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N&G NEWS

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**FROM PLANT TO
PLATE**

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2025 Events & Training

CALENDAR



January

Wednesday 15 | Sydney Trade Day
Friday 31 | Pulling Back The Shade Cloth

February

Wednesday 19 | Sydney Trade Day
Thursday 27 | Sydney Group Event
Friday 28 | Pulling Back The Shade Cloth

March

Wednesday 5 | Intl Women's Day
Tuesday 11 | Northern Rivers Trade Day
Wednesday 19 | Sydney Trade Day
Wednesday 26 | AQF3 Chemical Training [NR]
Friday 28 | Pulling Back The Shade Cloth

April

Wednesday 2 | AQF3 Chemical Training [Sydney]
Tuesday 8 | Central Coast Business Resilience
Tuesday 8 | Northern Rivers Business Resilience
Wednesday 16 | Sydney Trade Day

May

Wednesday 21 | Sydney Trade Day
Friday 30 | Pulling Back The Shade Cloth

June

Thursday 12 | Pioneers Lunch
Friday 27 | Pulling Back The Shade Cloth

July

Wednesday 9 | Sydney Trade Day
Friday 25 | Northern Rivers Christmas in July

August

Wednesday 20 | Sydney Trade Day
Tuesday 26 | Mid North Coast Trade Day
Friday 29 | Pulling Back The Shade Cloth

September

Tuesday 9 | Northern Rivers Trade Day
Wednesday 17 | Sydney Trade Day
Friday 26 | Pulling Back The Shade Cloth

October

Wednesday 15 | Sydney Trade Day
Friday 31 | Pulling Back The Shade Cloth

November

Wednesday 19 | Sydney Trade Day & AGM
Friday 28 | Industry Awards & Gala Night
Friday 28 | Pulling Back The Shade Cloth

December

Wednesday 10 | Sydney Trade Day

PLEASE NOTE: The dates provided for the year are approximate and may be subject to adjustments. Training dates are flexible based on expressions of interest and participant numbers. Feel free to reach out to us for more information!

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A NOTE FROM THE PRESIDENT

As we step into the autumn season, we would like to thank all our members for their continued support as we work together to strengthen the nursery and garden industry in NSW and the ACT.

We are pleased to announce that the search for our new CEO has been successful. Ray from Ag Appointments managed the recruitment process, and we are happy that Mike Mehigan has accepted the role. A dedicated committee, consisting of David Jacobs, John Walsh, David Cliffe, and Rowena Petrie, oversaw the interviews. We are grateful to our staff for their support during this period of transition and for keeping everything running smoothly in the meantime.

We also welcome our new Board committee members—Rowena Petrie from Royston Petrie Seeds, Ian Rogan from Millthorpe Garden Centre, and Sandra Gillanders from Exotic Flora Nursery. They will be serving three-year terms and bring a wealth of experience and commitment to the industry. Their expertise will play a vital role in NGINA's future success. Our first Board meeting, held on Thursday, 6th February, went well, with productive discussions that will help guide NGINA through the upcoming challenges and opportunities.

This quarter, we've focused on delivering key member services, with our 2025 membership packs now distributed. These packs include your NGINA Member decal and essential information about the wide range of benefits available to you through the Member Centre. Be sure to check out valuable resources, including business support, networking opportunities, and training programs designed to help you thrive.

Looking to the future, we encourage members to start preparing for the busy spring season. It's an ideal time for nurseries and garden centres to refresh their spaces, train additional staff, and implement marketing strategies. We know that finding quality staff can be a challenge, and we're pleased to be working with Learning Sphere on a program aimed at providing training and employment opportunities for previously unemployed individuals.

With the ongoing economic pressures, particularly rising inflation and increased costs of living, it's important to stay adaptable. While consumer spending has been slower than expected, trends like growing interest in sustainability, e-commerce, and smart gardening are shaping new opportunities in the market. This reinforces the need for businesses to align with evolving consumer expectations and technological advancements.

We continue to be a voice for the industry on key issues such as water security, biosecurity, and fair trade practices. Our advocacy efforts are more important than ever as we navigate these challenging times.

Thank you once again for your continued support. We look forward to a productive season ahead and encourage you to make the most of the resources and opportunities available to you through NGINA.



Andy Cameron
PRESIDENT



DIAMOND



GOLD



SILVER



BRONZE



A NOTE FROM THE *NEW* CEO

A New Chapter for Nursery and Garden Industry NSW & ACT

For anyone who does not know me, I am Mike Mehigan, and I have just been appointed CEO of Nursery and Garden Industry NSW & ACT. With a background in Garden Centre retailing spanning 23 years and involvement with our association management since 2006, I am hugely honoured to lead this esteemed association. I wish to extend my heartfelt thanks to the President and Board for their confidence in appointing me to this role, following a thorough and extensive recruitment process.

I am eager to engage with all our members in the coming months, listening to your issues, needs and thoughts. My diary is already looking particularly full, even though I have only just officially started in the role. During my first week, I attended the International Women's Day lunch and a planning session with the Board. I will have further meetings with my team to familiarise myself with their individual roles and responsibilities, as we work together on implementing the Board's key strategic imperatives. I am aware that several matters have been left in abeyance during the period without a full-time CEO,

and I am committed to addressing these promptly.

Undoubtedly you will see some changes at the Association under my leadership, which I hope you will find positive and progressive. I will particularly focus on building closer relationships with our State Government and politicians in general. It is crucial to demonstrate that we are a serious, professional industry producing highly relevant and important products. I sincerely believe that this is the time to reiterate our core values and disseminate the value of plants, trees and green life in general.

