NGINA's NextGen program provides our next generation of nursery workers a platform to meet, exchange ideas, and hone their leadership skills. If you don't quite meet the age bracket, come anyway to show your support or why not empower an up-and-comer from your team to represent your company and get involved.



# Trivia night







# Spring into action

...with our cost effective modular garden display solutions.

- ✓ Use our modules to customise your space
- ✓ Water saving trays also available
- ✓ Chargeback available to Group members
- ✓ We ship our displays worldwide
- ✓ Kits are in stock for immediate delivery

Get ready now for the  
Spring gardening rush and  
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## NEXTGEN IS A NGINA INITIATIVE



### DESIGNED TO HELP FUTURE LEADERS OF THE INDUSTRY TO NETWORK AND DEVELOP THEIR CAREERS

The NSW nursery and garden industry is full of young, enthusiastic people, who are shaping the industry of the future. We all have a duty to encourage and support those who have chosen our wonderful industry to progress within it. It is a very sobering fact that only 15% of the industry is under 40 years of age so it is absolutely critical that we encourage more young people to join us and support those that are already here.





# Which platform is best for marketing your business?

We've all heard about the power of social media marketing, but which is the best platform for your business? That all depends on what you want to achieve and the audience you want to reach.



## What to consider when choosing a social media platform

### Your objectives

Before putting your energy into any marketing activity, establish your goals. What do you want to achieve by having a presence and posting content on social media?

Social media can be very effective in building awareness of your business and interest in your products and services. It can also drive more traffic to your website and increase customer loyalty and trust.

So you might have a goal to increase awareness of your business or to increase interest in some of your specific products or services. Or perhaps you want to increase the number of people visiting your website.

### Who do you want to engage with and where do they hang out?

With your goals in mind, you need to think about who you want to reach and where to find them. Are you running a business-to-business (B2B) or a business-to-customer (B2C) operation? Do you want to engage with other businesses, suppliers, existing and potential customers or other businesses in the same industry? Consider who your ideal customer is and form a picture of them in your mind including their age, interests, personality, goals and life stage. Once you've got an idea about that you can think about where these people are hanging out on social media.

### Popular platforms and key features

New social media platforms are being developed all the time, but you only need to be across the most popular ones. And while it's important for businesses to have a presence on social media, you don't need to be present on every platform. It's much better to focus your efforts on the platform or platforms that are going to be the most useful to you in reaching your goals.

Consider each of the most popular platforms and which ones are the best fit for your goals and the people you want to reach.



## LinkedIn

LinkedIn can be ideal for building and developing professional connections within your industry. It has a strong B2B focus and is useful for building your professional network, sharing business news, and posting job ads. Thought leadership style posts are a popular way to showcase your industry expertise and insights. It's important to use a professional tone on LinkedIn.

## Facebook

As the largest social networking platform in the world, Facebook has a large reach. It is widely used by millennials which are people aged roughly 25 to 40 years old. You can use it to share all sorts of business updates and showcase products, as well as other functions like creating events and groups. Users can easily ask questions, recommend your business and give reviews.

**In next season's issue, we will take a closer look at how to come up with content ideas for social media posts.**

Remember, you don't need to have a presence on all of the popular social media platforms, and you don't need to be an expert. To get a feel for what works, look up your favourite brands or businesses and see how they use social media to share inspiring, informative or entertaining content and notice what grabs your attention. The best way to learn how the different platforms work and their potential benefits, is to jump in and give it a try.



### Written by Filipa Ottley

Filipa Ottley is a freelance content and copywriter, plant lover, and bird noticer.

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

**Let's socialise!** Are you following NGINA? Our socials have gone through an overhaul to give you quick daily updates straight into your preferred platforms. Come connect, engage and share amongst our nursery and garden community!



**Instagram:**

@ngina\_nswandact



**Facebook:**

@NurseryGardenIndustryNSWACT



**Linked In:**

Nursery & Garden Industry NSW & ACT

## YouTube

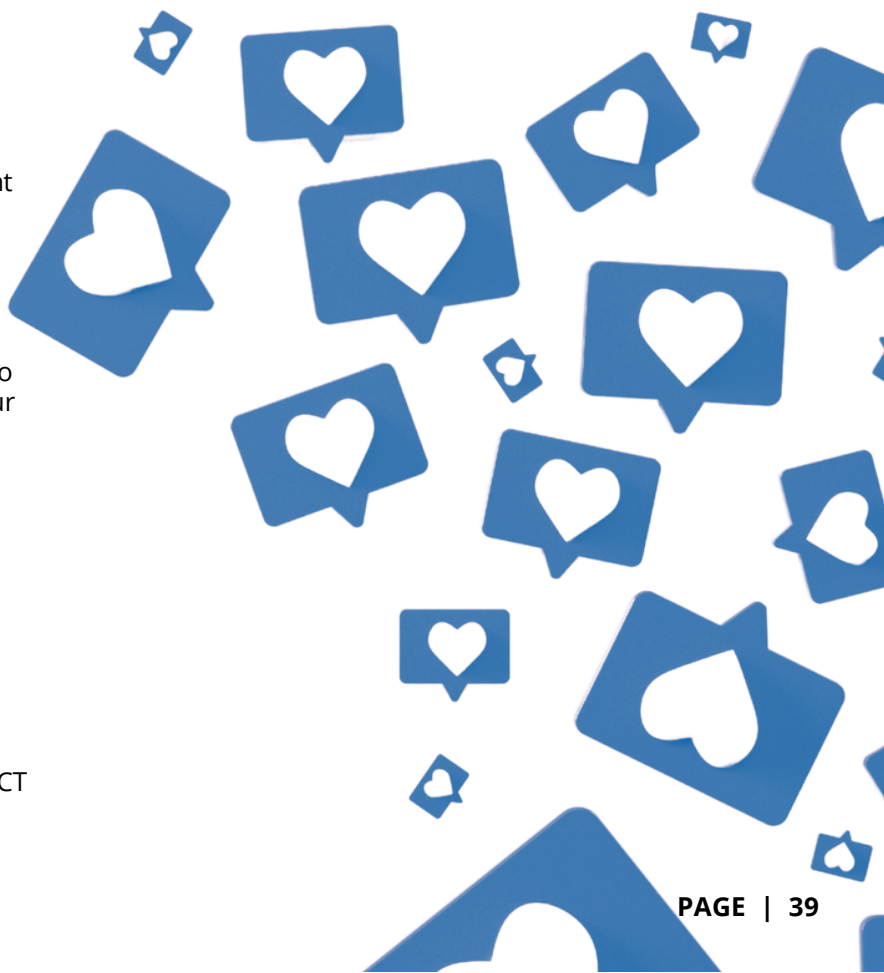
YouTube is the largest video-sharing platform in the world and is popular with users aged around 15 to 49 years. It can be ideal for creating and sharing 'how to' style videos and walking people through how your products work or different ways to use them.

