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FROM PLANT TO
PLATE

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Industry Jobs:
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Theresa Park, NSW 2570

Colourwise
the garden innovators

Industry Jobs:
Merchandiser/Sales Rep
Nursery Hand
Colourwise Nursery
Peats Ridge, NSW 2250

2024 Events & Training

CALENDAR



January

Wednesday 17 | Sydney Trade Day

Friday 26 | Pulling Back The Shade Cloth

February

Thursday 1 | Board Meeting

Friday 9 | Northern Rivers Event

Thurs-Fri 15-16 | AQF4, Sydney

Wednesday 21 | Sydney Trade Day

Thurs-Fri 22-23 | AQF4, Regional (TBC)

Wednesday 28 | Online Member Forum

Thursday 29 | Social Media & Marketing

March

Friday 8 | Intl Women's Day High Tea

Tuesday 12 | Northern Rivers Trade Day

Thursday 14 | Central Coast Event

Friday 15 | First Aid & CPR, Sydney

Wednesday 20 | Sydney Trade Day

Thursday 21 | First Aid & CPR, Regional (TBC)

April

Friday 5 | Sydney Group Event

Thursday 4 | ChemCert AQFIII, Sydney

Wednesday 10 | Sydney Trade Day

Thursday 11 | ChemCert AQFIII, Regional (TBC)

Thursday 18 | NextGen Event

Wednesday 24 | ACT Event

Wednesday 24 | Online Member Forum

Friday 26 | Pulling Back The Shade Cloth

May

Thursday 2 | Pioneers Lunch

Wednesday 8 | Sydney Trade Day

Thurs-Fri 16-17 | AQF4, Sydney

Wednesday 15 | Golf Day

Wednesday 22 | Online Member Forum

Thursday 23 | Board Meeting

Thurs-Fri 30-31 | AQF4, Regional (TBC)

Friday 31 | Pulling Back The Shade Cloth

June

Thursday 13 | First Aid & CPR, Sydney

Wednesday 19 | Sydney Trade Day

Wednesday 26 | Online Member Forum

Thursday 27 | First Aid & CPR, Regional (TBC)

Friday 28 | Pulling Back The Shade Cloth

July

Wednesday 17 | Sydney Trade Day

Thursday 18 | Board Meeting

Wednesday 24 | Online Member Forum

Friday 26 | Pulling Back The Shade Cloth

August

Thursday 8 | ChemCert AQFIII, Sydney

Thursday 15 | ChemCert AQFIII, Regional (TBC)

Wednesday 21 | Sydney Trade Day

Thurs-Fri 22-23 | AQF4, Sydney

Monday 26 | Board Meeting

Tuesday 27 | Port Macquarie Trade Day

Wednesday 28 | Online Member Forum

Thurs-Fri 29-30 | AQF4, Regional (TBC)

Friday 30 | Pulling Back The Shade Cloth

September

Thursday 5 | First Aid & CPR, Sydney

Tuesday 10 | Northern Rivers Trade Day

Thursday 12 | First Aid & CPR, Regional (TBC)

Wednesday 18 | Sydney Trade Day

Wednesday 25 | Online Member Forum

Friday 27 | Pulling Back The Shade Cloth

October

Thursday 10 | Board Meeting

Wednesday 16 | Sydney Trade Day

Wednesday 23 | Online Member Forum

Tuesday 24 | NextGen Event

Friday 25 | Pulling Back The Shade Cloth

November

Wednesday 20 | Sydney Trade Day & AGM

Wednesday 27 | Online Member Forum

Thursday 21 | Social Media & Marketing

Friday 29 | Pulling Back The Shade Cloth

Friday 29 | Awards & Gala Night

December

Friday 6 | Central Coast Christmas Party

Wednesday 11 | Sydney Trade Day

Thursday 12 | Board Meeting

Friday 13 | Sydney Group Christmas Party



Executive Summary

As we get to the pointy end of 2023, we would like to take the opportunity to look back on all that we have achieved together this year and look at our direction for 2024 and beyond.

This year has been the last of the NGINA Strategic Plan 2020 – 2023. This Plan was very operational and restorative and contained over 30 individual deliverables. We are extremely proud to report that we have achieved every single one:

- Undertaken a review of the NGINA member benefits and services by way of our annual survey. Over a quarter of our members responded and no one said they were dissatisfied with NGINA. See the results on page 10.
- Our events have improved and increased. Thanks to a whole range of initiatives Sydney Trade Day has gone from strength to strength and we also ran two trade days in the Northern Rivers and another at Port Macquarie.
- We have run hugely successful Next Gen events at Alpine and Cameron's Nurseries, an International Women's High Tea and conducted regional group events in Sydney and the Central Coast at the Demonstration Farm, Arc Ento and Wyee Nursery. The Northern Rivers Group also had regular Pulling Back the Shade Cloth events and a Northern Rivers golf day.
- Our magazine is the best it has ever been and is jammed packed with useful information.
- Our social media presence has exploded, and we now have over 5000 followers across our various channels.
- We have continued to engage with our members through the online member forum every month and have discussed topics such as the flood project, fire ants, WHS, The HIA Comms project, IPM, and water conservation.
- We launched a new website which makes it so much easier for our members to interact with us and to find what they are looking for.
- We engaged with over 80 high schools through our competitions and basic hort workshops and over 600 career advisors and ag teachers.
- We co-developed a new apprenticeship model at Richmond TAFE and have over 120 apprentices enrolled this year.
- We have progressed the Definition of a Garden Centre with the new Minister for Planning
- We have developed policy positions on a range of issues.

- Membership and partnerships are steady and in line with the Strat Plan KPIs
- We have relied much less on the investment income to fund our operations.

Earlier this month we were also able to come together to celebrate the achievements of the best in the industry at our sell-out NGINA Gala Dinner and Industry Awards. The calibre of the entries this year was truly outstanding.

We are thrilled to announce the winners:

- Small Wholesale/Production Nursery of the Year: [Pacific Nurseries](#)
- Large Wholesale/Production Nursery of the Year: [Cameron's Nursery](#)
- Small Retail Nursery of the Year: [Burnetts On Barney](#)
- Large Retail Nursery of the Year: [Heritage Gardens Nursery](#)
- Allied Supplier of the Year: [Agnov8](#)
- Apprentice of the Year: [Melissa Poolman](#)
- Next Genner of the Year: [Josh Duncan](#)
- Employer of the Year: [Cameron's Nursery](#)
- Trade Day Stand of the Year: [Glenfield Wholesale Nursery](#)
- People's Choice Award: [Burnetts On Barney](#)

There are so many people we need to thank for driving our success. Firstly, we are supported by Committees, and we would like to thank everyone who sits on these committee and especially the Chairs:

- David Jakobs is our President and Chair of the Investment Committee
- John Walsh chairs our Audit and Risk Committee.
- Tony Matson chaired our Sydney Trade Day Committee
- Jack Thorburn stepped down as Chair of the Next Gen Committee in June and it is now co-chaired by Charlotte Macpherson and Tahnee Moors
- Cameron Blakemore has chaired the Sydney Group
- Lynne Sutherland chairs the Northern Rivers Group
- Johnathan Steeds chairs our Central Coast/Hunter Group

We are incredibly fortunate to have such an amazing skills based, and passionate Board and we thank them for all their hard work this year. Our Board members are David Jakobs (President), Andy Cameron (Vice President) and Directors David Cliffe, Sam Birkwood, John Walsh and Mike Mehigan.



One of the biggest things the Board has worked on this year is our next Strategic Plan which sets overall goals for the organisation and develops a plan to achieve them. After achieving all the deliverables set out in the last Strategic Plan, we are now perfectly positioned to build on all the hard work of the past 3 years to further grow and further advance the association.

We redefined our next three year strategy by first consulting the results of our membership survey. Your engagement and feedback has had direct input into the development of the new Plan. We also looked at our membership. Thanks to our new CRM system we have been able to better define our membership so that we can ensure our membership offerings are attractive and relevant to all our members. We cut out all the operational matters that no longer need to sit in a Strategic Plan and ensured that we have the structure in place to support all initiatives in the new Strat Plan.

Building on our period of recovery and growth the new Strategic 3 year Priorities are:

1. Ensure Climate Change Resilience
2. Advance Innovation
3. Strengthen Education and Awareness
4. Improve Industry Collaboration
5. Encourage Market Development
6. Engage in Policy and Advocacy
7. Ensure Association Viability

The NGINA Strategic Plan 2024 – 2027 can be found over the next page. (Pages 8-9)

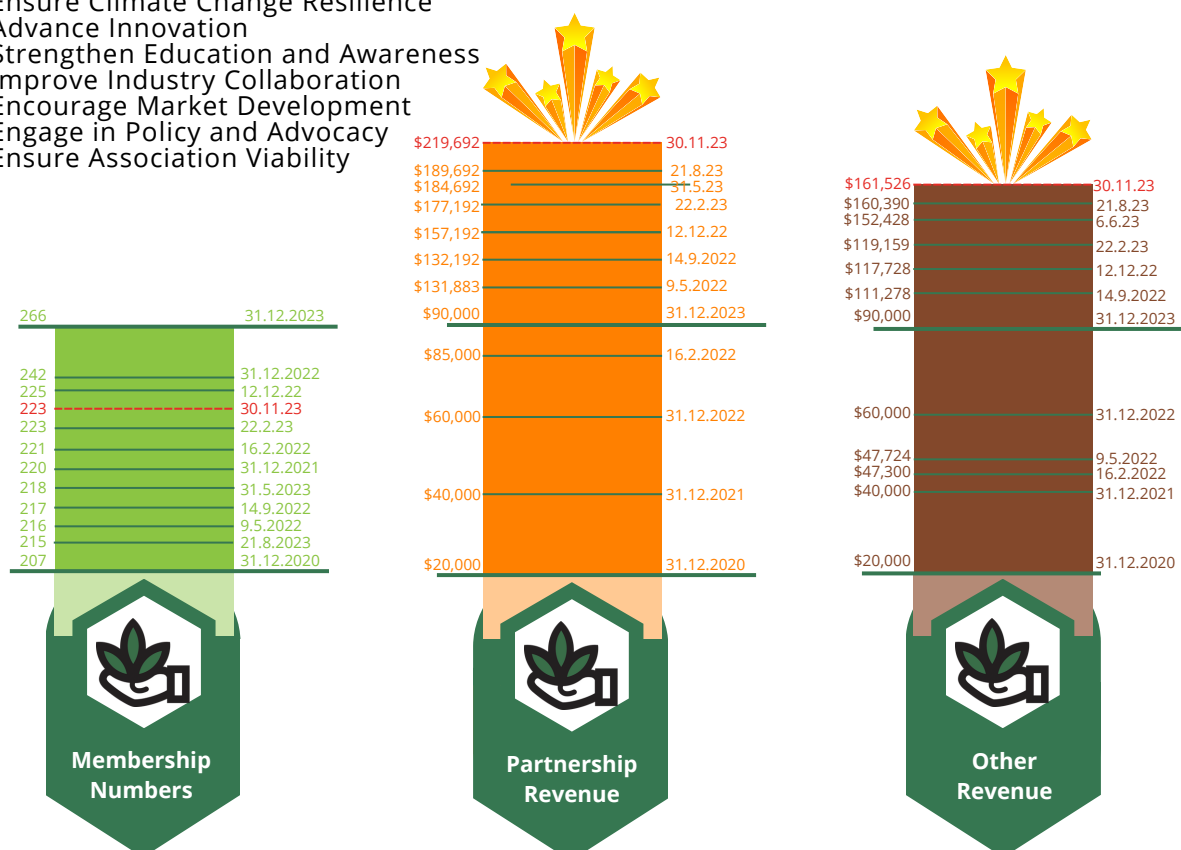
We would like to thank all our members for coming on the journey with us and for your ongoing support of the association and of the entire nursery industry. We look forward to 2024 being the year that we take the NGINA to new levels of membership engagement and participation as we deliver services and projects that energise and excite our members.



David Jakobs
PRESIDENT



Anita Campbell
CEO



2024 - 2027 NGINA STRATEGIC PLAN



INTRODUCTION

According to the Nursery Industry Statistics Report of 2020/21 The Australian Nursery Industry is valued at \$2.8 billion and employs 25,000 people.

The Nursery & Garden Industry NSW & ACT (NGINA) is the peak industry body representing over 220 garden centres, production nurseries and allied suppliers in NSW and the ACT.

NGINA's 2020-2023 Strategic Plan expires at the end of 2023. This plan was written following a period of decline for the Association and as such was restorative and operational.

With so many key deliverables of this Plan having been met, the directors of NGINA reassessed the current plan and began work on a new plan that will further develop and grow the Association.