I am acutely aware that in recent years our Independent Retailers have faced, and continue to face, particularly challenging trading conditions. I will dedicate my efforts and resources to improving this situation as much as possible, and if there are any members who have significant concerns, please do feel free to contact me directly.

Thank you for your continued support. Together, we will shape a prosperous future for our industry.



Mike Mehigan
CEO

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Optimising Seed Germination: Advanced Pre-Treatment Strategies for Nursery Success

Seed germination is the cornerstone of nursery production, directly influencing the quality, uniformity, and yield of crops. However, many species exhibit dormancy mechanisms that hinder germination under standard conditions. To overcome these barriers, nurseries employ pre-treatment strategies that enhance germination rates and ensure robust seedling establishment. This article explores proven and emerging techniques for addressing seed dormancy and optimising germination outcomes in production nurseries. Included are examples of plant species that benefit from each pre-treatment strategy.

UNDERSTANDING SEED DORMANCY

Seed dormancy is an adaptive mechanism that delays germination until conditions favour seedling survival. This can be caused by factors such as hard seed coats, underdeveloped embryos, or the presence of germination inhibitors. Effective pre-treatment methods target these specific barriers, allowing seeds to transition into the active germination phase when planted.

SCARIFICATION: BREAKING BARRIERS FOR TOUGH-COATED SEEDS

Scarification involves altering the seed coat to facilitate water and gas penetration, essential for initiating germination. It is particularly effective for species with hard seed coats, such as legumes.

Methods and Examples

Mechanical Scarification:

Manually abrading or nicking seeds to weaken the seed coat.

- *Acacia melanoxylon* (Blackwood): Sandpaper or a file abrades the hard coat to improve water absorption.
- *Hardenbergia violacea* (Native Sarsaparilla): Nicking or sanding promotes faster germination.

Chemical Scarification:

Soaking seeds in acidic or alkali solutions to dissolve or soften hard seed coats.

- *Allocasuarina luehmannii*: Acid treatment helps germinate the seeds of this slow-growing but ecologically valuable tree.

- *Acacia pycnantha* (Golden Wattle): Sulfuric acid treatment for 20–30 minutes effectively softens the seed coat, enhancing water absorption and germination.
- *Trachycarpus fortunei* (Windmill Palm): Acid treatment improves germination of this ornamental species with thick, protective coatings.

Thermal Scarification:

Exposing seeds to heat and/or smoke (manually smoked or soaked in smoke water) to simulate natural environmental triggers, such as fire and break seed dormancy. This is particularly needed by many Australian native species.

- *Hakea laurina* and *sericea*: Fire triggers seed release and germination.
- *Lomandra longifolia*, *Hibbertia*, *Protea*, *Pimelea* and *Ericas*: Smoke treatment significantly improves germination.

STRATIFICATION: MIMICKING NATURE TO OVERCOME DORMANCY

Moist stratification is a pre-treatment process that involves exposing seeds to a combination of moisture and specific temperature conditions for a set period to break dormancy and promote germination. This technique mimics the natural environmental cycles that seeds experience in the wild, such as overwintering in cold, moist soil. Moist stratification can help dilute chemical inhibitors and remove excess fruit material. Some species will need a period of cold then warm stratification to break dormancy.

Techniques and Examples

Cold Stratification:

Simulating winter conditions by storing seeds at low temperatures (1–5°C) and moist environment for a designated period.

- *Malus domestica* (Apple) and *Acer rubrum* (Maple): Requires 60–90 days of chilling to germinate.
- *Quercus* spp. (Oak): Acorns need prolonged chilling to break dormancy.
- *Eucalyptus pauciflora* (Snow Gum): Cold stratification replicates alpine conditions for germination.

Warm Stratification:

Exposing seeds to warm, moist conditions.

- *Passiflora edulis* (Passionfruit): Requires a warm, moist environment (20–30°C) to stimulate embryo development before germination.
- *Asimina triloba* (Pawpaw): Requires warm conditions for embryo development, followed by a chilling period.
- *Brachychiton acerifolius* (Illawarra Flame Tree): Warm stratification softens the seed coat and promotes germination.

EXPERT

- *Carya illinoensis* (Pecan): Warm temperatures are required for embryo after-ripening before transitioning to cold stratification.
- *Eremophila* species (Emu Bushes): Warm stratification enhances germination for this heat-adapted genus.

SOAKING AND HYDRATION: IMPROVING GERMINATION RATES

Hydrating seeds before sowing can accelerate germination by stimulating metabolic activity in the embryo.

Techniques and Examples

Hot Water Soaking:

Soaking seeds in hot water can soften hard seed coats.

- *Acacia melanoxylon* (Blackwood): Short exposure to hot water improves germination.
- *Canna indica* (Canna): Soaking for 12–24 hours enhances germination success.

Aerated Water Soaking:

Providing oxygen-rich water to promote metabolic activity.

- *Oryza sativa* (Rice): Oxygenated water supports uniform germination.
- *Nelumbo nucifera* (Lotus): Extended soaking in aerated water boosts germination.

CHEMICAL PRIMING: BOOSTING GERMINATION POTENTIAL WITH SCIENCE

Chemical priming involves soaking seeds in solutions containing nutrients, hormones, or growth regulators to enhance germination and seedling vigor.

Key Methods and Examples

Potassium Nitrate (KNO_3):

Stimulates seeds requiring nitrate exposure for germination.

- *Daucus carota* (Carrot): Improves germination rates under controlled conditions.