## Instagram

Instagram attracts a slightly younger crowd than Facebook. Being a platform for sharing photos and videos it really lends itself to sharing beautiful, inspiring or informative visual content.

## Pinterest

Pinterest users are people who are looking for ideas and inspiration related to their interests and hobbies. It has multi-generational appeal and is slightly more popular among women. Business owners can create 'pins' related to products and services which easily link back to their website.





# MAKING THE MOST OF YOUR MEMBERSHIP

WRITTEN BY  
LEISHA JORDAN  
NGINA COMMUNICATIONS & MARKETING

## NETWORK

It's no secret that building professional relationships is important for career advancement opportunities. Meeting with peers provides opportunities to foster relationships, share ideas, to ask for advice and to learn about trends and developments in our industry. NGINA run many social and educational events providing opportunities for members to meet with peers. If attending events isn't your cup of tea, there is also the opportunity to network online. For example, NGINA's monthly Member Forum allows you to network, get updates and ask questions from wherever you like.

Social media can play an important (and FREE) role in your business too. By interacting (tagging, sharing, liking and commenting) with NGINA's accounts, you are helping your business to be seen by a greater and very industry specific audience and rubbing shoulders with likeminded individuals. Do you follow us? We love being tagged in your posts so we can share them.

Do you read our emails? Make sure you are subscribed to be updated on what's happening in our industry, plus all the events and business updates in between. It's a great way to be across all the current news in our industry and all developments that may impact on our business.

## JOBS

Whether you are looking for a job, or trying to hire someone, **we can help!** Did you know that Members can advertise for FREE on our website, social media and eNews when they are looking for employees? We love using our reach to help find and place people in jobs within our industry.



Nursery & Garden  
Industry  
NSW & ACT

Member  
2022



Joining a professional association broadens your sector knowledge, updates your skills and offers insight into job opportunities. There are so many free ways that members can use NGINA to their advantage.

We know that finding staff is hard right now and we are teaming up with local schools, Tafe's, apprenticeships and job ad platforms to help bring more skills and bodies into our industry.

## TRAINING & BUSINESS ADVICE

When you're running a business, keeping up to date with your certifications and training is often the last thing on your mind. Let us do some of the legwork for you so you can focus on the bigger picture!

NGINA runs a training program during the year, some of which are AgSkilled funded and can be saving your company thousands. Many of our members paid for their membership twofold by taking advantage of our recent training opportunities.

Our events and training calendar can be found at the start of this magazine and on our website. We encourage all members to take advantage of their membership by attending and sending staff to as many professional development courses as you are able to!

The member centre of our website also includes (literally hundreds) of useful industry related documents for HR, work health & safety, payrates & awards, plus lots of other advice and resources for you to use or help you get started on what's required of your business. Let us know if you need help finding something!

You can also save time on untying legal knots, looking for technical information and business advice by giving us a call. We are here to help!



## ALLIANCE

We want you to wear your membership with pride! The success of your business and our industry is our goal.

### Show us your sticker!

Let clients and customers know that you are part of the reputable Nursery & Garden Industry body by displaying and promoting your membership badge.

You can publish your badge not only so it's visible at your workplace but also on your email signatures, website, business cards, letterheads, social media accounts, signage, vehicles and promotional material.

Give your reputation a lift. Promote your alliance with us to give customers confidence in the high standards of your business and product.

Use your business listing in the NGINA directory to its full potential. We get 20,000 hits to this directory per year which could have some major benefits to your business.

## OTHER BENEFITS

- We advocate for our industry
- Keep your finger on the pulse of industry trends
- Find new opportunities for your business
- Gain a competitive advantage
- Save money through cost-saving initiatives available through Industry Partners
- NGINA members are automatically added to the GIA trade register.
- A place to call in times of need.
- An additional avenue to promote large upcoming news and events on your behalf
- Professional recognition at Industry awards night
- Representation of your business through us to government, policy makers, regulators and research and development opportunities.