The Board and Staff participated in workshops with the goal of helping shape the association's strategic framework for the next ten years and the key priorities and deliverables for the next three years.

STRATEGIC 3 YEAR PRIORITIES:

1 ENSURE CLIMATE CHANGE RESILIENCE:

The industry must encourage members to prioritise adopting sustainable practices in production, including reducing water and energy usage, minimising waste, and promoting the use of environmentally friendly Integrated Pest Management (IPM) practices. This will help preserve natural resources, protect biodiversity, and minimise the industry's environmental impact.

2 ADVANCE INNOVATION:

The industry must encourage innovation and research to develop new technologies, products, and practices that enhance productivity, quality and sustainability. This may include advancements in plant breeding, automation, precision agriculture and digital solutions to streamline operations and improve resource efficiency.

3 STRENGTHEN EDUCATION AND AWARENESS:

The industry must invest in educational programs and initiatives to promote the benefits of plants and gardening, increase public awareness about sustainable horticulture practices, and inspire individuals to engage in gardening and plant-related activities. The industry must also invest in programs to promote the industry as an attractive career prospect. This may involve collaborations with educational institutions, community organisations, and government agencies to develop and deliver educational campaigns, workshops, and resources.

4 IMPROVE INDUSTRY COLLABORATION:

The industry will foster collaboration among growers, retailers, landscapers, and allied industries to strengthen the supply chain, share best practices, and collectively address challenges and opportunities. This may involve engaging with industry associations, forums, and networks to facilitate knowledge exchange, collaboration, and collective decision-making.

5 ENCOURAGE MARKET DEVELOPMENT:

The industry will actively seek to expand domestic and international markets for nursery and garden products. This may involve market research, promotional activities, participation in trade shows and exhibitions, and forging partnerships with retailers, landscapers, and other stakeholders to increase demand and consumption of nursery and garden products.

6 ENGAGE IN POLICY AND ADVOCACY:

The industry will engage with policymakers and government agencies to shape policies and regulations that support the growth and sustainability of the nursery and garden industry. This may involve advocating for incentives, grants, and regulations that encourage sustainable practices, promote local production, and create a favourable business environment for industry stakeholders.

7 ENSURE ASSOCIATION VIABILITY:

NGINA will identify and develop services to improve the economic sustainability of the Association to provide tangible growth.

STRATEGIC 3 YEAR DELIVERABLES:

ENVIRONMENTAL SUSTAINABILITY

Be at the forefront of building our members resilience for climate challenges.

TRAINING AND DEVELOPMENT

Build a sustainable training and development capability to increase the professionalism of our members

ENGAGE WITH ALL SECTORS OF THE GREENLIFE INDUSTRY

Further develop our value proposition to better engage with each category of member within the greenlife industry.

BEST PRACTICE AND MEMBERSHIP SERVICES

Ensure NGINA is the go-to organisation for members when seeking advice, help, information or assistance.

ENHANCE OUR REGIONAL FOCUS

Develop and implement the NGINA regional strategy.

NGINA VIABILITY

Ensure the financial viability of the NGINA. Attract more members, partners and increase our alternative revenue streams to be self-sustaining.

VISION

To have a growing, united and sustainable nursery and garden industry that promotes its contribution to the health and well-being of the NSW/ACT economy, its environments and people.

MISSION

The NGINA is a relevant and self-sustaining organisation which supports sustainable and responsible practices, fosters innovation and meets the evolving needs of its members and the community. It aims to promote the benefits of plants and gardening, educate the public about sustainable horticulture practices and ensure the long-term viability of the industry.



NGINA 2023 MEMBER SURVEY SUMMARY

FACTORS CONTRIBUTING TO NGINA MEMBERSHIP



Thank you to everyone who participated in the NGINA's 2023 Member Survey. Your insights are invaluable in understanding the evolving needs and preferences within our community. This year's survey, comparing current and past data, has provided a clear view of emerging trends and sentiment amongst our members. It will directly inform our strategies, plans, and services, ensuring they align closely with your needs and expectations. We are committed to using these insights to enhance our support and drive the growth and success of our members in the nursery and garden industry. Here is a summary of the key results of the survey.

Major Business Concerns

- **Industry Skill Shortages:** Skill shortages in the industry are the most pressing issue, with 66.67% of respondents indicating this as a major concern. This has been a consistent issue over the years and the NGINA is continuing to work to increase apprenticeship numbers with TAFE Richmond
- **Transportation and Freight:** Transportation and freight are also significant concerns, cited by 58.33% of respondents. This could be due to rising fuel costs and other challenges in the supply chain.
- **Biosecurity:** Biosecurity is another major concern, with 56.25% of respondents indicating this as a significant issue. This could be due to increased regulations or the recent biosecurity incidents affecting the industry

including Red Imported Fire Ants, cane toads and new weed incursions

Desired Additional Member Services

- **Promoting Industry as a Career:** High demand at 66.67%, despite a slight decrease from 73% in 2021.
- **Industry-Based RTO Development:** Rising interest from 25.45% in 2022 to 47.92% in 2023.

Future Challenges:

- **Climate and Weather:** Concerns about climate change, weather variability, and water management were frequently mentioned. Respondents cited challenges like hail, rain, drought, and upcoming water restrictions as significant issues affecting their business planning and operations.

- **Economic Factors:** The economy was another major theme, with mentions of economic slowdown, higher interest rates, and less commitment to big spending projects. Some respondents also mentioned the challenges posed by Facebook sellers.
- **Staffing and Labour:** A significant number of respondents mentioned challenges related to staffing. This included skilled labour shortages, manpower turnover, and the complexities of employment law. Apprentice recruitment and retention were also mentioned.
- **Logistics and Distribution:** Logistics, distribution, and transport costs were cited as challenges. One respondent specifically mentioned the supply requirements of Bunnings as a logistical challenge.
- **Regulatory and Governmental Issues:** Some respondents mentioned challenges related to government red tape, changes to employment requirements, business structures, and tax requirements. Biosecurity and regulation were also cited.

- **Market and Competition:** Market uncertainty, increased market competition, and the dominance of large retailers were mentioned. One respondent specifically cited the challenge of getting entry to the market when not known.
- **Costs and Pricing:** Rising costs, including labour and overhead costs, were mentioned. The challenge of managing passing on increases in the overall cost of goods was also noted.
- **Other Challenges:** Other challenges included adapting to an ever-changing business landscape, providing employee flexibility, balancing product mix, pricing and quality, and managing margins.

Outlook on the Future of the Nursery and Garden Industry

- Majority feel positive about the future of our industry, with 56.25% expressing a fairly positive outlook and 18.75% feel very positive in 2023.

Overall Satisfaction and Business Performance

- Satisfaction Levels: A majority of respondents, 70.83%, are satisfied with

NGINA which is a significant increase from 49.09% in 2022. 18.75% are very satisfied and no one reported being dissatisfied (2022 5.45%) or very dissatisfied. This survey result suggests that recent initiatives and changes have been well-received.

- **Business Performance:** 68.75% of respondents reported making an operating profit which is a slight decrease from 78.26% in 2021. This indicates a generally healthy industry

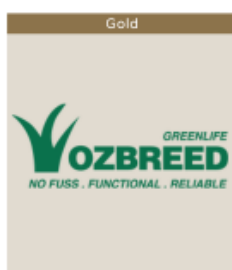
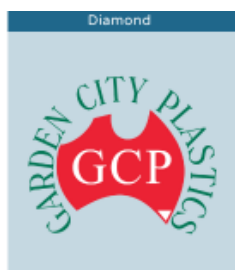
Investments in Infrastructure and Technology

- **Infrastructure Investment:** Increased reluctance, with 43.75% not investing in 2023.
- **Technology Investment:** 50% did not invest in new technology in 2023, indicating cautious spending.

Staffing Trends

- Staff Numbers: Majority reported no change, with a slight increase in those reporting decreases compared to 2022.

We also received feedback and suggestions about how to improve NGINA Trade Days and how the NGINA itself could improve. This feedback will be sent to the relevant regional committee, Sydney Trade Day committee and investment committee and has already been reviewed by the NGINA board.





The Nursery and Garden Industry NSW and ACT (NGINA) proudly announced the winners of its prestigious 2023 Industry Awards at a sell-out event on Friday night at Rydges Norwest. Esteemed Channel 9 Garden Gurus presenter, Bonnie-Marie Hibbs, graced the occasion as the host, adding a touch of glamour and expertise to the evening.

The Awards spotlighted the exceptional talent and dedication within the nursery and garden sector, honouring a diverse group of professionals. Categories ranged from wholesale/production nurseries and retail garden centres to allied suppliers, employers, trade day stand holders, and

apprentices. The event also shone a light on the emerging leaders shaping the future of the industry in both NSW and the ACT.

Anita Campbell, CEO of NGINA, expressed her admiration for the high standard of this year's nominees. "The quality of entries we received this year was nothing short of remarkable, setting a new benchmark for excellence in our industry. Each finalist demonstrated exceptional skill and dedication, making the selection process incredibly challenging," Ms Campbell remarked.

She further added, "While all our finalists were deserving, certain members stood out for their extraordinary achievements. NGINA is thrilled to acknowledge and celebrate the outstanding contributions of these individuals across various categories. Their efforts not only elevate their businesses but also significantly contribute to the advancement of our industry as a whole."

25 YEAR RECOGNITION AWARDS

- Wyee Nursery
- Sydney Wildflower Nursery

40 YEAR RECOGNITION AWARD

- Mountain Range Nursery

50 YEAR RECOGNITION AWARD

- Riverina Nursery
- Swane's Nurseries
- Oasis Horticulture
- Andreasens Green
- Engall's Nursery





SMALL WHOLESALE/ PRODUCTION NURSERY

Pacific Nurseries

According to the judge Shaun, Anthony and their small but dedicated staff, focus on sustainable practices and responsible material usage. They specialise in revegetation tube plant material and their environmental ethos is evident. They showcase their innovative production concept through a well-rooted, easy-to-plant paper pot system, a key part of their eco-friendly marketing. Continuous improvement in systems and the nursery's overall efficiency is a top priority for Pacific Nurseries, aiming to enhance both their products and bottom line.

LARGE WHOLESALE/ PRODUCTION NURSERY

Cameron's Nursery

Sonja and Andy Cameron, along with their great staff, run a waterwise and environmentally sympathetic nursery that produces high-quality stock. As well as being both a NIASA and EcoHort accredited nursery, they have recently completed the process to become the only nursery in NSW registered under the BioSecure HACCP program. This is a testament to their continual commitment to integrated pest management and improvement programs for staff and nursery alike. Their commitment to community involvement is great to see, as is their desire to bring new plants to market in Australia. Both Sonja and Andy continue to put time and effort back into the industry through involvement on state and national committees and programs.



SMALL RETAIL NURSERY OF THE YEAR

Burnetts on Barney

According to the judges, Burnetts on Barney is an unexpected delight situated in the grounds of an old quarry – it is lively, warm, colourful and welcoming. Elizabeth has created a space that's more than a nursery – the community come here to relax, socialise and enjoy the space. Truly it is a happy place and a wonderful experience – you could spend hours here. There is a great variety of plants and garden décor, but it is the humanity in this space that draws you in and keeps people coming back!



LARGE RETAIL NURSERY OF THE YEAR

Heritage Gardens Nursery

The judge in this category described Heritage Gardens Nursery as a beautiful, beautiful nursery. She was blown away by the aesthetic here – modern, rustic charm. The judge commented that it was such a pleasant experience browsing the shop and the nursery grounds – a lovely destination for locals to stop or visitors to enjoy. The nursery also has great quality plants and the judge particularly loved the range on offer which ranged from tubestock to large pots to cater to all budgets. Well done on creating a beautiful space.



ALLIED SUPPLIER OF THE YEAR

Agnov8

The judges felt that Agnov8's development of water-saving features such as dryer times make this product particularly relevant considering water restrictions are probably on the horizon. The judges would like to make a special mention and acknowledge the substantial benefits offered to our Industry by EvergreenConnect's software.

NEXT GENNER OF THE YEAR

Josh Duncan

Josh Duncan is employed at Alstonville Plants and the judge commented that it's absolutely fascinating to follow Josh's career. Even though the nursery industry was almost an accidental choice, he has turned his involvement into a full scale passion and commitment. He has handled a number of difficult transitions in his nursery working life and has clearly engendered respect in each of the positions and roles he has filled. He is ambitious but also realises that he can only achieve his ambitions by hard work, continual learning and taking others with him.





APPRENTICE OF THE YEAR

Melissa Poolman

The Apprentice of the Year criteria is aligned with that of the NSW Training Awards. This candidate was nominated by Colourwise Nursery Managing Director, Malcolm Thompson who described Melissa as mature, hardworking, collaborative and articulate who often starts early and stays back after hours to ensure the 'job gets done'. Malcolm is particularly impressed by Melissa's balanced approach to her work that includes advocating for her team, and addressing issues whilst still maintaining standards. Melissa is quietly confident and allows her actions to do the talking.