Gibberellic Acid (GA_3):

A plant hormone that breaks dormancy and promotes uniform germination.

- *Cucumis sativus* (Cucumber): Stimulates germination in dormant seeds.
- *Grevillea robusta* (Silky Oak): GA_3 enhances germination and vigor in native species.

Smoke

Smoke derived from the combustion of plant material enhances seed germination in a wide range of native species that will not germinate under normal nursery conditions or have low germination rates.

LIGHT AND TEMPERATURE: THE ROLE OF ENVIRONMENTAL MANIPULATION

Some seeds have high or low light-dependent or temperature-sensitive germination requirements. Adjusting nursery conditions can help manage these variables.

Examples

Light-Dependent Germination:

Light Requiring examples:

- *Lactuca sativa* (Lettuce): Requires light exposure for optimal germination.
- *Swainsona formosa* (Sturt's Desert Pea): Light promotes higher germination rates.
- *Portulaca* spp. (Moss Rose): Requires light for germination; seeds should be sown on the soil surface.

Low Light Requiring Examples:

- *Pisum sativum* (Pea): Seeds germinate better when planted at a depth that excludes light.
- *Cyclamen* spp. (Cyclamen): Darkness stimulates germination in this popular ornamental plant.
- *Viola* spp. (Violets and Pansies): Require darkness to break dormancy and initiate germination (they also have a maximum temperature to germinate).

Maximum Temperatures for Seed Germination: Seeds have maximum temperature limits, beyond which germination fails due to enzyme denaturation, disrupted metabolism, or seed desiccation. This is especially critical for cool-season and temperate plants.

- *Brassica oleracea* var. *gemmifera* (Brussels Sprouts): they require cool temperatures for germination, performing best between 10–20°C.
- *Lathyrus odoratus* (Sweet Pea): they germinate best between 10–20°C. Warmer soil temperatures reduce germination rates and vigour.

Plants with Minimum Germination Temperatures:

Seeds of many species will only germinate once the soil temperature rises above a critical threshold. These thresholds ensure seeds germinate under favourable environmental conditions, reducing the risk of seedling mortality.

- *Capsicum annuum* (Capsicum): They require warm conditions, with temperatures below 18°C significantly delaying germination or causing failure.
- *Anigozanthos* spp. (Kangaroo Paw): Germination is most successful at 20–25°C and slows considerably in cooler soils.
- *Solanum lycopersicum* (Tomato): Seeds require at least 10°C to germinate, with the best results between 20–30°C.

ASK AN

Temperature Fluctuations:

Some seeds require diurnal temperature fluctuations to break dormancy and initiate germination. These temperature shifts often mimic the natural conditions in the seed's native habitat, signalling that the environment is favourable for growth.

- *Apium graveolens* (Celery): Germination rates increase under alternating day and night temperatures (e.g., 20°C day/15°C night).
- *Themeda triandra* (Kangaroo Grass): Requires alternating warm daytime and cooler nighttime temperatures to enhance germination, mimicking grassland environments.
- *Spinifex* spp.: Alternating day and night temperatures promote germination in arid zone grasses.
- *Eucalyptus delegatensis* (Alpine Ash): Exhibits better germination when exposed to diurnal temperature shifts typical of high-altitude environments.



EMERGING TECHNIQUES

Nurseries may also consider innovative approaches, such as:

Laser Scarification

Laser scarification employs focused laser beams to weaken the seed coat, enabling water and gas penetration. Laser scarification is particularly useful for seeds with extremely hard coats and for rare species where preservation is critical. Examples:

- *Acacia* spp.: Laser scarification effectively disrupts the hard seed coat, improving germination in legumes.
- *Phoenix* spp. (Date Palm): Offers precise treatment for large, tough seeds.

Advantages of Laser Scarification

- Precision: Targets specific areas of the seed coat without harming the embryo.
- Scalability: Automated systems handle large seed batches efficiently.
- Eco-Friendly: Avoids the use of chemicals, reducing environmental impact.

Biopriming:

Using beneficial microorganisms to enhance germination and seedling growth. Examples:

- *Oryza sativa* (Rice): Treated with beneficial bacteria to improve germination uniformity.
- *Triticum aestivum* (Wheat): Biopriming enhances seedling growth under drought conditions.

Advantages of Biopriming

- Stress Tolerance: Microbial treatments increase resistance to drought, salinity, and pathogens.



- Sustainable: Reduces reliance on chemical fertilisers and pesticides.
- Growth Stimulation: Promotes root and shoot development via microbial phytohormones.

SEED STORAGE

Optimising seed germination starts with proper seed storage, as maintaining seed viability is critical for successful propagation. **Orthodox seeds**, which tolerate drying and freezing, can be stored at low moisture levels (5–10%) in airtight containers and kept at temperatures around -18°C in seed banks to retain their germination potential for decades. For short-term use, these seeds should be stored in cool, dry places using ventilated paper or plastic packets to avoid moisture build-up that could reduce viability. Proper storage minimises damage from moisture fluctuations, pests, and extreme temperatures, ensuring seeds remain viable and ready for optimal germination when needed. Advances in techniques like cryogenic storage and vacuum-sealing further enhance the potential for consistent germination by maintaining seed health over time.

In contrast, **recalcitrant seeds**, like mango (*Mangifera indica*), avocado (*Persea americana*), and oak (*Quercus* spp.), are sensitive to drying and require high moisture content (25–40%) to remain viable. Storage of recalcitrant seeds leads to rapid germination loss, so they must be sown immediately or conserved through methods like cryopreservation or tissue culture.