# HOW TO ADD THE MEMBER BADGE TO YOUR EMAIL SIGNATURE

## EMAIL

- open your Gmail account;
- go to the Menu and choose "Settings";
- go to the signature area (make sure that the button is selected next to your email address);
- put the cursor exactly where you would like your image to appear;
- in the signature editor menu, choose the option "Insert image";
- after you see a dialogue box "Add an Image," you can add the image using different methods.

## OUTLOOK

- To add a logo in Outlook:
- first, click the icon in the upper right corner and choose "Options";
- then scroll down and choose category "Layout" and then click the link "Email signature;"

- there you will see two options: "Automatically include my signature on new messages I compose" and "Automatically include my signature on messages I forward or reply to." Make sure you've selected these options by checking the box next to them;
- in the box below, click the image icon in the left corner and upload your logo image from the computer (you can also customize it later).

## APPLE MAIL

- open your Mail app at first;
- in the top menu, click "Mail" and choose "Preferences";
- go to the icon "Signatures" and select "+" to add a signature;
- then click "Signature #1," go to your logo file, right-click to copy it and then paste it into the signature box.

## YAHOO

- To create a business email signature with logo using Yahoo, you will need to do the following steps:
- choose the gear in the top right corner of Yahoo Mail and then go to "Settings";
- on the left, select "writing email";
- then go to the "Accounts" (at the bottom) and check the box titled "Append the signature to the emails you send";
- open the file with logo on your computer and copy it to your clipboard;
- go back to your yahoo account and paste your copied logo to the empty field (below the checked box "Append a signature to the emails you send").

Information from: [How Do I Add My Logo to My Email Signature](#) by NEWOLDSTAMP



A background image of oranges on a branch with green leaves, partially obscured by a white rectangular box containing text.

# MEMBER INCENTIVE

As we rally together to grow our industry, NGINA is excited to offer a Membership Signup Incentive.



Earn \$150, simply refer a potential member. Once they have successfully signed up you will receive \$150!  
The more members you bring on board, the more you earn!

TOGETHER WE GROW



# Who Are We?

The Nursery & Garden Industry NSW & ACT (NGINA) is an industry-led, membership-based, not-for-profit organisation and is the peak industry body for the nursery and garden sector in NSW and ACT.

## Our Vision

To create a strong, sustainable and successful membership that facilitates industry excellence, growth and success through the provision of business tools, services and support tailored to your individual needs.

## Our Mission

To advocate for our members and provide avenues of communication so that they have the knowledge, opportunities and business tools to achieve business excellence.

## Our Commitment

We are absolutely committed to creating opportunities that enable NGINA members to be profitable, professional and secure in their businesses. NGINA's advocacy focus is to grow the reputation of our industry, represent our members' interests and develop innovative and effective ways to foster industry development.

Membership provides a strategic and competitive advantage through access to the very best information, representation, education and networking opportunities designed for the nursery and garden industry.

## Our Members

NGINA's members range from small to medium family-based operations through to multinational corporations and all share a passion for greenlife and for the industry. The majority of our members are involved in production and retail nurseries, along with a growing number of allied trades, botanic gardens, educational institutions and government agencies.

## Why Should You Become a Member?

Your commitment to NGINA recognises your business as an endorsed and reputable industry operator. You will benefit from privileged access to a range of relevant resources, and industry-driven events and training courses, all designed to assist the growth of your business.



## NGINA Membership Provides...

### Growth

We know that you, like all our members, strive to grow both your business and our industry. To help you flourish, membership of NGINA provides you with access to a suite of key business tools and services.

### Connectivity

Knowing what's both going on and *growing on* is paramount in our industry. NGINA strives to make this an easy task for you by providing a range of tools, platforms and forums designed to ensure you are up to date and informed.

### Knowledge

Each year NGINA conducts a wide range of industry-driven events, workshops and training courses to help you build your business, and grow and develop not only your knowledge and professional skills but also those of your staff.

### Savings

NGINA can save you both time and money—from helping to untie legal knots to providing industry-specific technical advice, from offering subsidised training and accreditation programs to cost-saving initiatives with industry partners—to name just a few!

### Representation

NGINA represents its members at all levels of government to ensure policy makers, regulators, and research and development opportunities are aware of your business priorities.

### Recognition

A time for celebration and professional recognition—each year NGINA hosts its annual awards night and gala dinner, an event that showcases and rewards business excellence.



# Your Membership Benefits at a Glance

- ✦ Proudly display your membership of NGINA through the use of the NGINA logo
- ✦ Industry-driven education and compliance workshops, and training courses
- ✦ Opportunity to attend NGINA hosted training and networking events
- ✦ Access to personal HR advice from the specialists at Business Australia
- ✦ Specialised business and technical support via phone or at your nursery provided by on-staff horticulturalist
- ✦ Eligibility to apply for positions on the NGINA Board and advisory committees, and in regional and special interest groups
- ✦ Commercial member discounts through Australian Business Energy and Commonwealth Bank
- ✦ Join a regional group or a special interest group, such as Growers & Suppliers, to attend events, meetings, informative presentations and visit other member nurseries
- ✦ Free attendance at our NSW trade days
- ✦ Opportunity to be a stand holder at any of our NSW trade days (stand fees will apply)
- ✦ Subscribe to our fortnightly eNews, this will keep you up to date on industry relevant information, initiatives and opportunities
- ✦ Subscribe to NGINA's quarterly industry magazine, *N&G News*
- ✦ New members introduced to the industry through a 'Meet Our Member' article published in *N&G News*
- ✦ Advertise your job vacancies on our website, in our eNews and on our Facebook page
- ✦ Access to a 'members only' area on NGINA's website
- ✦ Business listing on our website
- ✦ Listing in our store locator (retail members only)
- ✦ Entry into the NGINA awards
- ✦ Free hire of NGINA's large meeting room and assisted catering
- ✦ \$200 off Qantas Club membership

Complete our NGINA membership application form (online or in print) and email it to [info@ngina.com.au](mailto:info@ngina.com.au). Approved applicants will be notified by email or contacted by phone. If you have any questions about membership, please contact the NGINA office on **02 9679 1472**.