Melissa has recently mastered the Colourwise software programs used for her new promotion as Assistant Dispatch Manager.

EMPLOYER OF THE YEAR

Cameron's Nursery

Cameron's Nursery clinched the prestigious Employer of the Year Award after a closely contested competition among three diverse finalists. The award recognises businesses fostering purpose and meaning in the workplace, emphasising practices that create a constructive, inclusive culture. Cameron's Nursery stood out for its commitment to building an inclusive culture, investing in team capabilities, and maintaining high levels of engagement in workplace health, safety, and innovation. Cameron's Nursery ultimately secured the award by demonstrating consistent excellence across all categories, reflecting a genuine commitment to creating an inclusive and thriving workplace.



PEOPLE'S CHOICE AWARD

Burnetts on Barney

The power of recognition was put in the hands of the people. Over 3000 members of the general public voted in our very first People's Choice Award – proving that the Nursery and Garden Industry in NSW and ACT is indeed alive and thriving. All member retail nurseries were eligible and after a very close voting process Burnetts on Barney were named winners by the people.



TRADE DAY STAND OF THE YEAR

Glenfield Wholesale Nursery

This is a new award category this year to recognise the effort that our stand holders put in to make their stands at Trade Day so appealing for our buyers. We have seen an increase in new buyers as a result and we thank all our stand holders for their support. Northern Rivers Trade Day Stand of the Year was Vanderley Nursery and Port Macquarie Trade Day Stand of the Year was Moore's Nursery. The winner for both Sydney Trade Day Stand of the Year and the Overall winner for NGINA Trade Day Stand of the Year is Glenfield Wholesale Nursery. Stands were judged on the quality of the product, information and pricing, visual presentation and customer service. Glenfield put a lot of effort into creating a nice welcoming display at every trade show. Their customer service was second to none and there were extremely friendly and knowledgeable staff present at all times.

THANK YOU

A HUGE thank you to our event sponsors **Mojay Pots** for their delicious "Mojay Mojitos" to help us kick the night off! **Oasis Horticulture** for the spectacular table centrepieces, **Kenthurst Nursery** for supplying the green life which transformed the room, **Tropical Plant Rentals** for the huge task of transporting and installing our décor & thank you also to **Engalls Nursery** for loaning the large lime tree.

A big thank you as well to all our Partners for their support of the Industry with special thanks to:

- Nathan Layt from **Ozbreed**
- Craig Williams & the team from **Garden City Plastics**
- Kyron Beard from **Transplant Systems**
- **TAFE NSW**
- **Australian Growing Solutions**





ASK AN

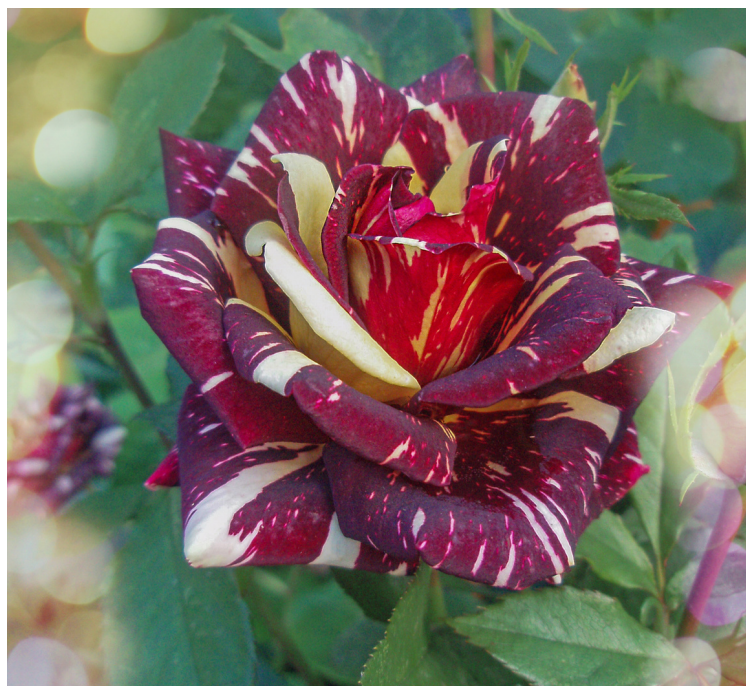
An Apprentice has recently asked:

“WHAT CAUSES CERTAIN HYBRID TEA ROSES TO DEVELOP BRIGHT RIBBONING IN THEIR FLOWER PETALS? FOR EXAMPLE THE ABRACADABRA HAVING BRIGHT YELLOW RIBBONING ON THE DEEP MAROON FLOWERS”

The phenomenon they refer to, where hybrid tea roses like 'Abracadabra' exhibit bright ribboning or streaks on their petals, is primarily the result of careful selective breeding. Hybrid tea roses are known for their diverse and striking colour variations, which are achieved through genetic selection and hybridization over many generations.

NGINA asked Peter Albery for his expert advice. Peter is one of the best-known, knowledgeable and experienced people in the nursery industry. Having worked in some of NSW's most successful nurseries he has also taught at TAFE and is a NGINA Life member.

According to Peter....all modern tea roses likely have the famous rose 'Peace' in their genetics - somewhere in their very mixed lineage. The exciting thing with roses is if you could carefully separate the layers of petals of any rose and pull them apart and shine a light through one, you would find no colour at all! It is like shining a light through a prism as the light spectrum is split up. This tells us that the shifts of light angles on a rose flower alters the colours reflected to us.



EXPERT

Heat may cause some twists or evaporation - leading the petal to thin out somewhat, thus causing the colour change of the flower to our eyes.

"All the early multi-petalled roses were red or pink until a breeder introduced Rosa foetida, a smelly yellow rose. That is how we got the first true multi-coloured hybrid tea flower called Peace which was released at the end of WWII by Meillands Nursery in France. They originally named it Madame A Meilland but the delegates at the United Nations decided to call it Peace. The name worked and millions were sold around the world. This was the world's first multi coloured rose of perfect form and today almost all hybrid teas have it in their genes somewhere. However, one problem was that Rosa foetida bought the tendency of Black Spot disease. All yellow and warm colours of hybrid tea roses have the horror of Black Spot with Rosa foetida in the genes somewhere!

So - how do we get that colour? It is all to do with genes and petal thickness in sections that bounce that colour that our eyes see as yellow. I am not too sure that I like the ribbon effect, but the warm orange colours are truly beautiful! In summary, the yellow comes from the genes of Rosa foetida while the reds, and pinks were already there - so we ended up with the first multi petalled of that hybrid tea shape 'Peace'. But the real shock is that true colour in rose petals is an illusion - but real to humans!"

We (The horties in the office) delved a little deeper and found that the bright yellow ribboning on the deep maroon flowers of a variety like 'Abracadabra' can be attributed to the following factors:

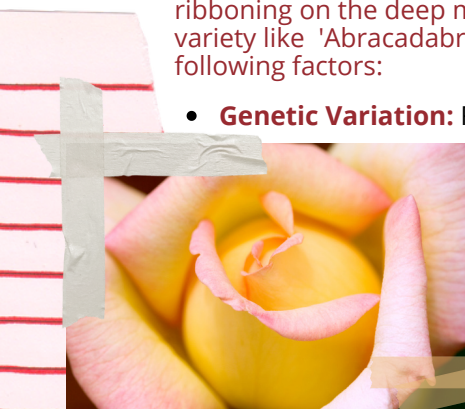
- **Genetic Variation:** Roses contain multiple genes responsible for petal colouration, which can be dominant or recessive. These genes interact to produce a wide array of colours and patterns.



- **Selective Breeding:** Hybridisers select parent plants with desirable traits and breed them over multiple generations to amplify these characteristics. The vivid streaks or ribboning effect can be a result of this selective pressure to bring out latent colour patterns.
- **Chimera:** Sometimes, a genetic mutation can lead to a chimera, a plant with two different sets of DNA. If this occurs in a flower, it can produce a distinctly patterned petal where one set of DNA dictates one colour, and another set dictates another.
- **Somatic Mutation:** This is a change in the genetic material of a plant cell that can occur spontaneously during cell division. If a mutation occurs in the cells that give rise to the petals, it could cause a stripe or ribbon of colour that is different from the base colour of the rose.
- **Viral Infections:** Some patterns and colour streaks in roses can be the result of viral infections, such as Rose mosaic virus. However, these are usually undesirable and can have other detrimental effects on the plant.

It's worth noting that the stability of these colour patterns can vary, and they may not always be reproduced reliably, which is often the case with highly variegated plants. Breeders often work through many plant generations to stabilise the colouration so that it can be reproduced reliably in the offspring.

For the 'Abracadabra' rose, the striking contrast between the yellow streaks and the maroon petals is a sought-after trait that has likely been stabilised over several generations through careful breeding.









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Cultivating Efficiency

How Automation is Revolutionising Production Nurseries

By Tara Preston



In the world of production nurseries, where the growth of plants is a carefully orchestrated symphony of tasks, every moment and resource counts. It is an industry characterised by the need for precision, consistency, and cost-efficiency. In recent years, automation and labour-saving technologies have emerged as the secret weapons behind thriving production nurseries. This article delves into how these innovations are reshaping the production nursery industry, driving efficiency, and elevating productivity to new heights.

CLIMATE SYSTEMS: Optimising Growth Conditions for Every Season

Advanced climate control systems are crucial for production nurseries, adapting to changing climates and ensuring optimal conditions for plant growth. These systems monitor and adjust environmental factors, providing a tailored climate to enhance plant production year-round. Here is a closer look at the features and benefits of these climate systems:

- **Temperature Control:** Precise temperature control is essential for healthy plant growth. Climate systems can regulate greenhouse temperatures, ensuring that plants always receive the ideal thermal conditions. This means that even during extreme weather conditions, your plants can continue to flourish.
- **Humidity Management:** Maintaining the right level of humidity is crucial for plant health. These systems can adjust humidity levels to prevent issues like mould, fungus, and water stress. This level of control ensures that your plants are protected and can thrive in the ideal moisture conditions.

- **Air Circulation:** Proper air circulation is vital for distributing heat, CO₂, and essential nutrients evenly throughout the greenhouse. Climate systems can include advanced fans and ventilation solutions that promote consistent air circulation, preventing hotspots and ensuring every plant receives the necessary resources for growth.
- **UV Radiation Control:** The amount of UV radiation plants receive can significantly impact their development. Climate systems can regulate UV radiation levels, protecting plants from excessive exposure and promoting healthy growth. This feature is especially valuable for nurseries located in regions with intense sunlight.
- **Year-Round Productivity:** The ability to create a tailored climate for your plants throughout the year is a game-changer for production nurseries. With climate systems, nurseries can overcome seasonal challenges and maintain consistent production levels, regardless of external weather conditions. This not only boosts productivity but also ensures a stable supply of high-quality plants to meet market demands.
- **Energy Efficiency:** Most climate systems are designed to operate with the utmost efficiency, reducing energy consumption and associated costs. By utilising energy-efficient technologies, you can lower your carbon footprint while still achieving optimal growth conditions for your plants.

CONTROL SYSTEMS: Transforming Nursery Management with Remote Crop Monitoring and Control

Advanced control systems are pivotal in production nurseries, automating greenhouse operations and enabling remote crop monitoring. These systems use sensors and data technology to provide real-time insights into plant health and growing conditions, regardless of the grower's location. Here is how it works:

- **Environmental Sensors:** Control systems are equipped with an array of environmental sensors that measure critical parameters such as temperature, humidity, CO2 levels, and light intensity. These sensors provide a comprehensive view of your nursery's microclimate.
- **Plant Health Sensors:** Some control systems even incorporate advanced plant health sensors that assess factors like soil moisture, nutrient levels, and disease indicators. This real-time data helps growers proactively address issues before they escalate.

But remote monitoring is just one part of the equation. Control systems take it a step further by offering remote control capabilities, allowing growers to make precise adjustments without being physically present at the greenhouse. Here is what you can do:

- **Climate Adjustments:** Whether it is fine-tuning the temperature, adjusting humidity levels, or modifying ventilation, you can remotely control climate settings to ensure your plants are in the optimal environment for growth.
- **Irrigation and Fertigation:** Control systems enable growers to remotely manage irrigation and fertigation systems, ensuring that plants receive the right amount of water and nutrients on any given day and weather conditions. This precision promotes healthy root development and overall plant health.
- **Shade and Light Control:** Depending on the needs of your plants and the intensity of sunlight, you can remotely control shading and lighting systems to provide the perfect amount of light for photosynthesis.
- **Security and Alarms:** Control systems can also offer security features, including alarms and alerts. If there is an issue such as a sudden temperature drop or equipment malfunction, you will receive instant notifications, allowing you to take immediate action.