Oldest Seeds Successfully Germinated or Lab Grown



Article by Tara Preston, reviewed by Colin Hunt

EXPERT



Why Employers Need to Understand the True Cost of Staffing

Employing staff is a major investment for any business. Understanding the full cost of hiring and retaining employees is crucial for effective financial planning, product costing and ensuring long-term sustainability. Beyond base salaries, businesses must account for various direct and indirect employment costs, which can significantly impact profitability, compliance, and workforce planning.

This guide outlines the key cost components associated with employing staff in NSW & ACT, with specific insights for horticultural businesses.

A CLEAR UNDERSTANDING OF THESE COSTS HELPS BUSINESSES TO:

- **Budget accurately** – Prevent unexpected financial strain and allocate resources effectively.
- **Ensure compliance** – Adhere to employment laws and avoid costly penalties.
- **Set competitive pricing strategies** – Reflect true labour costs in product and service pricing.
- **Optimise hiring decisions** – Align workforce planning with business goals.

By Tara Preston

Key Employment Cost Components in NSW & ACT

1. Base Salary and Wages

The most significant component of employment costs is the employee's salary or wages. Whether paid hourly, weekly, or on an annual salary, employers must comply with Fair Work Australia regulations and state-specific industrial relations requirements.

Horticulture businesses must adhere to industry-specific awards, which set minimum wage rates, penalty rates, and other conditions. Key awards include:

- **Nursery Award (MA000033)**: For wholesale and retail nurseries, plant propagation, and landscaping.
- **Horticulture Award (MA000028)**: Covering fruit and vegetable production, landscaping, and gardening.
- **Retail Award (MA000004)**: Applicable to employees in garden centres and plant retail outlets.

Employers should refer to the Fair Work Ombudsman website to ensure compliance with the latest award rates, conditions, and entitlements for their specific business sector. The current pay guides for each award can also be found in our NGINA Member Centre.

2. Superannuation Contributions

Employers must contribute to their employees' superannuation funds under the Superannuation Guarantee (SG).

- Current SG Rate (2024): 11.5%, increasing to 12% from July 2025.
- Contributions apply to casual, part-time, and full-time employees over 18 years old (and under 18 years old working over 30 hours per week).
- Late or missed payments can attract penalties from the Australian Taxation Office (ATO).

3. Payroll Tax

Businesses are required to pay payroll tax if their total annual wage bill exceeds the state threshold. The total annual wage bill includes base wages, superannuation contributions, bonuses, commissions, travel/meal/accommodation allowances, fringe benefits, salary sacrifices arrangements (e.g. cars/laptops), directors fees and termination payments.

- NSW Payroll Tax Threshold (2024): \$1.2 million.
 - NSW Payroll Tax Rate: 5.45% on wages exceeding the threshold.

- ACT Payroll Tax Threshold (2024): \$2 million
 - ACT Payroll Tax Rate: 6.85% on wages exceeding the threshold. Surcharges apply to ACT businesses with a payroll over \$50 million

Seasonal fluctuations in the horticulture industry make it crucial to monitor payroll expenses to avoid unexpected tax liabilities.

4. Workers' Compensation Insurance

All employers must provide workers' compensation insurance to cover employees for work-related injuries and illnesses at the set rates for your business type.

NSW Workers' Compensation:

Managed by icare NSW, which assigns WorkCover Industry Classification (WIC) codes to businesses. For horticultural businesses in the NSW the relevant WIC Code for most is:

- Plant Nurseries: 010600. This code applies to businesses primarily engaged in growing and/or selling plants for wholesale or retail distribution. Premium rate of 4.5%, plus a Dust Diseases Contribution of 0.022%.
- Landscaping Services: 421000. This code applies to businesses primarily involved in landscape construction, maintenance, and related services. Premium rate of 3.95%, plus a Dust Diseases Contribution of 0.1320%.
- Clerical and Administrative Services: 785000. Covers administrative employees. Premium rate of 0.25%.

If a substantial portion of your business is office-based work, you may be eligible to classify administrative employees separately to your outdoor employees. This would result in a lower premium rate for office staff, as their work environment has fewer risks. Contact icare NSW to confirm if your office staff can be classified separately.

NSW workers' compensation premiums are calculated based on total wages, including base salary, allowances, overtime, and superannuation contributions. Employers must ensure correct classification to avoid under or overpayment premiums and remain compliant with NSW legislation.

ACT Workers' Compensation:

Managed by approved private insurers under the Workers' Compensation Act 1951 (ACT). Premiums are calculated based on industry risk and claims history, with horticultural businesses classified under specific risk categories. For horticultural businesses in the ACT, classifications may include:

- Nursery Production (Under Cover): 0111. Pertains to businesses involved in growing plants within protective structures. Suggested premium rate of 3.09%
- Nursery Production (Outdoors): 0112. Applies to operations cultivating plants in outdoors and includes retail nurseries. Suggested premium rate of 5.59%
- Landscaping Construction Services: 3291. Encompasses businesses providing landscape construction/renovation and landscape project management. Suggested premium rate of 3.52%

- Gardening Services: 7313. Covers employees in the gardening and horticultural property maintenance. Suggested premium rate of 3.10%

5. Leave Entitlements

Employees are entitled to various types of leave under the National Employment Standards (NES), including:

- **Annual Leave:** 4 weeks per year (pro-rata for part-time employees).
- **Personal/Carer's Leave:** 10 days per year for full-time employees.
- **Public Holidays:** Paid days off based on the NSW or ACT public holiday calendar.
- **Long Service Leave:** 8.67 weeks after 10 years of continuous service, with additional accruals every 5 years.
- **Parental Leave:** Up to 12 months unpaid leave with potential government support.