# Choose the Right Level of Membership to Suit Your Business

Membership of NGINA is for operators in the nursery and garden sector in both NSW and ACT, which includes:

- Growers and producers of plants
- Wholesalers and hirers of plants
- Retailers of plants and related products
- Industry gardens and landscapers
- Allied traders—suppliers of growing media, chemicals, containers, tools and equipment, etc.
- Service providers including consultants, training providers, government departments, etc.

Members of NGINA range from small- to medium-sized family-based operations, right through to multinational corporations and all share a passion for both greenlife and for the industry.

Such a diverse membership brings with it many different needs and requirements and that's why we have created a range of membership categories.

## Member Options

### ▶ Trading Member — \$1,265 per year (or 11 payments of \$115)

Available for businesses with 5 or less full-time equivalent (FTE\*) employees including owner/principal

### ▶ Enterprise Member — \$2,090 per year (or 11 payments of \$190)

Available for businesses with 6–20 full-time equivalent (FTE\*) employees including owner/principal

### ▶ Corporate Member — \$3,850 per year (or 11 payments of \$350)

Available for businesses with more than 20 full-time equivalent (FTE\*) employees including owner/principal

### ▶ Students — \$50 per year

Subscription to N&G News

Access to Sydney and regional trade days

Invitations to attend our four NextGen events held throughout the year

All members (trading, enterprise and corporate) can access and utilise a broad range of membership benefits that are designed to assist members in growing their business, increasing their industry knowledge and staying informed.

*FTE (full-time equivalent) is not just the number of full-time workers you have. It's also not just a headcount of all your workers. It is a measure of all your employees in a way that makes them comparable.*

*You can determine the number of FTEs you have based on how many full days a week an employee works. If an employee works five full days a week they are classed as 1 FTE. If an employee works three full days per week they are classed as 0.6 FTE (three working days/five week days = 0.6).*

*So if, for example, you have five employees all working three full days a week (i.e.,  $5 \times 0.6$ ) you have 3 FTEs.*



**Nursery & Garden Industry  
NSW & ACT**

Nursery & Garden Industry NSW & ACT,  
PO Box 345, Kenthurst NSW 2156  
ABN: 36 001 075 574  
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w: [ngina.com.au](http://ngina.com.au)



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**Follow us on LinkedIn**

[linkedin.com/company/nursery-garden-industry-nsw-act](https://linkedin.com/company/nursery-garden-industry-nsw-act)





# NGINA Membership Application



Name of Business: \_\_\_\_\_  
Trading Name: \_\_\_\_\_ ABN: \_\_\_\_\_  
Business Address: \_\_\_\_\_  
Postcode: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
Business Telephone: \_\_\_\_\_  
Business Email: \_\_\_\_\_  
Business Website: \_\_\_\_\_  
Key Contact Name: \_\_\_\_\_  
Key Contact Job Title: \_\_\_\_\_ Key Contact Mobile: \_\_\_\_\_  
Key Contact Email: \_\_\_\_\_  
Accounts Email: \_\_\_\_\_

## Please supply the name and contact details of one industry referee for NGINA to contact

Name: \_\_\_\_\_ Company: \_\_\_\_\_  
Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Do you have a minimum of \$20 million public liability cover in place for your business? ☐ Yes ☐ No

Within the last five years have you, or any company you have been a director of, been insolvent, bankrupt, under administration or committed a criminal offence? ☐ Yes ☐ No

If yes, please provide details: \_\_\_\_\_  
\_\_\_\_\_

## Business Type

☐ Allied ☐ Retail ☐ Production/Wholesale ☐ Landscape  
☐ Educational ☐ Plant Hire ☐ Other \_\_\_\_\_

**Business Description** (used for promotional purposes): \_\_\_\_\_  
\_\_\_\_\_

## Additional Contacts

1. Name: \_\_\_\_\_ Job Title: \_\_\_\_\_  
Phone: \_\_\_\_\_ Email: \_\_\_\_\_  
2. Name: \_\_\_\_\_ Job Title: \_\_\_\_\_  
Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## Declaration

I hereby declare the information provided to be true and correct in every detail. I acknowledge reading and undertake to abide by the NGINA constitution and by-laws and apply for membership of the Nursery & Garden Industry NSW & ACT Limited.

Name: \_\_\_\_\_ Signed: \_\_\_\_\_  
Position: \_\_\_\_\_ Date: \_\_\_\_\_

## Member Options

Membership is tax deductible. All prices include GST. Membership categories are annual by calendar year. Rates are charged pro rata.