WATER SYSTEMS: Nurturing Plant Growth with Precision Water Management

In the production nursery industry, where the health and vitality of plants are paramount, water plays a central role. Advanced water systems are designed to provide precise, tailored pH, water,

and nutrient management. These systems are a cornerstone of successful nursery operations, ensuring that plants receive the optimal hydration and nutrition they need for robust growth.

Managing Water Quality

Water quality is a critical factor in plant health. Poor water quality can lead to nutrient imbalances, mineral build-up in soil, and reduced plant vigour. Water management systems address this challenge with precision and expertise:

- **pH Control:** Maintaining the correct pH level in water is essential for nutrient absorption by plants. Powerplants' water systems can adjust and maintain the pH of irrigation water to ensure it falls within the ideal range for each crop.
- **Nutrient Dosing:** These systems manage the dosing of essential nutrients into the irrigation water. Nutrient levels are precisely controlled based on the specific requirements of the plants being cultivated. This precision promotes healthy root development and overall plant vitality.
- **UV Treatment:** To ensure water quality and safety, some of Powerplants' systems incorporate UV treatment technology. UV light effectively eliminates harmful pathogens and microorganisms from the water supply, preventing diseases from affecting your plants.

TRANSPLANT SYSTEMS | CUSTOM ROBOTIC NURSERY AUTOMATION



Watch the Gantry Robot in action



 demtec
**GANTRY
ROBOT**



Handling pots of various sizes



Precise and accurate functionality



Cost-efficient savings on labour costs

Tailored Irrigation and Fertigation

Production nurseries often have a wide variety of plant species with varying water and nutrient needs. Powerplants' water systems are designed to accommodate this diversity with tailored solutions:

- **Irrigation:** These systems provide precise control over the amount and timing of irrigation. This ensures that each plant receives the appropriate amount of water, reducing the risk of over or under watering.
- **Fertigation:** Fertigation is the process of delivering fertilizers through the irrigation system. Water management systems can precisely inject fertilisers into the water supply, allowing for customised nutrient delivery to each plant type.

Preventing Waste and Environmental Responsibility

In addition to optimising plant health, these water systems promote sustainability and environmental responsibility:

- **Preventing Water Waste:** By delivering water and nutrients precisely where they are needed and how much, these systems prevent water wastage and runoff, conserving this precious resource.
- **Reducing Chemical Usage:** Precision nutrient delivery minimises the use of fertilisers, reducing chemical runoff into the environment and helping nurseries operate more sustainably.

AUTOMATION & LABOR-SAVING: Elevating Efficiency and Reducing Costs in Production Nurseries

Automation solutions revolutionise production nurseries by enhancing operational efficiency and reducing labour costs. These technologies streamline intricate plant nurturing processes, leading to improved productivity and profitability:

- **Planting and Transplanting:** Advanced machinery takes on the labour-intensive tasks of planting and transplanting, ensuring consistent spacing and depth for each plant. This not only reduces manual labour but also promotes uniform growth.
- **Pruning and Trimming:** Automated pruning and trimming systems precisely shape plants, maintaining their health and aesthetics. These systems are faster and more accurate than manual methods, saving time and labour costs.
- **Potting and Repotting:** Automated potting and repotting machines handle the transfer of plants to larger containers with precision. This

- eliminates the need for manual potting, reducing the risk of plant damage and the time required for this task.

Labour costs can be a significant portion of a nursery's budget. Automation solutions offer a strategic approach to cost reduction:

- **Labour-Intensive Tasks:** By automating labour-intensive tasks, nurseries can reduce their dependency on a large and often seasonal workforce. This leads to substantial savings in labour costs.
- **Consistent Output:** Automation ensures consistent output regardless of the workforce size, reducing the risk of variations in plant quality and quantity due to fluctuations in labour availability.
- **Labour Allocation:** Nurseries can allocate labour resources to more skilled and specialised tasks, such as plant care, disease management, and quality control, where human expertise is invaluable.

Automation not only reduces the need for repetitive manual labour but also improves working conditions for nursery staff and improve their employee satisfaction:

- **Ergonomics:** Staff can focus on more skilled and less physically demanding tasks, reducing the risk of workplace injuries and fatigue.
- **Skill Enhancement:** Automation allows staff to transition to roles that require higher-level skills, creating opportunities for professional growth.

In conclusion, the integration of advanced automation technologies in production nurseries represents a significant leap forward in horticultural practices. By harnessing the power of climate systems, control systems, and water systems, nurseries are now able to optimise growth conditions, manage resources more efficiently, and enhance overall plant health and productivity. These technological advancements not only improve the quality and consistency of plant production but also contribute to significant reductions in labour costs and environmental impact.

Automation in production nurseries is not just about keeping pace with technological advancements; it's about creating a more sustainable, efficient, and profitable future for the industry. As we continue to embrace these innovations, production nurseries will undoubtedly become more resilient and adaptable, while maintaining a deep commitment to environmental stewardship and operational excellence.



Growing Your Online Presence: Harness the Power of “Google My Business” for Nurseries and Garden Suppliers

For companies in the nursery and garden sector, having a strong online presence is essential in the current digital era. It's critical to make sure that your company is easily found online as more and more potential clients are using the internet to research goods and services. Among the resources that can greatly increase your exposure is Google My Business.

Google My Business: What Is It?

Google offers a free and easy-to-use tool called Google My Business (GMB) to assist local businesses in managing their online presence. It enables companies to make and manage a listing that shows up on Google Maps and in Google search results. You can improve your online presence, draw in more clients, and eventually expand your nursery or garden supply company by making your GMB profile as good as it can be.

Why GMB Matters for Your Business

Improved Local Visibility: Google frequently shows a map with local businesses listed when prospective customers search for nurseries, garden supply stores, or related services in their area. Your company's visibility in these local search results is enhanced by a well-optimised GMB listing, which raises the likelihood that potential clients in the area will take notice.

Credibility and Trust: Potential customers can be won over to the side of a current, informative GMB profile. It demonstrates that your company is real, operating, and concerned with giving the public accurate information.

Engage with Customers: GMB enables you to communicate with your clients by answering their enquiries, reacting to reviews, and giving them timely information about your company. Having direct interaction with your customer base can strengthen your relationships with them

Optimising Your Google My Business Profile

Let's now explore how to maximise the benefits of this useful tool by optimising your GMB profile:

1. Assert and Validate Your Enterprise: Get your GMB listing claimed if you haven't already. Observe Google's verification procedure, which might entail getting a call or a postcard at your business address. You can access and edit your listing after it has been verified.

2. Accurate Business Information: Verify that the name, address, phone number, and business hours of your company are all correct and current. Listings with inconsistent information are penalised by Google.

3. High-Quality photos: Include crisp pictures of your nursery, goods, and offerings. An essential component of the nursery and garden industry is visual content. To draw potential clients, showcase your lovely plants and gardening supplies.

4. Strong Business Description: Summarise your offerings in a succinct but informative business description. Emphasise your special selling propositions and any niche services you offer.

5. Frequent Updates: Keep your listing current by adding updates on a regular basis, such as new events, promotions, or seasonal adjustments to your inventory. This illustrates your dedication to interacting with customers.

6. Promote Reviews: On your GMB profile, invite pleased clients to post reviews. In order to demonstrate your dedication to client satisfaction, reply to reviews, both positive and negative.

7. Add Attributes: To give more detailed information about your company, use the attributes feature in GMB. You may specify, for instance, if your nursery takes credit cards or provides delivery services.



8. Insights and Analytics: Monitor how buyers engage with your listing by utilising GMB's insights. You can view the quantity of clicks, customer actions, and frequency with which your listing appears in search results.

In the fiercely competitive nursery and garden sector, having a well-crafted Google My Business profile can make all the difference. It's a tool that helps your company interact with clients, establish credibility, and

become more visible in the community.

You can use GMB to expand your online presence and, eventually, your business by following the above-described steps. Don't pass up this excellent opportunity—claim, enhance, and manage your Google My Business listing right now. Make sure that potential clients can easily locate you and obtain the necessary landscaping and gardening services.

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) 9679 1472 or email info@ngina.com.au so we can look into it for you.





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NAVIGATING STAFF CHALLENGES: STRATEGIES FOR RETENTION

Our members have been telling us that since the covid outbreak began in 2020 their biggest issue has been finding, recruiting and retaining good, qualified staff.

Turnover of staff remains a huge problem and can become very costly for the business. The true cost of replacing an employee, as reported by the Australian HR Institute, is closer to 1.5 times their annual salary once you take into account advertising and recruiting costs, time spent on exit interviews and then on hiring new employees, the knowledge, skills, experience, intellectual property and customer relationships departing the business, lost productivity when other employees need to cover vacant roles which in turn leads to their burn out, declining employee engagement, upward salary creep to attract new employees and the cost of onboarding new staff.

As a manager, you want to keep your high performing staff so you should look for ways to support your team and make them feel valued. But in an unpredictable economy with already tight budgets, you may not have the money for pay raises.

But don't panic, here are some ways that you can support your staff and make them feel valued without necessarily increasing their salary.

1. Find Each Employee's Individual Motivation 'Lever'

"Money" is the worst possible motivator: It is expensive, and it doesn't always work. Every person has his or her own personal levers of engagement and motivation: Fun. Authority. Development. Responsibility. Autonomy. Respect. Recognition. Challenge. Variety. Safety. Figure out what each individual needs, then figure out how to best work towards it.

2. Make Recognition a Regular Habit

Recognition is much more valuable to many people than awards and pay. It's acknowledging people regularly for their strengths and their

performance. This doesn't only apply when they've gone above and beyond; recognise your employees for simply doing their job. When you make it a habit to point these things out in your conversations, emails and meetings, your employees will be more engaged and loyal and will enjoy work more.

3. Start with Small But Meaningful Gestures

Appreciation and recognition rank higher in motivating individuals than monetary incentives. Here are some ideas for showing appreciation: Write a heartfelt thank-you card recognising the impact they have had on your company. Give them a glowing recommendation on LinkedIn if you believe they deserve it. Start with small, meaningful gestures, such as a gift card.

4. Be Specific in Your Appreciation

Tell them often, and with as much detail as possible, what you appreciate about them. Go beyond, "I appreciate you" to "I am grateful I have someone on my team who is so good with clients," or "I feel lucky to have someone on the team who is so good at problem-solving." The key is to be specific, sincere and systematic in your approach.

5. Share What Their Role in Your Vision For The Future Is

Inspire people to want to work with you and each other by sharing your vision and their role in it. Money may be tight, but your eyes are on the future. Assure your people that they are building the foundation for a future in which all of them play a part. Be honest, specific, visionary and hopeful.

6. Let Them to Contribute to Their Own Well-Being

Recognise them by allowing them to contribute to their own well-being and the overall success of your organisation. Engage them in identifying current strengths and challenges and evolving plans for becoming even more effective, including improving their experience working for you. Often the biggest "reward" is making it clear how much you value and need their input, and then acting on it.

7. Rally Everyone Behind a Common Purpose

People want to feel good about their efforts, and their contributions must be recognised. When everyone is behind a common purpose, then their value-add is palpable, particularly when leaders and those they lead roll up their sleeves and work together as a team to achieve their purpose. From the beginning, recruit people whose values align with yours. This builds a positive atmosphere and culture, which resonates with people and keeps them on board. Consult with your people, find out what motivates them and build collaborative solutions that inspire their loyalty and commitment. People like to feel included, valued and that their contribution makes a difference.

8. Train Your Managers in Emotional Intelligence

The research says that one of the most important elements of employee satisfaction and retention is the relationship they have with their immediate supervisor. Supervisors who have stronger emotional intelligence capabilities tend to have warmer and more supportive relationships with their teams. Hence, high-quality, directed supervisory training can

improve employee retention.

9. Offer Flexibility

Today, people value flexibility more than ever. If someone is within a role that can be effectively carried out through flexible work, then offer this. Not only is this hugely rewarding for employees, but it also gives them a sense of comfort, knowing that you trust them to carry out their role effectively and manage their own time.

11. Give them a one-off Bonus

If a permanent salary bump is out of the picture, a one-time bonus is a good alternative. Although it's not a long-term solution, it can boost your employees' morale and their bank account. It's also a good compromise and shows that you're sincere about rewarding someone's hard work – despite a tight budget. Most importantly, it isn't a gesture that the employee on the receiving end would forget anytime soon.

12. Give them paid time off

Extra paid time off will make anyone's day. The extra time off can benefit you as well as the employees. Refreshed and re-energised employees usually come back more productive. Talk about a win-win.