Casual employees are not entitled to paid leave but receive casual loading to compensate. Seasonal workers may have varying entitlements based on contract terms.

6. Allowances

Employees covered by modern awards in Australia, including the Horticulture Award, Nursery Award, and General Retail Industry Award, may be entitled to various allowances that compensate for additional responsibilities, expenses, or challenging working conditions. These allowances fall into several categories.

- Work-related expense allowances cover costs incurred by employees such as a tool allowance for those required to supply their own tools, a uniform or protective clothing allowance, and meal allowances for employees working overtime.
- Skill and responsibility allowances recognise employees with additional duties, such as a first aid allowance for those appointed as workplace first aid officers or a leading hand allowance for supervising staff.
- Work condition allowances apply when employees work in specific environments, such as wet work allowances, cold work allowances, or dust-related allowances in industries like horticulture.
- Travel and vehicle allowances may apply when employees use their personal vehicles for work purposes or travel between job sites.
- These allowances vary by award, industry, and role, so employers and employees should refer to the relevant award or agreement to ensure compliance with current entitlements.

7. Recruitment and Onboarding Costs

Finding and hiring the right staff incurs various expenses, including:

- Advertising job vacancies via online platforms and recruitment agencies.
- Pre-employment checks, such as verifying certifications for chemical handling or machinery operation, police or working with children checks.
- Onboarding programs and initial training.

Proper hiring strategies reduce turnover and ensure compliance with relevant employment laws.

8. Training and Development

Investing in ongoing training and development ensures staff stay motivated, productive and compliant with industry standards. Key horticulture training areas include:

- **Pest and disease control**
- **Irrigation and water management training**
- **Workplace health and safety programs including chemical training and forklift**
- **First aid & CPR training**

Training expenses should be factored into employment costs to enhance employee skills and reduce workplace risks.

9. Equipment and Workstation Costs

Employees require access to essential tools and resources to perform their jobs efficiently. Costs may include:

- **Office equipment:** Computers, phones, and software for administrative roles.
- **Field tools:** Pruning shears, irrigation systems, fertilisers, and PPE for horticultural work.
- **Workspaces:** Office furniture, uniforms, and safety gear.

Regular maintenance and replacement of equipment should also be considered in budgeting.

10. Employee Benefits and Perks

To attract and retain talent, many horticulture businesses offer additional benefits, such as:

- **Flexible work arrangements**
- **Health and wellness programs**
- **Bonuses and performance incentives**

Offering attractive benefits can enhance job satisfaction, encourage productivity and engagement and reduce turnover.

11. Compliance and Administrative Costs

Ensuring compliance with employment laws and managing HR functions require time and resources. Businesses should budget for:

- **Payroll management systems.**
- **HR consultancy services for legal compliance.**
- **Record-keeping and reporting obligations** (e.g., tracking employee work hours and leave balances).

Horticulture businesses may also face additional compliance requirements related to environmental regulations, biosecurity standards, and chemical usage.

Estimating the Total Employment Costs

To estimate the full cost of employing a staff member, businesses should anticipate spending approximately **1.25 to 1.4 times** the base salary. This calculation accounts for wages, superannuation, workers' compensation, payroll tax, and additional indirect costs.

Example Calculation (2024):

For an employee earning \$60,000 per year, the estimated total cost would range between:

- \$75,000 to \$84,000 per year

Understanding the full cost of employing staff in NSW is crucial for businesses to make informed hiring decisions, maintain financial stability, and ensure compliance with legal obligations. By accurately forecasting employment costs, businesses can avoid unexpected financial strain and create sustainable growth strategies.

For more information, visit the **NSW Industrial Relations** website or **ACT Office of Industrial Relations and Workforce Strategy** website to stay updated on employment regulations and best practices or consult our HR contact Belinda from **HR Focus** to ask specific HR questions.

For a more detailed and personalised calculation of employment costs, scan the QR code below to download our free **Labour Cost Calculator Spreadsheet**. This easy-to-use tool allows you to input key data such as salaries, superannuation rates, workers' compensation premiums, and payroll tax to generate an accurate estimate of your total labour expenses. Whether you're budgeting for new hires or assessing current costs or product pricing, this calculator is an invaluable resource for planning and managing workforce expenses in NSW and ACT. Simply scan the QR code and start calculating!

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CONFLICT RESOLUTION IN THE WORKPLACE: PERSPECTIVES FROM STAFF AND EMPLOYERS



Conflict is an inevitable part of workplace dynamics. Whether it arises from miscommunication, differences in work styles, or clashing personalities, resolving conflict effectively is essential for maintaining a productive and harmonious work environment. Understanding the perspectives of both staff members and employers can pave the way for solutions that are equitable and sustainable.

The Staff Member's Perspective

From a staff member's point of view, workplace conflict can be deeply personal and stressful. Here are some key considerations for conflict resolution from a staff member's perspective:

1. The Staff Member's Perspective

Staff members often feel the effects of workplace conflict directly. To address the issue, it's crucial to identify the root cause. Is the conflict due to:

- a misunderstanding of roles,
- interpersonal tensions,
- competition for resources
- unclear expectations,
- unfair workload distribution or
- a lack of communication.

2. Open Communication

Staff should feel empowered to approach conflicts with a spirit of openness. This means discussing issues calmly and professionally, avoiding emotional outbursts or assigning blame. For example:

- If two colleagues have differing priorities, they can sit down together to clarify their goals and find common ground.
- Understanding another's perspective can reduce hostility, de-escalate tension and pave the way for constructive dialogue.