- ☐ Trading Member: \$1,265 (5 or less FTE\* staff members)  
☐ Enterprise Member: \$2,090 (6-20 FTE\* staff members)  
☐ Corporate Member: \$3,850 (more than 20 FTE\* members)  
☐ Students: \$50

*\*FTE (full-time equivalent) is not just the number of full-time workers you have. It's also not just a headcount of all your workers. It is a measure of all your employees in a way that makes them comparable.*

*You can determine the number of FTEs you have based on how many full days a week an employee works. If an employee works five full days a week they are classed as 1 FTE. If an employee works three full days per week they are classed as 0.6 FTE (three working days/five week days = 0.6).*

*So if, for example, you have five employees all working three full days a week (i.e., 5 x 0.6) you have 3 FTEs.*



Send your completed membership application form to [info@ngina.com.au](mailto:info@ngina.com.au) or **PO Box 345, Kenthurst NSW 2156**. Your application will be checked and formally approved by the NGINA Board. If successful you will be notified by email or contacted by phone, after which you will be sent an invoice. If you have any questions about membership please contact the NGINA office on **02 9679 1472**.

By providing the above information you acknowledge and accept that your contact details will be sent to Greenlife Industry Australia (GIA).





**Ball**  
Australia

**NEW GOLD PARTNER**

## **GROWERS OF**

Seed and vegetatively propagated:

- Flower Plugs
- Tissue Culture Plugs
- Vegetable Plugs
- Cut Flower Plugs

## **SUPPLIERS OF**

Quality flower, vegetable and cut flower seeds

Ball Australia is part of a global family of breeders and researchers providing the Australian horticultural industry with the most commercially viable and innovative plants from around the world.

We offer established retail brands with Natures Décor, Simply Beautiful, Sunpatiens and a host of new seasonal introductions each year, so growers have exciting, fresh, marketable programs to offer retailers for the home gardener.



**OUR WEBSITE HAS THE FULL RANGE OF PLANTS WE HAVE AVAILABLE... Visit: [ballaustralia.com](http://ballaustralia.com)**

**CONTACT US: 03 9798 5355**

**AUSTRALIA WIDE DISTRIBUTION**





## NEW SILVER PARTNER



# Specticle®

### TURF & ORNAMENTALS, ENVIRONMENTAL SCIENCE BUSINESS UNIT, CROP SCIENCE DIVISION, BAYER CROPSOURCE PTY LTD.

Bayer recognises the value and importance of the production nursery and landscape ornamentals markets in providing health and beautification to our surroundings. We also recognise the incredible effort that goes into ensuring ornamental plants are grown sustainably and to a high standard that is required by customers.

Bayer seeks to develop products that can help nursery and landscape managers achieve their goals of producing quality green life in the most sustainable and resource efficient way.

With weed control in ornamental production nurseries becoming increasingly problematic, Bayer has recently registered its Specticle® Herbicide for pre-emergent weed control in bareground areas of ornamental plant production nurseries. Other products in Bayer's ornamental range include Ronstar® Turf and Ornamental Herbicide, Initiator® Systemic Plant Insecticide and Fertiliser tablets, Dedicate® Turf and Ornamental Fungicide and Banol® Turf and Ornamental Systemic Fungicide.

Bayer is committed to trialing our products to understand if they can solve significant problems that our nursery customers have. Here's an example of a recent Specticle trial.

Learn about how Specticle Herbicide, which provides extended pre-emergent control of a range of grass and broadleaf weeds in bareground areas of production nurseries can optimise labour efficiency in weed management and help break the cycle of tough weeds like fleabane.



[www.environmentalscience.bayer.com.au](http://www.environmentalscience.bayer.com.au)

#### For Further Information:

**James Royal | National Sales & Marketing Manager (T&O) | (m) 0408 903 252**

**Jyri Kaapro | Senior Market Development Specialist (T&O) | (m) 0409 942 513**

**Mr Grant Thomas | Territory Business Development Manager (T&O) NSW/ACT | (m) 0419 526 910**





# Specticle® Herbicide

## Now Available in a 250 mL pack

Bayer is pleased to announce the introduction of a 250 mL pack size for Specticle® Herbicide. Specticle is an innovative, labour saving, weed management tool for ornamental production nurseries and Bayer is pleased to announce the launch of its 250 mL pack size. James Royal, National Sales & Marketing Manager (Turf & Ornamental) at Bayer said "We have responded to the needs of the ornamental nursery market, in particular small to medium sized nursery customers. This 250 mL pack size will cover 6,600m<sup>2</sup> or make up 333 L of spray solution for bare ground application and will be available to purchase in September 2022".

"Weed control in ornamental production nurseries is becoming increasingly problematic due to the occurrence of difficult to control weeds, such as fleabane, as well as weed resistance to common herbicides and the high labour cost associated with frequent herbicide applications and hand weeding. Therefore, new weed control methods are required to allow the development of sustainable weed management programs that help break the cycle of difficult to control weeds across all areas of the nursery", said Jyri Kaapro, Senior Market Development Specialist at Bayer.

Specticle is an innovative herbicide that sets a new standard for pre-emergent weed control in bare ground areas of ornamental plant production nurseries. It is labelled for use in maintaining bare ground in outdoor ornamental nursery production areas (e.g., underneath and around potted plants and benches,) in access areas like driveways, walkways and around infrastructure such as buildings and fence lines. Download the Specticle label here:

<https://www.environmentalscience.bayer.com.au/turf-and-ornamental-management/products/specticle>

Mr Kaapro said "When applied prior to weed seed germination, Specticle prevents establishment of a range of grass and broadleaf weeds for up to 8 months and can greatly assist nursery managers reduce labour and lower costs associated with weed control in the nursery. It offers significant advantages compared to current industry practice which requires multiple applications of knockdown herbicides or shorter lived pre-emergent herbicides.

Specticle can be tank mixed with common post-emergent 'knockdown' herbicides such as Roundup® Biactive to control weeds that are pre-existing in the target areas for treatment at the time of application.