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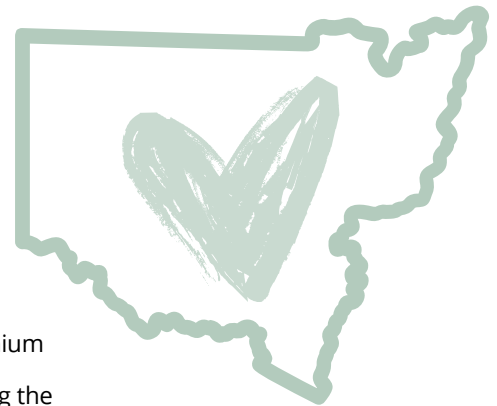


MEMBER VISITS



Tara, our dedicated Members Services Manager, is your go-to resource for offering both technical and business assistance to the NGINA's wide-ranging membership base. Tara is your ultimate problem solver – just pose your query, and she will deliver the solution you need! Beyond that, the Membership Services role plays a vital role in facilitating new connections and strengthening existing industry bonds among our members. This year alone, Tara has made visits to more than 87 members across NSW and ACT, and she thoroughly enjoys engaging with staff on a diverse range of topics during these visits, fostering valuable discussions including:

- Training courses
- e-News, N&G News Magazine and member blogs
- Business Advice Line
- Free recruitment job advertising on NGINA's website, social media and LinkedIn
- Sydney, Northern Rivers and Port Macquarie Trade Days
- Apprenticeships
- Biosecurity
- Weed and pest and disease management
- Staff management and HR
- Social media, content creation, photo editing and customer emails



Go Grow

Go Grow is a leading potting mix manufacturer in Northern NSW, specialising in premium growing media and landscape supplies. Alongside over 250 professionally formulated recipes in Go Grow's range the team can work with growers to tailor their mixes. Using the right growing media is vital for successful planting and potting, and Go Grow's Potting Mixes, Soils, and Compost are expertly designed to suit all plant types and nursery conditions.

Go Grow Ballina offers a wide range of products, including premium potting mixes, garden soil, compost, top dress, mulches (such as pine bark, cypress, and tree tea), aggregate, pebbles, road base, brickie sand, geo hex, fertilizers, additives, pesticides, and tools. They proudly hold accreditation as the first NSW supplier under NIASA's Best Practice Guidelines and are certified as an organic input manufacturer for Potting Mix & Soils.



Growing Media



Allied

Daleys Fruit Tree Nursery

Daleys Nursery boasts the largest range of Fruit & Nut Trees in Australia and has been a key player in the industry since 1980. Daleys is a family-run retail nursery located in the Northern Rivers and they grow their huge range on site including fruit, citrus and nut trees, bush tucker, berries and fruit vines, herb and spice plants, perennial vegetables, hard-to-find and collectable rare trees, as well as rainforest trees.

Daleys online presence has expanded, allowing them to serve retail customers across the country with over 300 fruit tree varieties and 300 rainforest and reforestation species by mail order via the website. You can also visit their outlet store at Kyogle which has trees that are all discounted (15-50% off) that are either overstocked or too large to ship out. They also have an art gallery full of beautiful pieces.



Retailer



Online



PRODUCTION



Trees



Fruit

Coffs Harbour Nursery

Coffs Harbour Nursery is a family-owned and operated nursery located in Sapphire Beach on the Mid North Coast of NSW. The New family are dedicated to providing their customers with the finest plants, decor, pots, and homewares available. With a longstanding presence in the Coffs Harbour community, they have grown from a small wholesale nursery to a trusted retail destination. They also have a café, florist, landscape yard, a tool shop, and landscaping services making it a one-stop-shop for all your gardening needs.



Retailer



PRODUCTION



Florist



Café

Crystal Creek Nursery

Crystal Creek Nursery is a boutique retail nursery in Northern NSW, offering an affordable yet diverse array of plants, from flowering annuals to indigenous shrubs, indoor greenery, and fruit trees. The nursery's commitment to local sourcing ensures optimal adaptation to the regional climate. Complementing their diverse botanical selection are an array of elegant pots and garden ornaments. Emphasising sustainability, the nursery stocks organic solutions for garden care, guided by a knowledgeable team ready to offer expert advice and friendly service.



Retailer



Café

Ellison Horticultural 2.0

Established in 1982, Ellison Horticultural is a leading production nursery located in the Northern Rivers. They have an Australia wide and international customer base of wholesale nursery growers and provide specialty tropical plants grown from locally and internationally sourced seed. Their range includes seeds and seedlings of Kentias, Rhapis, Parlours, Majestics, Bangalows and Alexandras palms and Strelitzias, Dypsis, Clivea and Cycas.



PRODUCTION



SEEDS



Shade Plants



Tubestock



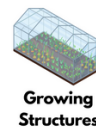
Palms

GreenlifeGRO

GreenlifeGRO, an Australian-owned enterprise, pioneers innovative greenhouse solutions and netting structures for horticulture. Our focus is on delivering quality products and sustainable solutions, aiming to enhance efficiency in crop farming. With a commitment to using premium materials that comply with safety standards, our team provides personalized support from selection to installation. As part of the Tapex Group's longstanding heritage since the 1880s, GreenlifeGRO continues this legacy, offering world-class horticultural products and services while assisting clients in sustainable crop cultivation.



Allied



Growing Structures

Gondwana Nursery

Gondwana Nursery, in Northern NSW, is dedicated to celebrating Australia's unique native plants. Since its inception in 1996, the nursery has grown from serving the local area to supplying a wide range of Australian native plants, from grasses to rainforest trees, across the east coast. Specialising in native flora, Gondwana Nursery not only offers old favourites but also continuously introduces new hybrids, focusing on quality and consistency. Their expertise lies in perfecting container cultivation methods for even the most challenging native species, thus enabling them to provide a diverse array of quality plants including Acacia, Banksia, Bracteantha, Callistemon, Casuarina, Doryanthes, Eremophila, Finger Limes, Leptospermum, Lomandra, maiden hair ferns, Pandorea, Philotheca, Grevillea, Scaevola, Telopea, Westringia and huge range of stunning Grevilleas and colourful Kangaroo Paw varieties.



PRODUCTION



Shrubs & Hedging



Natives



Trees



Grasses

Firewheel Rainforest Nursery

Firewheel Rainforest Nursery, established in 1988 on the Far North Coast of NSW, is a leading provider of rainforest restoration and regeneration services. Specialising in sub-tropical rainforest trees, shrubs, and understorey species native to the Richmond and Brunswick catchment areas, Firewheel operates a nursery that produces an impressive 150,000 trees annually across over 350 species. Committed to ecological integrity, 90% of their seeds are locally sourced, adhering to best practice geneflow guidelines from NSW National Parks and Wildlife Services. The nursery's expertise in local habitat restoration is evident in its track record of providing quality vegetation management advice and successfully executing major revegetation projects across various local government areas. Firewheel provides plants to local councils, state authorities, private landowners, community groups, and other industry professionals.



PRODUCTION



Tubestock



Grasses



Natives



Trees

Boyd's Bay Wholesale Nurseries

Boyd's Bay Wholesale Nursery, established in 1980, specialises in growing and delivering high-quality greenstock for the retail and development industries, including residential, commercial, and government projects. With a team of 20 experienced horticulturalists across three growing sites and a broad national network of greenstock suppliers across Australia, including Adelaide, Perth, Darwin, and the Eastern Seaboard, they are well-equipped to meet diverse plant needs. Their commitment to timely delivery is backed by a controlled fleet of vehicles, ranging from Pantecs to tautliners, including drop deck semitrailers with crane attachments for larger ex-ground stock. Their range includes everything from Euphorbias, bromeliads, tropical shade, native ground covers, Mandevilla, Bougainvillea, palms, succulents, trees, ferns, shrubs and hedging plants



PRODUCTION



INDOOR PLANTS



Shrubs & Hedging



Palms



Trees



Shade Plants

Maromac Nurseries

Maromac Nurseries is a production nursery located in the Northern Rivers and they specialise in indoor foliage plants including Palms, Spathiphyllum, Strelitzia, and bromeliads. The stunning flowers on their Guzmania and Vriesea and cream and orange Clivia are a true delight to see and will certainly sell quickly at their retail customers' outlets.



Palms



INDOOR PLANTS



PRODUCTION



Bromeliads

Palm Park Wholesale Nursery

Palm Park Wholesale Nursery is a production nursery located on the Far North Coast of NSW. Palm Park produces a range of palms and foliage plants for retail garden centres and plant wholesalers in Eastern Australia. Product lines include Alpinia, Aspidistra, Asplenium, Chamedorea, Cordylines, Ctenanthes, Dypsis, Philodendron, Phoenix and Zamiaulcas.



INDOOR PLANTS



PRODUCTION



Shade Plants



Palms

Plantasy Nursery

Plantasy Nursery is a small family owned and operated production nursery based in the Northern Rivers. They grow a huge range of rare and unusual plants including Abutilon Standards, Aechmea bromeliads, Argynthemum standards, Blue Gingers, Brugmansia, Caladium, Cissus, Clerodendrum, Costus, Epiphyllum, Justicia, Medinilla, Megaskepasma, Rondeletia, Rosella Hibiscus, Strobilanthes, Tamarillo, Tree Begonias and Zingiber. Their main clients are retail nurseries.



PRODUCTION



Shade Plants



FLOWERING PERENNIALS



Become a member



Nursery & Garden Industry
NSW & ACT

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

- growers and producers of plants
- wholesalers and hirers of plants
- retailers of plants and related products
- industry gardens, florists 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 through to multinational corporations and all share a passion for 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.

NEW

MEMBER INCENTIVES

**\$150 COULD
BE YOURS!**

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!



Students

\$50

Subscription to N&G News, eNews, access to Sydney and regional trade days.
Invitations to attend our four NextGen events held throughout the year



Single Business Owner

\$625

A business entity (owner/operator) that conducts its operations with no additional employees and/or contractors engaged in the delivery or production of its products or services



Trading

\$1,470

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



Enterprise

\$2,450

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



Corporate

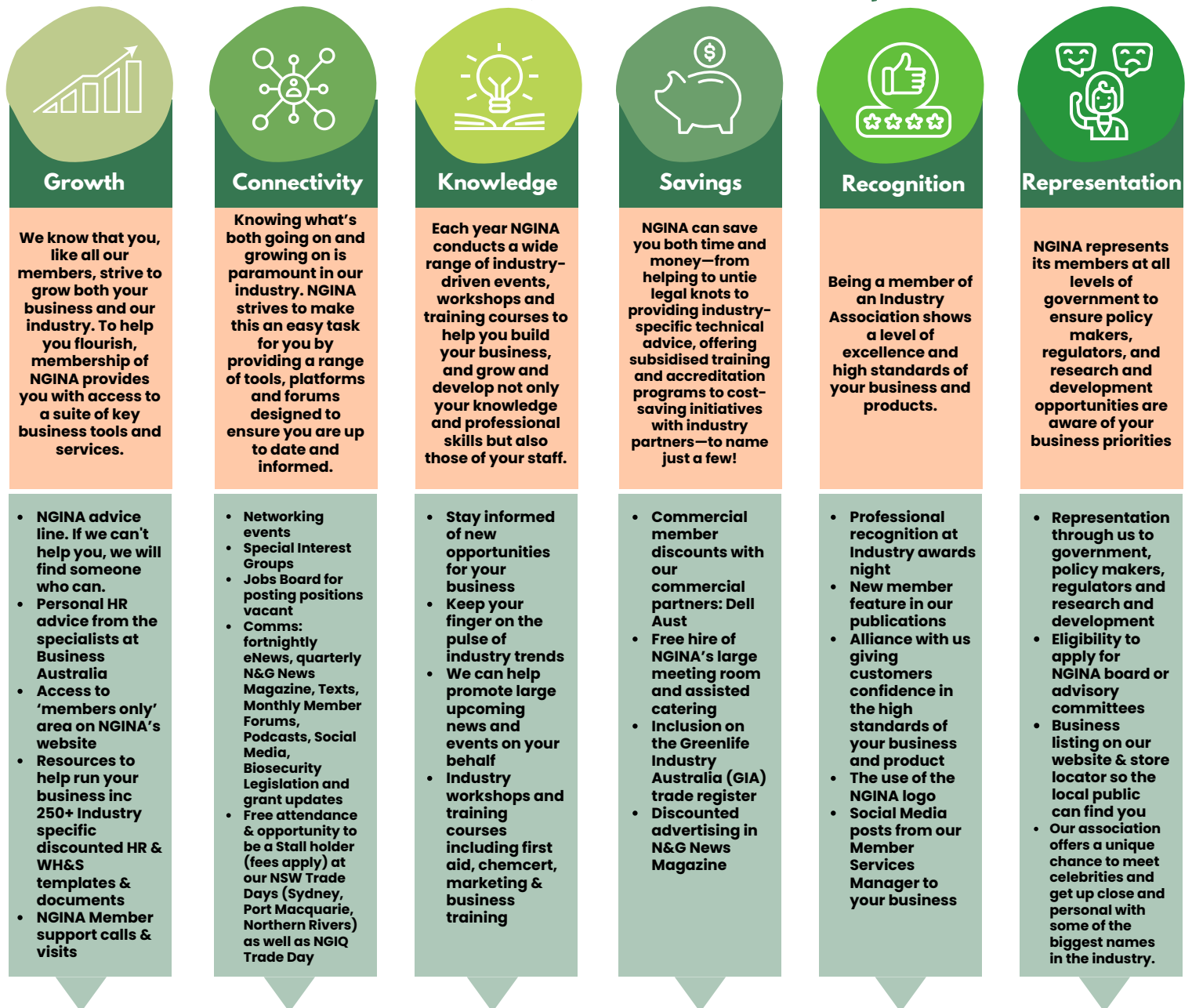
\$4,400

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

Complete our NGINA membership application form online by scanning this QR code. 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.