- Speaking to the other party one-on-one can often resolve misunderstandings before needing to escalate the issue to management.

3. Seeking Support

When direct communication fails, staff members may need to involve a mediator, such as a team leader or human resources (HR) representative. Knowing when to seek support is crucial, as unresolved issues can fester and impact team morale.

4. Building Empathy

One powerful tool in conflict resolution is empathy. Understanding the other person's perspective can often lead to a resolution that satisfies both parties. A staff member might consider questions like:

- Why might my colleague be acting this way?
- Are there external factors influencing their behaviour?

By addressing conflicts proactively and collaboratively, staff members can help create a healthier and more respectful work environment.

The Employer's Perspective

For employers, workplace conflict is more than a personal disagreement—it's a business concern. Left unresolved, it can lead to decreased productivity, higher turnover rates, and a damaged workplace culture. Here are strategies employers can use to address conflicts effectively:

1. Setting The Tone

Employers play a key role in establishing a culture where conflicts are handled constructively. By fostering a workplace that values communication, mutual respect, and problem-solving, employers can prevent many conflicts before they arise.

2. Provide Training

Equipping staff with conflict resolution skills is an investment that pays off. Training sessions on active listening, negotiation, and emotional intelligence can empower employees to address disputes professionally and minimise the need for managerial intervention.

3. Acting as Neutral Mediators

When conflicts escalate, employers must step in as impartial mediators. This involves:

- Gathering information from all parties involved.
- Ensuring each side feels heard and respected.
- Facilitating discussions that focus on solutions rather than blame.

Managers and leaders should lead by example and model empathy in their interactions. For instance, when mediating conflicts, they can demonstrate empathy by paraphrasing concerns and validating emotions.

4. Implementing Policies

A clear conflict resolution policy helps employees understand the steps they can take when disagreements occur. Employers should ensure that these policies are:

- Transparent and easy to follow.
- Accessible to all staff members.
- Consistently applied to avoid perceptions of favouritism.

5. Maintaining a Big-Picture Perspective

Employers need to consider how resolving a specific conflict aligns with the organisation's overall goals. For instance, if a conflict arises over resource allocation, the resolution should ensure fairness while supporting the company's priorities. Employers should ensure that job descriptions clearly define the roles and responsibilities of each employee to eliminate confusion regarding task ownership and accountability.

Bridging the Gap: A Collaborative Approach

Ultimately, effective conflict resolution requires collaboration between staff and employers. Both parties have roles to play:

- Staff members should approach conflicts with a problem-solving mindset, taking ownership of their role in the situation.
- Employers should provide the resources, training, and support systems necessary to address disputes constructively.

When both sides commit to open communication and mutual respect, workplace conflicts become opportunities for growth rather than obstacles to success.



KEY CONFLICT RESOLUTION SKILLS

Active Listening

Active listening means giving full attention to the speaker, without interrupting or forming counterarguments in your mind. This approach helps build empathy by:

- Allowing the speaker to feel heard and respected.
- Revealing underlying concerns or emotions that might not be immediately obvious.
- Example: When a colleague shares frustrations about workload, listen fully before suggesting solutions. They might simply want acknowledgment of their struggle.

Asking Open-Ended Questions

Encourage others to share their perspectives by asking thoughtful, open-ended questions:

- "Can you help me understand how this situation has impacted you?"
- "What do you feel would be a fair resolution to this issue?"
- Such questions demonstrate genuine interest and open the door to collaborative problem-solving.

Observing Non-Verbal Cues

Body language, tone of voice, and facial expressions often convey emotions more clearly than words. Pay attention to these cues to better understand how the other person feels.

- Example: If a team member seems withdrawn during a discussion, their silence might indicate discomfort or fear of conflict. Acknowledge this with sensitivity, such as, "I sense you might be feeling uneasy. Would you like to share your thoughts?"

Avoiding Assumptions

Jumping to conclusions about someone's intentions or feelings can exacerbate conflicts. Instead, approach the situation with curiosity and seek clarification before forming judgments.



Why **Every** Business in the Nursery and Garden Industry Should Have a Website

By Leisha Jordan

In today's digital world, having a website is not just a luxury—it's essential for business growth. As a member of NGINA, **whether you're a plant grower, wholesaler, retailer, landscaper, or allied supplier, a website offers valuable benefits that can help your business thrive.** A website not only increases your visibility on Google, improving your SEO and helping you reach new customers, but it also opens up opportunities to streamline operations. You can link it to your point-of-sale system, manage stocktake, and even expand your business by taking orders online. Despite these advantages, many businesses in the greenlife sector hesitate to create a website due to misconceptions about cost, time, or complexity. The truth is, building a website is more affordable and simpler than ever—and the benefits far outweigh the initial investment. I'd go so far as to say: "You can't afford NOT to have one!"



Boost Your Visibility and Reach

Consumers increasingly turn to Google to find local businesses and services. Without a website, your business may not show up in search results. By having an online presence, you make it easier for potential customers—whether wholesale, production, suppliers, landscapers, or the general public—to find your offerings when they search for plants, gardening products or services. If you prefer to keep your business trade-only, it's simple to specify that on your website. Your site not only helps with search visibility but also attracts local and regional customers searching for specific plant varieties, tools, or expert advice.