Specticle has been trialed in nursery situations in Australia with excellent long-term weed control received in a number of different settings, validating the strong value that Specticle can provide for ornamental nursery managers.

Mark Handy, Research Development Manager at Greenstock Nurseries said "We use a knockdown every 2 to 3 weeks to cover the property. We sprayed Specticle in late June. We applied Slasher® for knockdown and 1 week later sprayed Specticle. We reviewed in September and the site was completely clean of weeds. We had another review in January and again the Specticle plots were completely clean of weeds. Having a product that lasts even longer will benefit us so much. It will also save time to do one application of Specticle mixed with other knockdown products, saving time for me, by allowing me to spray in one application", he said.

Beau Hartshorn, Nursery Operations Manager at Plants Direct Queensland said "We have natural bushland and farmland neighbouring the nursery, so seed can come onto the site from wind, rain and run-off. At the present time, fleabane is the problem. General herbicides haven't been knocking that. Probably once or twice a month we would go through and spray with general herbicides such as glyphosate. It's pretty well a full-time job, 4 days per week, making herbicide application via knapsacks or tractor. Specticle will help us cut down on labour, cut down on costs, so it is a great investment!"

**For Further Information:** Jyri Kaapro (m) 0409 942 513





# NEW MEMBER



**PACIFIC**  
NURSERIES

## "Our plants, your reputation"

Located in the beautiful hinterland area of Brunswick Heads in Northern NSW, Pacific Nurseries is a large scale wholesale nursery that grows and supplies plant stock to the landscape, mining and infrastructure industries.

With an average rainfall of over 1800mm per year in the local area, the nursery is setup to take in optimal growing conditions of the local climate.

Born from a desire to provide a sustainable service with quality seed, procured locally from project locations and environmentally friendly plastic free plant stock, Pacific Nurseries is committed to thinking outside the square when it comes to traditional plant growing techniques and delivery. Their experienced management team are dedicated to improving the procurement process with their clients and to deliver a unique product that challenges the status quo.



### Better Growing System

Pacific Nurseries utilise the latest in eco-friendly propagation techniques and systems, which produces healthier root development, saves time and money and eliminates the need for individual plastic pots.



### Specialists in Major Infrastructure Projects

Pacific Nurseries have the capacity to service any size project from small civil projects to major infrastructure projects. They work closely with all their clients in regards to optimal timing and delivery for all projects.



### Reach

Through an extensive supply chain network, Pacific nurseries can service and deliver to any project throughout QLD, NSW and VIC.



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



@pacnurseries



@pacific-nurseries-australia

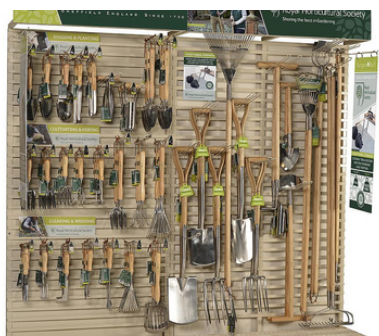




# NEW MEMBER



**Pots**  
**Tools**  
**Watering**  
**Accessories**  
**Gifts**



Quality Products is the Australian distributor for a number of brands such as Burgon & Ball and Haws watering cans; two of England's longest running and highest regarded garden tool manufacturers.

Established in 1997, Quality Products expanded and added Ashortwalk recycled products, as well as manufacturing their own products such as Bucket Ina Bag, Scratch Protector leather gloves, and a selection of leather aprons.



Quality Products is passionate about quality and their products demonstrate the highest standards in design and manufacture. They will go out of their way to help customers choose the most suitable products.



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



@qualityproductsau



@QualityProductsDirect



NEW MEMBER

# yumaro NURSERY & GARDEN CENTRE



**Name:** Yumaro Nursery & Garden Centre.

**Location:** 157 Warden St Ulladulla NSW 2539

**Contact Details:**

Phone: 02 4455 4799

Email: [debbie.lickley@yumaro.com.au](mailto:debbie.lickley@yumaro.com.au)

**Wholesale**

-Production nursery supplying a range of quality plants to retail and wholesale nurseries, landscapers, commercial developers and councils

-A pre grow service is available for small to medium projects

**Retail**

-Retail nursery selling locally grown plants direct to the public as well as a range of accessories for the garden

-Onsite horticulturalist providing advice for retail customers

-Garden maintenance and lawn mowing

**Bio:**

Located on the beautiful south coast of NSW, Yumaro Nursery & Garden Centre is a wholesale and retail nursery supplying a range of landscape plants to nurseries, landscapers, commercial developers and garden centres as well as to local garden enthusiasts through their retail nursery.

Yumaro Nursery & Garden Centre is a social enterprise for participants on the NDIS, providing persons with a disability a fun and engaging place to work. They are focused on connecting employees to the therapeutic benefits of working with plants while developing nursery industry skills under the guidance of experienced and qualified horticulturists.