NGINA MEMBER BENEFITS



WHAT YOUR COMPANY CAN SAVE BY BEING A MEMBER:

HR & IR Advice line | \$3500
Average cost of an external support line

HR & IR Documents | \$5000
Average cost to create legal company specific HR & IR documents through a lawyer

WH&S Manual | \$5000
Average cost to create a legal company specific WH&S Manual through a lawyer

Jobs Listings | \$225
Per job: Posted on website, Instagram, Facebook, Linked In & eNews

N&G News Ads x 4 | \$6600

Yearly NSW Trade Day Entry | \$250

N&G News x 4 | \$50

Social Media Advertising | \$80

Forklift Training | \$300
Per person

Training Savings | \$150
Members get 10-20% off. Average calculated per person for 3 courses per year

Dell Australia Commercial Member Discounts | \$500+
Price may vary year to year

Meeting Room | \$500
Full day, fully equipped

GIA Register | \$2500
Non-member listing price

New Member Features | \$1100
Full page article/ad in N&G News, CEO welcome in eNews, Full ad with company links in eNews

Social Media Post | \$80
Recap of our visit and a blurb about your business on our Facebook and Instagram.

Store Locator | \$1000
Be found by the public and other industry professionals on our website store locator.

Website Links | \$500
Member feature on our website with all your contact details including backlinks to your website which assist in boosting SEO.

OTHER INVALUABLE SERVICES:

- NGINA staff technical support
- Freight savings at Trade Day
- Networking
- Exposure
- Information
- Professional Development

A TOTAL SAVING OF: \$28,515.00*

*Savings may vary year to year and are calculated by the average member potential savings



BY TARA PRESTON

PROMOTING SUSTAINABILITY TO CUSTOMERS: PROFITABLE STRATEGIES FOR RETAIL GARDEN CENTRES

In today's world, where environmental awareness and responsible living are at the forefront of our collective conscience, the demand for sustainable gardening practices has never been greater. Home gardeners are seeking ways to reduce their ecological footprint while tending to their green sanctuaries. It's a movement that not only benefits our planet but also presents a golden opportunity for your business to flourish financially.

In this article, we will explore a myriad of sustainable gardening practices that can not only enrich the lives of your customers but also bolster your nursery or garden centre's offerings and profits. Join us on this journey as we unearth the potential of sustainable gardening, providing you with insights, ideas, and practical steps to not only meet but exceed the expectations of eco-conscious gardeners.

1. Eco-Friendly Products

Biodegradable Pots: Stock pots made from materials like paper, wood fibre, rice hull, coconut coir, sustainably sourced peat or bioplastics that decompose naturally, reducing plastic waste.

- **Sales Strategy:** Implement a "bring back your pot" program where customers can return used pots to be recycled.
- **Customer Engagement:** Host pot decorating workshops using biodegradable pots to engage customers creatively.

Organic Fertilisers: Highlight the benefits of organic fertilisers derived from natural sources like compost, seaweed, or fish emulsion, emphasising their effectiveness and environmental friendliness.

- **Sales Strategy:** Design an 'Organic Fertiliser' section with clear educational signage explaining the benefits over synthetic alternatives. Group fertilisers by application type or plant suitability to simplify customer choices.
- **Customer Engagement:** Host 'Fertiliser 101' workshops to educate on the advantages of organic fertilisers, including live demonstrations of application techniques and Q&A sessions with gardening experts.

Non-Toxic Pest Control: Provide natural pest control solutions such as neem oil, diatomaceous earth, or insecticidal soaps that are harmless to the environment.

- **Sales Strategy:** Create a dedicated 'Eco-Pest Control' display near the most affected plants. Use before-and-after visuals to show effectiveness and highlight the safety aspect for pets and children.

- **Customer Engagement:** Offer mini-seminars or leaflets on integrated pest management using these products, focusing on eco-friendly solutions to common garden pests.

2. Australian Native and Drought-Resistant Plants

Highlight Australian Native Species: Educate customers about native plant species that thrive in local environments, requiring less water and maintenance.

- **Sales Strategy:** Utilise colourful signage and educational materials to differentiate native plants. Group them by habitat or ecological benefits, such as pollinator-friendly or drought-tolerant.
- **Customer Engagement:** Collaborate with local conservation groups to hold 'Native Plant Days', offering guided tours and talks on integrating native flora into home gardens.

Drought-Resistant Varieties: Showcase drought-resistant plants like succulents, xerophytes, and Mediterranean species that conserve water and withstand dry conditions.

- **Sales Strategy:** Display drought-resistant plants in a 'Water-Wise Garden' section. Use signage to explain their low water needs and resilience in local climates.
- **Customer Engagement:** Provide planting guides and host workshops on designing drought-tolerant landscapes, focusing on water conservation and climate adaptability.

3. Organic Seeds and Plants

Certified Organic Seeds: Offer a variety of seeds certified as organic, promoting chemical-free gardening and healthy produce.

- **Sales Strategy:** Highlight the organic certification prominently. Create displays explaining the benefits of organic seeds, such as non-GMO status and chemical-free growing practices.



- **Customer Engagement:** Organise 'Seed Starting' workshops focusing on organic seeds, providing tips for successful germination and growth.

Organic Plant Selection: Stock organic plants grown without synthetic chemicals, catering to consumers seeking a pesticide-free garden. Educate customers about the advantages of organic plants emphasising health benefits and reduced chemical exposure.

- **Sales Strategy:** Use attractive signage and displays to differentiate organic plants. Provide detailed information on their chemical-free upbringing and health benefits.
- **Customer Engagement:** Offer plant care classes focusing on organic methods, discussing the benefits of growing and consuming organic produce.

4. Composting and Recycling

Composting Guides: Provide guides or workshops on composting techniques and offer compost bins or tumblers for sale.

- **Sales Strategy:** Position composting guides alongside compost bins and related accessories. Use interactive displays to demonstrate the composting process.
- **Customer Engagement:** Hold composting workshops, teaching customers how to turn kitchen and garden waste into nutrient-rich compost.

Recycled Gardening Products: Sell recycled-content garden supplies like compost bins made from recycled plastics or tools crafted from reclaimed materials.

- **Sales Strategy:** Create a 'Recycled Innovations' section showcasing products made from recycled materials. Include informational tags detailing the origin and environmental benefits of these products.
- **Customer Engagement:** Share videos or stories about the recycling process of these products, emphasising the positive environmental impact.

5. Rainwater Harvesting Systems

Rain Barrels and Kits: Display rainwater harvesting

systems including barrels, gutters, and downspout diverters, highlighting water conservation benefits and offering guidance on installation.

- **Sales Strategy:** Use a working model to demonstrate rainwater harvesting. Provide clear information on installation, maintenance, and the benefits of using harvested water for gardening.
- **Customer Engagement:** Offer consultations or workshops on customizing rainwater harvesting systems for different garden sizes and needs.

6. DIY Sustainable Gardening Kits

Educational Kits: Create DIY kits that include materials and instructions for sustainable gardening methods such as vertical gardening, companion planting, or creating bee-friendly habitats.

- **Sales Strategy:** Display kits with a clear list of contents and intended use. Use attractive packaging and demonstrations of finished projects to inspire customers.
- **Customer Engagement:** Host DIY sessions, guiding customers through creating their sustainable gardens using these kits.

7. Educational Workshops and Events

Hands-On Workshops: Organise interactive sessions on sustainable gardening practices, inviting experts or passionate staff to demonstrate techniques and answer questions.

- **Sales Strategy:** Provide exclusive discounts to workshop participants on related products.
- **Customer Engagement:** Encourage participants to share their workshop experiences on social media.

Sustainable Garden Tours: Arrange tours of sustainable gardens or local farms to inspire and educate customers about sustainable gardening.

- **Sales Strategy:** Offer tour-plus-shopping packages, including discounts on sustainable products.
- **Customer Engagement:** Create a virtual tour option for those unable to attend in person.



8. Reusable and Recycled Gardening Tools

Durable Tools: Offer high-quality tools made from stainless steel or recycled materials, emphasising their longevity and reduced environmental impact.

- **Sales Strategy:** Position these tools in a prime location, using signs to highlight their durability and eco-friendliness. Compare them to traditional tools to showcase their long-term value and environmental benefits.
- **Customer Engagement:** Implement a tool exchange program, where customers can trade in their old tools for discounts on new, sustainable ones.

9. Promote Local Products

Local Supplier Promotion: Highlight products sourced from local growers or artisans, supporting the community and reducing the carbon footprint associated with transportation.

- **Sales Strategy:** Create a loyalty program that rewards purchases of local products.

- **Customer Engagement:** Host meet-and-greet events with local suppliers.

10. Green Packaging and Reusable Bags

Biodegradable Packaging: Utilise packaging made from biodegradable materials or recyclable options (like cardboard boxes from unpacked stock) to minimise environmental impact.

- **Sales Strategy:** Incentivise customers with a small discount or loyalty points for opting for biodegradable packaging.
- **Customer Engagement:** Educate customers on the benefits of biodegradable packaging through in-store signage and online content.

Reusable Shopping Bags: Encourage customers to use reusable shopping bags by offering eco-friendly bags or promoting their benefits in reducing single-use plastics.

- **Sales Strategy:** Collaborate with local artists to design unique, limited-edition reusable bags.
- **Customer Engagement:** Run a 'bring your bag' day offering discounts to customers who bring reusable bags

MEMBER INCENTIVE

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

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



NEW MEMBER



“If a company wants to be efficient, it can’t be managing information through separate systems. Accentis Enterprise integrates ALL departments, improving communication and business safety, automating processes, and reducing overall costs” – Pilar Jackson, Southern Plants

The complete system to manage your entire horticulture business.

Accentis Enterprise is an all-in-one production, inventory, and accounting management software solution.

Accentis Enterprise is **one application to maintain, manage, and report** on all of your business and production processes. It manages forecast stock requirements, financials, payroll, customers and suppliers.

Setup your production plan for the coming months or even years. Use our Seasonal Growing Times Calculator to manage varying production times through different seasons.

Control your entire sales funnel, from Enquiries to Quotes to Sales Orders. **Integrate with Bunnings**, payment gateways, EFTPOS systems and online stores.

Track quantities and costs of each batch of plants using our Inventory Batch Tracking.

Visibility beyond your wildest imagination

Run reports detailing

- what you need to grow
- when you need to grow it
- what raw materials (growing media, fertiliser, cuttings) you need
- when you need to buy them
- complete costs of each plant produced, fully integrated to your financials!

Comprehensive picking management ensuring the right stock is sent to the right customers at the right time.

Use **barcode scanning** and **mobile device** technology to streamline accurate data capture.

Create **delivery manifests** as stock is dispatched, then automate the invoicing and debtor cycle.

Founded over 20 years ago...

Accentis was founded to develop a single software solution for Australian producers. Our Brisbane based team of support, development, training, implementation, and solutions consultants service our growing list of Australian and international customers in a range of industries.

Contact Details:



07 3256 6875



sales@accentis.com.au



<https://accentis.com.au>



NEW MEMBER



About Kill Luke Nursery:

Amy and Adam have been running this well-known grower and seller of a wide variety of plants in New South Wales since the nursery was founded in 1973. The nursery specialises in Grevilleas, but it also offers a wide range of other plants, from landscaping grasses to outstanding plant inventories. Situated in Crescent Head's perfect environment, the nursery is a welcoming place for experienced gardeners as well as beginners. Customers are guaranteed a personalised experience in selecting the ideal plants thanks to the expertise and commitment of Amy, Adam, and their team. The nursery is distinguished by its extensive assortment of both native and non-native plant kinds and its dedication to ensuring client happiness.