Build Trust and Credibility

A professional website builds trust and credibility with your customers. In our competitive industry, a well-designed site sets you apart from businesses without an online presence. Whether you're a plant grower, retail garden centre, or industry supplier, your website is a great platform for sharing testimonials, case studies, and product reviews. It allows customers to see your credentials and learn more about your expertise and products - essential in an industry where trust and quality are key to strong relationships.

Affordable Marketing with Long-Term Benefits

Traditional advertising can be expensive, especially for small businesses. A website offers a more cost-effective alternative. Platforms like Wix, WordPress, Shopify, and Squarespace provide affordable, easy-to-use tools to create a professional online presence without the high costs.

As times change, there is an increasing push for people to consume information and make purchases online. A website allows you to meet this demand, expanding your business to new audiences who expect the ease of browsing and purchasing at their convenience. By having an online presence, you not only keep up with the shifting consumer habits but also open your business up to a wider reach.

Unlike flyers or print ads that are short-lived, your website works 24/7, providing a constant point of contact for potential customers. Your website becomes an always-on marketing tool that actively promotes your business.

Increase Accessibility and Streamline Your Workflow

Your website makes it easy for customers to access information about your products and services at their convenience. They can browse your offerings, learn more about your products, view your stock, and contact you - all without visiting in person.

For example, nurseries can showcase available plant varieties, provide planting tips, or share product catalogues. Retailers can list gardening tools, visual displays, available stock and accessories, while service providers like consultants can highlight their expertise through blogs or service descriptions. Websites like Shopify also allow you to **manage your stock and process online orders directly through the platform**, so updating your website with current stock isn't as time-consuming as it once was.

Additionally, businesses can streamline processes like emailing stocklists to customers - something that can now be easily done through your website without the need for separate, manual stock updates. You can also link your website to services like Evergreen Connect and Agnov8 to improve inventory management and connectivity.

If you want to keep certain information private, you can create password-protected pages for exclusive content, such as specific pricing or details only accessible to chosen clients. This flexibility ensures your website can cater to both public and private needs.



If you outsource your website development, ensure you have full access to make updates yourself. With modern website platforms, there's no need to rely on a third party for simple changes. Many businesses sign up for costly support contracts, only to be left waiting for updates. Retaining control means you're not dependent on others for quick fixes, saving time and money.



Website Building Options for Every Budget

Creating a website today is easier and more affordable than you might think. Most platforms offer drag-and-drop tools, allowing you to build a website without needing coding skills. Here are some options tailored for businesses in the nursery and garden industry:

- **Wix:** Easy to use and affordable, with plans starting at just \$16 per month. Ideal for small businesses looking for an affordable, simple DIY website solution. It offers a wide range of integrations for future growth, along with built-in marketing tools and analytics to help you track performance and reach more customers.
- **Squarespace:** Known for sleek, modern designs, Squarespace offers plans starting at \$16 per month and is perfect for businesses that want a simple polished, professional look.
- **WordPress:** A flexible and cost-effective platform, WordPress has free and paid options. Paid plans start around \$5 per month, making it a great choice for small businesses looking to create a customised website. Wordpress is more robust and has endless capabilities, marketing and analytics but these do require more technical skills or should be setup through a web developer.
- **Shopify:** For businesses looking to sell products online, Shopify offers e-commerce solutions starting at \$29 per month, with various additional features to enhance the online shopping experience. Shopify also has integrated POS systems to help with taking payments, shipping and doing stocktake in real time.

These platforms make it easy to create a functional, professional website with minimal effort. Plus, they come with built-in tools to help optimise your site for search engines, making it easier for customers to find you. ✓

Effective ONLINE SALES STRATEGIES

for Plant Retailers

PART 2
BY TARA PRESTON



See part one here

In today's competitive digital landscape, plant retailers must stay ahead by implementing strategic approaches that enhance customer experience and drive sales growth. Beyond the basics of storefront optimisation and inventory management, the following advanced strategies will help plant retailers scale their online business effectively.

1. Educate Your Customers

Helping your customers make informed decisions can lead to increased sales and long-term loyalty. Providing valuable educational content positions your brand as an expert and builds trust.

- *Plant Care Guides:* Offer downloadable care sheets for each plant genus/species with details on watering, lighting, and common issues to watch out for and how to solve.
- *Blog Content:* Create blog posts or video tutorials covering seasonal care tips, pest management, and plant styling ideas.
- *Live Q&A Sessions:* Host virtual events on social media where customers can interact with plant experts in real time, boosting engagement and trust.
- *FAQ Section:* Build an extensive FAQ section on your website to answer common queries about plant care, troubleshooting and shipping.

2. Use Seasonal Promotions and Events

Capitalise on seasonal trends and holidays can significantly boost online sales. Plants are ideal gifts, and offering timely promotions can capture customer interest.

- *Holiday Bundles:* Curate special packages for occasions like Christmas, Valentine's Day, and Mother's Day, combining popular plant varieties with stylish pots or accessories.
- *Seasonal Collections:* Recommend plants suited for the current weather conditions, such as hardy indoor plants for winter or drought-tolerant varieties for summer.
- *Social Media Campaigns:* Run countdowns, giveaways, and flash sales around key dates to create urgency and excitement among your audience.
- *Gift Wrapping Options:* Offer beautifully packaged plants for gift-giving occasions to attract more buyers.

3. Implement a Loyalty Program

A well-structured loyalty program encourages repeat purchases and customer retention by offering value beyond the initial sale.

- *Points System:* Reward customers with points for every purchase, which can be redeemed for discounts or freebies.
- *Exclusive Perks:* Offer loyalty members early access to new plant collections, special promotions, or personalised plant care advice.
- *Referral Incentives:* Encourage customers to refer friends and family by providing discounts or store credits to both parties.