Every plant they grow is produced with the intention of helping Yumaro support adults and school leavers on the NDIS to achieve an independent life.



yumaro



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



@yumaroltd



@yumaro68



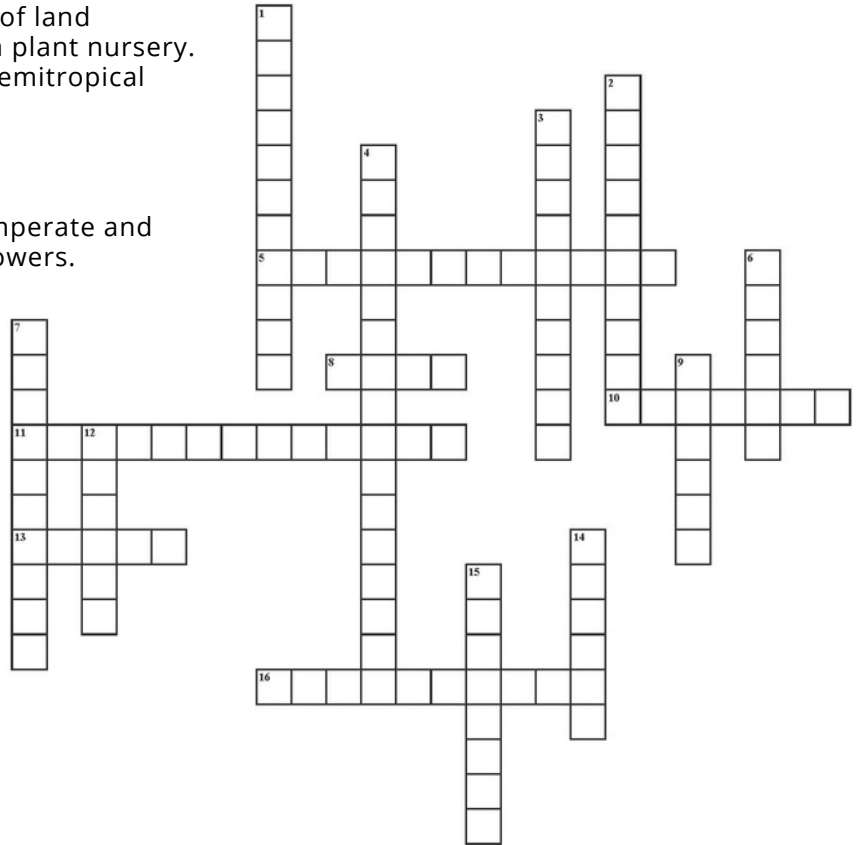
# CROSSWORD

## DOWN

- 1 To improve the appearance of an area of land  
 2 A male person who owns or conducts a plant nursery.  
 3 A large farm or estate in a tropical or semitropical zone,  
 4 Kangaroo grass  
 6 The blossom of a plant.  
 7 Gum Tree  
 9 Any terrestrial or epiphytic plant of temperate and tropical regions, having usually showy flowers.  
 12 The science of plants  
 14 A person who grows something

## ACROSS

- 5 A system of cultivation intended to maintain permanent agriculture or horticulture by relying on renewable resources and a self-sustaining ecosystem.  
 8 A stretch of open, grass-covered land.  
 10 A place where young trees or other plants are raised for transplanting, for sale, or for experimental study.  
 11 The cultivation of trees and shrubs.  
 13 Any member of the kingdom Plantae  
 16 A temperature maintained room within a desired range, used for cultivating tender plants or growing plants out of season.



# SUDOKU

LEVEL: MEDIUM

8			2	6				4
	1			8	3		6	2
2	6		7	4		1		
		6		7	8	2	1	
		4		3	2		8	
	2				9			7
7	4			1	6		2	
	3		8		4		7	1
		1		2	7			6





## Ingredients

- 3 large zucchini
- 1 box of lasagna sheets (can be omitted for extra zucchini slices for lower carb option)
- 1 brown onion
- 2 cloves of garlic
- 1 tbs olive oil
- 1kg minced beef (for vegetarian option: put carrot, zucchini, mushrooms into a food processor to create a "mince")
- 350g Tomato passata sauce
- 350g Latina Fresh Italian Pasta Sauce
- 400g Diced Tomato's
- 3tbs Tomato paste
- 1 cup of red wine
- 2tsp mixed herbs
- 1tbs Powdered beef stock
- 1 pinch of cinnamon
- 1 pinch of ground cloves
- 1 pinch of nutmeg
- 500g ricotta cheese
- 100 g shredded parmesan
- 100 g mozzarella
- 1 egg
- salt and pepper
- basil

# From plant to plate

By Leisha Jordan

## Zucchini & Ricotta Lasagna

6 servings ⌚ 30 minutes prep time

- ☒ **Option to make veg or add "hidden veggies" for kids**

Nothing says comfort food quite like lasagna.

If you're cooking from scratch though, it's not typically the fastest mid-week meal to whip up.

This Zucchini & Ricotta lasagna is not only an equally delicious "cheats" version, but it has bonus extra freshness with lots of options for adding hidden veggies or being turned into a vegetarian meal altogether.

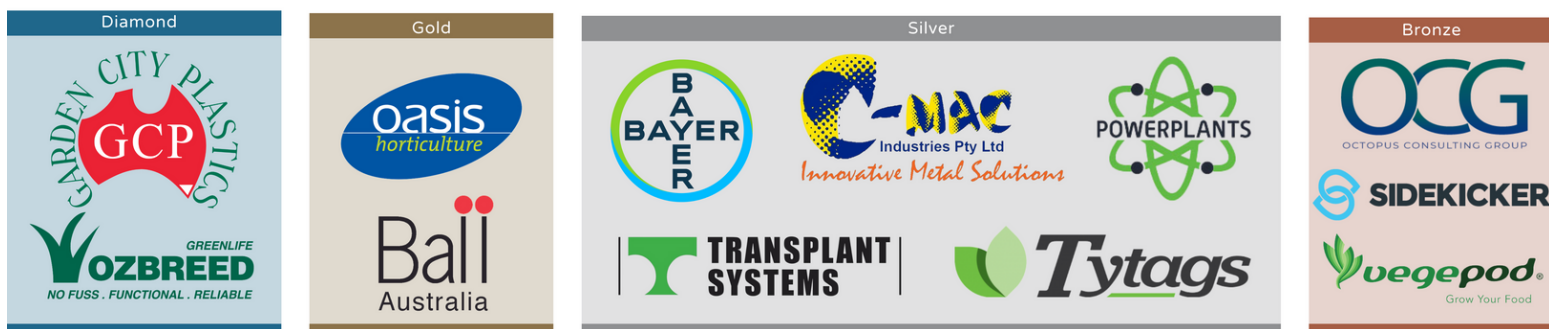
Lasagna is a great meal to make in bulk and freeze for later and is best served with a fresh garden salad and garlic bread. Buon Appetito!