What Kill Luke Nursery Offers:

With its large inventory and land resources, Amy and Adam's wholesale nursery is able to service a wide range of consumer needs. Their product portfolio includes kangaroo paws, grasses, lilly pillys, blooming shrubs, hedging plants, and cordylines; they specialise in Grevilleas. The nursery takes pride in providing a wide variety of plants for both retail and personal usage at reasonable pricing. Amy and Adam make sure that the special growth conditions at Kill Luke Nursery allow for the production and distribution of large amounts of colourful, healthy plants. Additionally, they provide easy delivery choices, encompassing areas from Queensland to New South Wales, and their own truck fleet guarantees dependable transportation. Kill Luke Nursery's values are centred on quality and client happiness.



Contact:

 (02) 6566 0141

 info@killukenursery.com.au

 www.killukenursery.com.au

 299 Maria River Rd, Crescent Head NSW 2440

 @killuke_nursery

 @KillukeNursery



NEW MEMBER



Beautiful Abundance

Biodynamic Plants for Health & Wellness

Contact:

 admin@beautifulabundance.com.au

 [1189 White Swamp Road, Koreelah, NSW, 2476](#)

 @BeautifulAbundance

About Your Business:

A prestigious production nursery, Beautiful Abundance is tucked away in the peaceful borders of Koreelah National Park in New South Wales. The nursery is based at Bindarrabi Community Farm, an off-grid haven with more than 20 years of chemical-free practices, and it is the picture of environmental responsibility and sustainability. Beautiful Abundance is unwavering in its dedication to preserving and providing a wide variety of native species, medicinal plants, and heirloom edibles that are sun-hardened and biodynamically grown. Beautiful Abundance stands out for its unwavering commitment to protecting the environment and promoting biodiversity, which is demonstrated by the care with which it sources its seeds and plants through to the biodynamic potting mix produced onsite via their heirloom pigs and poultry program.

What You Provide:

A wide variety of heirloom edible vegetables, herbs, edible flowers, medicinal plants, fruit trees, and native species are available at Beautiful Abundance, and their selection is always shifting. Our distinctiveness comes from our dedication to eco-conscious practices and adherence to biodynamic standards. We are proud to grow our own vegetable seeds or source them from small, Australian seed growers who don't use chemicals. The native plants in our collection come from nearby indigenous nurseries or the 626ha wildlife zone on our community farm. We grow our fruit trees from cuttings, or we buy grafted trees from nearby wholesale nurseries that adhere to our principles of using as little chemicals as possible. Our year-round rotation of more than 1,500 varieties guarantees a sustainable and dynamic selection.



By

Leisha
Jordan

WEBSITE OPTIMISATION

FOR
WHOLESALE/
PRODUCTION
NURSERIES,
RETAIL
NURSERIES,
AND ALLIED
SUPPLIERS

THE IMPORTANCE OF WEBSITE OPTIMISATION

Enhanced User Experience:

One of the primary goals of website optimisation is to improve the overall user experience. A well-optimised website is easy to navigate, loads quickly, and offers responsive design, ensuring that visitors can access your content seamlessly across various devices. In the horticultural industry, where visual appeal is paramount, optimising images and product descriptions can make a significant difference in how potential customers perceive your offerings.

Improved Search Engine Visibility:

Search engine optimisation (SEO) is a vital component of website optimisation. Optimising your website for search engines ensures that it ranks higher in search results, making it more likely for potential customers to discover your business. Keyword research, quality content creation, and backlink building are essential aspects of SEO that can drive organic traffic to your website.

In today's digital age, a robust online presence is crucial for businesses in every industry. Wholesale/production nurseries, retail nurseries, and allied suppliers in the horticultural sector are no exception. Your website serves as the virtual face of your business, offering a platform to showcase your products, connect with customers, and ultimately drive sales. Website optimisation plays a pivotal role in ensuring your online presence is not only attractive but also effective.

STRATEGIES FOR WEBSITE OPTIMISATION

Mobile Responsiveness:

In a world where people rely heavily on smartphones and tablets, having a mobile-responsive website is non-negotiable. Ensure that your website adapts seamlessly to various screen sizes and resolutions, offering an optimal viewing experience for all users.

Fast Loading Speed:

Slow loading websites can deter visitors and negatively impact your search engine rankings. Compress images, leverage browser caching, and optimise code to enhance loading speed. Tools like Google PageSpeed Insights can help identify and address speed bottlenecks.

High-Quality Content:

Content is king when it comes to website optimisation. Create informative, engaging, and relevant content that resonates with your target audience. Regularly update your blog with articles about horticultural tips, product spotlights, and industry trends to establish authority in your field.

User-Friendly Navigation:

Simplify website navigation by organising your content logically. Use clear menus and labels to help visitors find what they're looking for quickly. Implement breadcrumb navigation and search bars to enhance user experience.

SEO-Friendly Design:

Optimise your website for search engines by conducting thorough keyword research. Incorporate relevant keywords into your product descriptions, blog posts, and metadata. Use alt text for images to improve accessibility and SEO.

Conversion Optimisation:

Ultimately, the goal of your website is to convert visitors into customers. Implement clear and enticing calls-to-action (CTAs) throughout your website. Streamline the checkout process for e-commerce platforms and provide multiple payment options to boost conversions.

Analytics and Testing:

Regularly monitor your website's performance using analytics tools like Google Analytics. Track user behaviour, page views, and conversion rates to identify areas that need improvement. Conduct A/B testing to refine elements such as CTAs, page layouts, and forms.

A CLOSE LOOK AT THE NGINA EMPLOYER OF THE YEAR FINALISTS

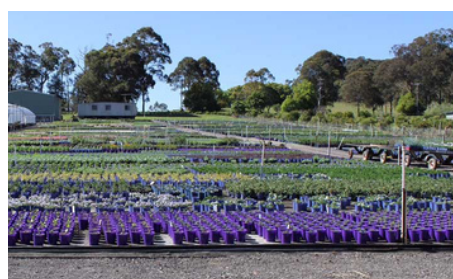
BY GRANT KERSWELL



In the dynamic landscape of today's workforce, the quest for meaningful employment has never been more pronounced. Employees seek workplaces that not only provide financial security but also foster a sense of purpose and belonging. The NGINA Employer of the Year Award stands as a testament to the organisations that go above and beyond, creating environments where individuals thrive, and businesses succeed. The finalists in this category for 2023 were – Cameron's Nursery, Yarralumla Nursery, and Welby Garden Centre – each a shining example of what it takes to be a great employer.

Cameron's Nursery: Cultivating Excellence

Cameron's Nursery emerged as the winner in a very closely contested competition, showcasing their unwavering commitment to building an inclusive and constructive workplace culture. What sets Cameron's Nursery apart is their dedication to instilling purpose and meaning in the everyday work experience. From the moment a new team member joins, the organisation invests in cultivating a positive and supportive atmosphere, ensuring high levels of engagement in workplace health, safety, and innovation.



The application review and meeting with Sonya revealed a genuine drive within Cameron's Nursery to invest in the capability of their team at all levels. This commitment extends throughout an employee's journey, creating a strong employee-centred focus. The consistency in their performance across all categories ultimately secured their win, proving that excellence in employment is not about excelling in one aspect but performing consistently across the board.

Yarralumla: Nurturing Diversity and Inclusivity

Under Matthew's leadership, Yarralumla demonstrated an exceptional commitment to building team capabilities through inclusive workplace practices. The organisation's emphasis on learning and development, supported by comprehensive policies and procedures, creates an environment where every team member feels valued and empowered. Yarralumla's inclusivity extends beyond conventional boundaries, actively employing individuals with diverse abilities, including those from a prison detainee pre-release program.

During the review process and subsequent meeting with Matthew and the team, the passion and knowledge of Yarralumla's workforce were palpable. A tour of their facility, steeped in a rich 100+ year history, showcased their dedication to creating a workplace that goes beyond conventional norms. Yarralumla's story is a testament to the transformative power of inclusive practices, where diverse backgrounds and abilities

are not just embraced but celebrated.



Welby Garden Centre: Elevating Care and Inclusion

Welby Garden Centre stood out with a strong workplace culture and an outstanding approach to inclusion and diversity. The organisation's commitment to employing individuals with a range of abilities reflects a dedication to taking care to new heights. Welby goes beyond conventional employment practices, working closely with the families of team members to ensure optimal daily placement in alignment with individual needs.

A notable feature of Welby Garden Centre's approach is their use of multiple communication channels, including a team Facebook page, fostering a sense of community and connection among team members. The pride displayed during the facility tour and the nomination of Justin for the award by team member Jessica underscored the positive impact of Welby's practices on both individual and collective levels.

What Defines a Great Employer?

As I had the privilege of meeting these finalists, a common theme emerged – the pursuit of excellence in employment extends far beyond conventional metrics. The exceptional practices of Cameron's Nursery, Yarralumla Nursery, and Welby Garden Centre highlight key elements that define a great employer:

Inclusive Culture: A commitment to fostering a workplace where diversity is not just acknowledged but embraced, creating an inclusive culture where every team member feels valued.

Investment in Capability:

Prioritising continuous learning and development, providing the necessary tools and resources for employees to thrive at every stage of their journey.

Employee-Centred Focus: Placing employees at the centre of organisational priorities, ensuring their well-being, safety, and engagement are integral to the company's success.

Community Engagement:

Extending workplace practices beyond the organisation, actively engaging with and contributing to the broader community.

The journey of these finalists showcases that being a great employer is not a one-size-fits-all endeavour. It is about understanding the unique needs of the workforce, creating a supportive and inclusive environment, and consistently performing at the highest level across all aspects of employment. As organisations like Cameron's Nursery, Yarralumla Nursery, and Welby Garden Centre lead the way, they serve as beacons of inspiration for businesses of all sizes aiming to create workplaces where people not only work but thrive.



250+ HR docs

Available for members to
purchase at a huge discount!

Audits

Checklists

Contracts & Agreements

Correspondence

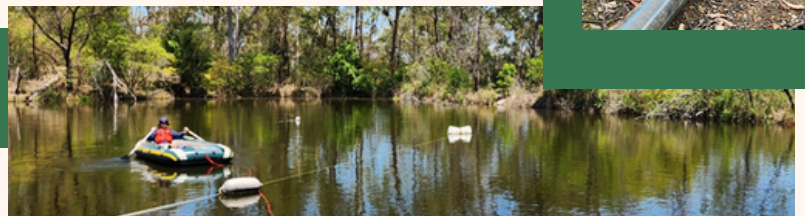
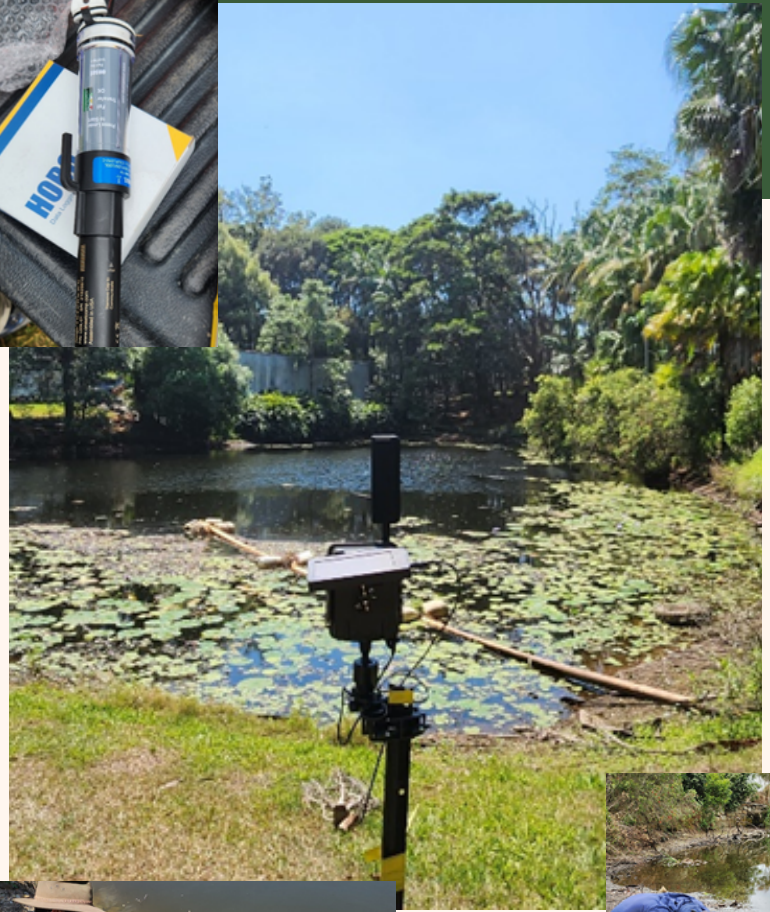
Forms

Policies



FLOOD RESEARCH

The NGINA, in collaboration with Macquarie University, has secured funding from the Department of Regional NSW for a Flood and Storm Research Project focused on investigating water storage contamination in NSW nurseries following floods or heavy rain. The project involves nurseries from Northern Sydney, Central Coast, and Northern Rivers, exploring landscape settings, runoff and hydrology, water and soil contaminants, plant pathogens, and aquatic biota. Ten nurseries are taking part including Kenthurst Nursery, Camerons Nursery, QIF, Alpine Nurseries, Camwill Palms, Altonville Plants, Overland Nurseries, Scotts Tubes and Colourwise Nurseries. Monthly water tests will provide real-time data for informed decision-making, contributing to outcomes such as water flow mapping, site analysis, and pre/post storm and flood action plans.