## Method

- 1 Preheat the oven to 200 degrees.
- 2 Slice the zucchini lengthwise into thin slices, or use a veggie peeler to crate lots of long wide strips. The left over inside parts of the zucchini can be diced added into the beef or veggie mince. Set aside.
- 3 Dice the brown onion and mince the garlic before adding to a large pan with some olive oil. Cook until golden on a medium heat.
- 4 Add the minced beef (or veggie option) to the pan. Finely break down the beef (and/or veggies) with a wooden spoon and pan fry it until browned and no longer pink.
- 5 Keep 1/2 cup of Passata sauce aside before adding it to the pan with the pasta sauce, diced tomato's, tomato paste, red wine, mixed herbs, beef stock, cinnamon, ground cloves and nutmeg. Stir together, then allow to simmer on a low heat.
- 6 In a large casserole dish, spread 1/2 cup of pasta sauce onto the bottom and sides before adding a later of lasagna sheets.
- 7 In a medium bowl, make the ricotta mix by stirring together the ricotta cheese, parmesan, egg, salt and pepper. Finely chop up the basil leaving a few whole ones for garnish before adding this in too.
- 8 Taste your bolognese and season to your liking. Continue to simmer if sauce has not reduced otherwise add half of it as a layer on top of the pasta sheets.
- 9 Add your zucchini slices on top of the bolognese. They can overlap or you can place them side-by-side.
- 10 Evenly spread 1/2 the ricotta mix on top of the zucchini slices.
- 11 Start with the pasta sheets again and repeat these layers one more time.
- 12 Top the lasagna after the final layer of the ricotta mix with a hearty sprinkle of mozzarella and any left over parmesan. Garnish with whole basil leaves.
- 13 Place the lasagna in the oven and cook for 40-45 minutes. Broil for a couple of minutes to get a nice golden top.



# Thank you to our NGINA Partners



## WHY PARTNER WITH NGINA?

### By partnering with us:

- ✓ **Your brand** will gain the benefit of reflected trust and authority, which is the cornerstone of the relationship between NGINA and its members.
- ✓ **Your business** will benefit from the opportunity of open communication with decision makers and key people in NSW and ACT's nursery and garden industry.

### NGINA Partner Benefits can include \*

- NGINA membership
- Display NGINA partnership badge on any of your print and digital marketing collateral
- FREE membership of Growers & Suppliers Group
- Opportunity to speak at a Growers & Suppliers Group event
- CEO and/or NGINA Director escorted visits to meet with NGINA members
- Fulfilment report (a formal report that shows you exactly how we delivered on our promise)
- Advertising and Marketing  
N&G News | eNews | NGINA website | corporate email signature | social media | members packs
- Sydney Trade Day  
Advertising on Trade Day flyer | FREE exhibitor stand | FREE roaming stand | display promotional material | hand out promotional material/showbags
- Representation at other NGINA Events  
Complimentary tickets to awards night and gala dinner | Opportunity to speak at events | Presentation of an award | Major key partner recognition at events | Logo on event promotional material | Complimentary tickets to other NGINA networking events | Logo on pull-up partner banner at all events

\*See Partner Benefits Prospectus for more information and conditions

### Partnership Opportunities

#### Off-The-Shelf Packages

We offer various partnership packages; **diamond, platinum, gold, silver and bronze** all of which offer year-round access and exposure to NGINA members through events, print and digital media, and exclusive networking opportunities.

#### Customised Packages

In the event our off-the-shelf packages don't provide exactly what you're looking for, NGINA's flexible approach means that together we can tailor a package that meets your needs and requirements. To discuss this option further please call the office on (02) 9679 1472. All partners will receive a fulfilment report at the end of the 12-month period.

To become a partner or for more information contact NGINA:  
t: 02 9679 1472  
e: [info@ngina.com.au](mailto:info@ngina.com.au)

## ANSWERS

### SUDOKU

8	9	7	2	6	1	3	5	4
4	1	5	9	8	3	7	6	2
2	6	3	7	4	5	1	9	8
3	5	6	4	7	8	2	1	9
9	7	4	1	3	2	6	8	5
1	2	8	6	5	9	4	3	7
7	4	9	5	1	6	8	2	3
6	3	2	8	9	4	5	7	1
5	8	1	3	2	7	9	4	6

### CROSSWORD

#### ACROSS

- 5 Permaculture
- 8 Lawn
- 10 Nursery
- 11 Arboriculture
- 13 Plant
- 16 Glasshouse

#### DOWN

- 1 Landscaping
- 2 Nurseryman
- 3 Plantation
- 4 Themedaaustralis
- 6 Flower
- 7 Eucalyptus
- 9 Orchid
- 12 Botany
- 14 Grower



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