Water monitoring has commenced! Bradley Graves and Harry Bowman (Macquarie University) conducted onsite visits to install water quality monitoring equipment at production nurseries participating throughout October and November 2023. Water and sediment sampling has commenced at ten production nurseries across the three regions. In addition, spatial and hydrology mapping of all member nurseries continues with the development of water quality factsheets soon to be released in early 2024.





Enhancing Nursery Operations: THE IMPORTANCE OF AQF3 Chemical Accreditation Training in NSW

By Tara Preston and Louisa Mettam

In the ever-evolving field of nursery and garden management, the prudent use of chemicals is integral to plant health and pest management. The AQF3 Chemical Accreditation Course emerges as a cornerstone for nursery staff in NSW & ACT, providing indispensable knowledge and skills. This article explores the significance of this training program, its components, and the benefits it brings to the forefront.

Chemical Use in Nurseries: A Delicate Balance

In the realm of nursery and garden management, the judicious use of chemicals is paramount. Achieving a delicate equilibrium between sustaining plant health, pest control, and environmental protection is especially crucial in nurseries where diverse plants are cultivated.

Diverse Chemical Applications: Fertilisers, Pesticides, and Growth Regulators

Fertilisers, available in various forms, nourish plants based on their unique needs and soil types. Pesticides, encompassing herbicides, insecticides, and fungicides, safeguard plants but necessitate careful handling to mitigate harm to non-target species. Growth regulators modify plant growth patterns, proving invaluable for ornamental plant control.

Precision in Application Techniques

The choice of application method—spraying, drenching, or injecting—depends on the

chemical and its target. Calibration of equipment is vital to ensure accurate chemical application, preventing both over-application and ineffectiveness.

Environmental Awareness and Safety Implications

Understanding the environmental impact of chemicals is essential, encompassing considerations of soil and water contamination, and effects on non-target organisms. Integrated Pest Management (IPM) strategies, combining chemical use with biological control, ensure environmentally sustainable pest management.

Chemical mishandling poses risks to human health, emphasising the need for proper training, storage, and disposal practices. Personal Protective Equipment (PPE) and strict adherence to safety protocols are non-negotiable.

Regulatory Compliance: Navigating NSW & ACT Regulations

Specific regulations govern chemical use in horticulture in NSW & ACT. Staying informed about legislative changes and industry best practices is imperative for nursery operators to maintain compliance and sustainability.

Benefits of AQF3 Chemical Accreditation Training

- Improved Safety: Equips staff with knowledge to safely handle and store chemicals, minimising accidents.

- Enhanced Knowledge: Deepens understanding of chemical properties, usage guidelines, and storage requirements.
- Regulatory Compliance: Ensures adherence to stringent regulations on chemical use in NSW.
- Increased Efficiency: Proper training leads to more effective and economical chemical usage.

Course Overview: A Roadmap to Excellence

The AQF3 Chemical Accreditation Course is a face-to-face program, nationally recognised and valid for five years. Key components include safe handling and application, equipment calibration, risk management, compliance, and record-keeping.

Eligibility and Duration:

Designed for individuals in chemical application sectors, participants must be at least 16 years old. Investing in AQF3 Chemical Accreditation Training is pivotal for nursery owners and managers, ensuring compliance, safety, and efficiency. By prioritising this training, the nursery and garden industry can prosper, maintaining high standards of safety and environmental stewardship.

Subsidised Training Opportunities with Chemcert:

Chemcert is now authorised to offer subsidised Chemical Training through AgSkilled for eligible participants.

Stay tuned for upcoming course dates in 2024.

The Sydney Group helped celebrate 50 years of Overland Nursery

The Sydney Group had the opportunity of honouring the Tallis family and their wonderful journey at Overland Nursery on Thursday 26 October, along with over a hundred people from the industry. Stories, laughter, and sincere gratitude for a family that has devoted fifty years to our industry characterised the evening.

Overland was founded in 1973, when Rod and Julia Tallis embarked on an amazing adventure on a 2.2-hectare orange orchard in Arcadia. The company was founded with the goal of preserving the environment and offering the neighbourhood great plants.

In the late 1980s, Brent and Scott, the next generation, joined the family firm and brought enthusiasm and new ideas. They now hold crucial positions in Overland Nursery's marketing, sales, administrative, and manufacturing departments.

Over the years, Overland Nursery has provided a large selection of trees, climbers, and shade plants in response to changing consumer needs. They've always welcomed change in an effort to give their clients the best possible service. Additionally, Overland has been a beacon for education, hosting TAFE students, apprentices, and school groups.

The Tallis family has been instrumental in the development of the Nursery and Garden Industry and has been a pillar of support for NGINA. We congratulate and thank them for 50 wonderful years of Overland Nursery.



On Thursday 23 November our Central Coast and Hunter members joined us for a Christmas Party hosted by Tom at Wyee Nursery.

Tom gave us a tour of his beautiful nursery that he purchased around 18 months ago. Tom and his dedicated crew are deeply passionate about plants, sustainability, and the art of crafting impeccable gardens. With strong partnerships among growers and suppliers, they've meticulously curated an extensive range of premium plants, trees, shrubs, and gardening essentials. They offer personalised guidance to help customers transform their outdoor spaces and they champion sustainability, biodiversity, and the promotion of native flora to create eco-conscious gardens.

Central Coast/Hunter Christmas Party

After the tour and refreshments we headed out to dinner at a local venue. NGINA Director John Walsh reminded everyone how important to NGINA and to our members our regional groups are and that NGINA is working hard on our regional group strategy. Thank you to those members who volunteered to join Johnathan Steeds on the Central Coast/ Hunter Group Committee.



Next Gen Event at Alpine Nurseries

On Wednesday, November 8 over 85 people attended the NextGen Event at Alpine Nurseries.

Our event started with a tour of Alpine's Trademart and Production Nursery. Thank you to Dan Ewings who conducted such a great behind-the-scenes tour.

After the tour we heard from Johnathan Eccles from the Local Land Services (LLS) who announced that LLS will be offering fully subsidised study tours for 5 apprentices and 5 NextGenners. Watch this space for information on how to apply.

We also heard from Bradley Graves from Macquarie University about the flood project which examines how to mitigate water contaminants before, during and after a major flood or rain event. Louisa Mettam from NGINA also let everyone know about the Trade Pathways Innovation Fund and our project to create an application and website to make it easier for people to apply for RPL in Nursery Operations.

We all had a fabulous dinner thanks to a pizza truck and were incredibly grateful for all the refreshments provided by Alpine Nurseries.

Our NextGen events remain an excellent way to connect the next generation of nursery workers and leaders with each other and with the rest of the industry who want to support them. Our Next Gen Committee is co-chaired by Charlotte Macpherson from Cameron's Nursery and Tahnee Moors from Alpine Nurseries. Thank you to them both for organising and running such a terrific event. If anyone would like to join the NextGen Committee, we would love to have you so please send an email to info@ngina.com.au

Pulling Back The Shade Cloth

GreenlifeGRO hosted November's Pulling Back The Shade Cloth event at their Ballina manufacturing plant. The team demonstrated thermal glueing of solar weave, sewing shade netting, making swages using metal robots and bending steel into the signature curve on a greenhouse. The new 'slot together' system was showcased which saves significant time on the cut and weld method. It was great to meet other growers from the surrounding districts from aligned horticultural industries such as Macadamia, Feijoas, Blueberries, cannabis, and plant nutrition suppliers. Thanks Simon and Bowen for putting it on and for the nice BBQ.



CROSSWORD

DOWN

- [1] the act of putting seeds or seedlings into the ground to grow.
 [2] plants living for more than two years, often returning annually.
 farming," used in the formation of compound words.
 [4] an expert in the science and art of plant cultivation and gardening. production of flowering and ornamental plants.
 [5] the gathering of mature crops or fruits for consumption.
 [7] the design and arrangement of outdoor spaces, including plants and features.
 [10] a protective covering placed on the soil surface, retaining moisture and regulating temperature.
 [11] the top layer of the earth's surface, rich in nutrients, essential for plant growth.
 [14] a cultivated outdoor space, often for relaxation or food production.

ACROSS

- [3] chemical substances used to control and eliminate pests harming plants.
 [6] substances added to soil to enhance its fertility and promote plant growth.
 [8] a structure with transparent walls and roof, used for growing plants in a controlled environment.
 [9] to prepare and nurture the soil for plant growth through digging and tilling.
 [12] the practice of cultivating and managing gardens, orchards, and crops for human use.
 [13] young plants grown from seeds, ready for transplantation.
 [17] the artificial application of water to soil, assisting in crop growth.
 [19] trimming and cutting back branches and foliage to promote plant health and shape.

SUDOKU

LEVEL: MEDIUM

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

*How well do you
know your greenlife?*



From plant to plate

With Leisha Jordan

Is there anything better than a good ol' choccy mousse?! It's light, fresh and oh so delicious. I have a great "Swiss spin" on a regular chocolate mousse using Toblerone. Prepare to win over the hearts and bellies of those you cook this for. It's a win for you too, as it can be prepared ahead of time and stored in the fridge for up to 1 week.

Swiss Chocolate Mousse

Ingredients

Makes 6 small cups of mousse

- 100g block Toblerone chocolate
- 100g 70% dark cooking chocolate
- 4 eggs separated
- 300ml pure cream, whipped

Makes 12 small cups of mousse

- 200g block Toblerone chocolate
- 200g 70% dark cooking chocolate
- 8 eggs separated
- 600ml pure cream, whipped

Method

Step 1:

Melt the chocolate (preferably over a double boiler) then mix in the egg yolks one at a time, stirring them in well after adding each one.

Step 2:

Fold the whipped cream into the chocolate mixture, making sure it is fully incorporated.

Step 3:

Lightly beat the egg whites and fold them in now ensuring they are fully integrated and you have a nice smooth chocolate mixture.

Note:

Ensure none of the egg whites are still runny, make sure they are whipped and lightly fluffy before incorporating in the chocolate or you will end up with a yucky separated mousse with the raw egg whites sitting at the bottom.

Step 4:

Pour into moulds and refrigerate until firm (an hour or so)

Step 5:

Serve with some fresh cream and berries/citrus fruit or mint and chocolate shavings on top.

Note:

1. For a richer mousse, increase the ratio of dark chocolate to Toblerone
2. A shard of biscotti sticking out of the cup goes really well and takes the whole thing up a notch

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 logo on any of your print and digital marketing collateral
- Opportunity to speak at a Regional 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

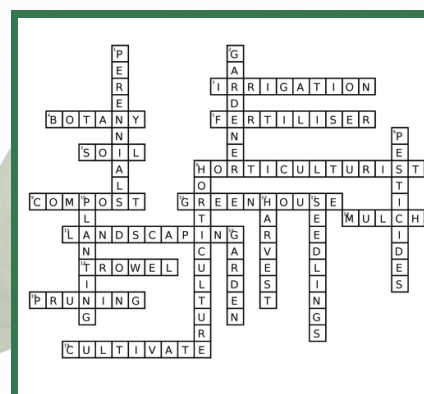
e: info@ngina.com.au

ANSWERS

SUDOKU

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

CROSSWORD





Horticulture, Landscape & Nursery Supplies

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DeeWeed's PotHead™: Revolutionising Weed Control



Significantly reduces the need for labour and chemicals in your weed management program



Dramatically reduces weed burden in pots by blocking light to the growing media to stop weed seed germination



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Code	Description	Pack Qty	Pallet Qty
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DW140D	DeeWeed Pothead™ to suit P140D and P143SP	350	11200
DW200SL	DeeWeed Pothead™ to suit P200SLTL	234	4212
DW250ST	DeeWeed Pothead™ to suit P250STTL	90	2880
DW300ST	DeeWeed Pothead™ to suit P300ST	84	1512

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