4. Consider Offering Plant Subscriptions

A subscription model can generate consistent revenue and provide customers with a unique and personalised experience.

- *Monthly Plant Delivery:* Offer curated plant boxes tailored for different skill levels, such as beginner-friendly houseplants or rare collector's varieties.
- *Customisable Options:* Allow subscribers to choose plant preferences, such as pet-friendly plants, low-maintenance options, or specific aesthetics.
- *Educational Add-ons:* Include detailed care instructions, fertiliser samples, and styling ideas in each subscription box to add value.
- *Gift Subscriptions:* Promote plant subscriptions as a thoughtful gift option for plant enthusiasts.

5. Build Strong Partnerships

Collaborating with industry influencers and complementary businesses can expand your reach and introduce your brand to new audiences.

- *Influencer Collaborations:* Work with plant influencers on social media to showcase your products through unboxings, tutorials, and reviews.
- *Cross-Promotions:* Partner with local florists, cafes, or lifestyle brands to feature your plants in their stores or offer joint promotions.
- *Sponsorships:* Sponsor gardening workshops or local events to position your brand as a leader in the plant retail space.

6. Use Technology to Enhance the Shopping Experience

Leveraging technology can streamline operations and create an engaging shopping experience for customers.

- *Augmented Reality (AR):* Enable customers to visualise how plants will look in their space using AR tools integrated into your website or app.
- *Chatbots and AI Support:* Implement AI-driven chatbots to provide instant assistance, answer FAQs, and offer plant recommendations.
- *Automated Follow-Ups:* Use email automation to send care tips, product recommendations, and restock notifications based on customer purchase history.
- *Reviews and Ratings:* Encourage customers to leave reviews with photos and ratings to help others make informed purchasing decisions.

7. Stay Compliant with Plant Import and Export Regulations

Navigating plant shipping regulations is crucial to avoid potential fines and ensure your plants reach customers legally and safely.

- *Quarantine Guidelines:* Research state and national quarantine laws to ensure compliance when shipping live plants.
- *Phytosanitary Certification:* Obtain the necessary certifications to confirm that your plants are free from pests and diseases when shipping internationally.
- *Eco-Friendly Packaging Compliance:* Use biodegradable and compliant packaging materials to align with biosecurity standards and sustainability goals.
- *Customs Documentation:* Prepare the required paperwork for international orders to ensure smooth clearance and prevent delays.



8. Offer a Seamless Checkout Process

A complicated or lengthy checkout process can lead to cart abandonment. Simplify the purchasing journey to enhance customer satisfaction.

- *Guest Checkout:* Allow customers to check out without creating an account to encourage faster purchases.
- *Multiple Payment Options:* Provide a variety of secure payment options, including credit cards, digital wallets, and buy-now-pay-later services.
- *Transparent Pricing:* Display all costs upfront, including taxes and shipping fees, to avoid surprises during checkout.
- *Abandoned Cart Reminders:* Use automated emails to remind customers of items left in their cart and offer limited-time discounts to encourage completion of the purchase.

9. Focus on Sustainability

With the increasing focus on sustainability, incorporating eco-friendly practices can attract environmentally-conscious customers and build brand loyalty.

- *Sustainable Packaging:* Use recyclable, compostable, or reusable packaging materials.
- *Eco-Friendly Products:* Offer organic soil, biodegradable pots, and sustainable plant care accessories.
- *Carbon-Neutral Shipping:* Partner with courier services that offer carbon offset programs to reduce the environmental impact of shipping.
- *Educate on Sustainability:* Share tips on eco-friendly gardening practices to inspire customers and align with their values.

By implementing these advanced strategies, plant retailers can create a thriving online business that attracts new customers, fosters long-term relationships, and ensures plants arrive safely and in optimal condition. With continuous adaptation to industry trends and customer expectations, online plant sales can become a sustainable and profitable revenue stream.

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DETAILS OF LEGISLATION CHANGES: CRIMINALISING WAGE UNDERPAYMENTS

From 1 January 2025, amendments to the Fair Work Act 2009 will make intentional underpayment of wages a criminal offence. These changes are part of broader reforms aimed at protecting employees from wage theft while providing clear guidance for employers.



Key Features of the Legislation Changes

1. Criminal Offence for Intentional Underpayment

An employer can be prosecuted if they intentionally fail to pay employees their lawful entitlements, including:

- Wages (minimum rates, penalty rates, overtime).
- Allowances and superannuation.
- Entitlements under applicable awards or enterprise agreements.

Intentional conduct includes:

- Deliberately paying less than the legal entitlements.
- Purposefully not paying wages or superannuation.

Penalties:

- For individuals: Up to 10 years imprisonment or \$1.65 million in fines.
- For companies: Up to \$8.25 million or three times the underpaid amount (whichever is greater).



2. Protections for Small Businesses: Voluntary Small Business Wage Compliance Code

The **Voluntary Small Business Wage Compliance Code** provides safeguards for small businesses (fewer than 15 employees) against criminal prosecution for unintentional underpayment.

Eligibility and Compliance Steps:

Small businesses must show reasonable efforts to comply, including:

- Maintaining accurate payroll records.
- Correcting errors promptly and back paying employees.
- Staying informed on changes to wage laws and rates.

Businesses that comply with the Code will not face criminal charges for unintentional underpayments but could still face civil penalties or other enforcement actions.

3. Expanded Liability for Involvement in Wage Theft

Not only employers but also individuals (e.g., managers, payroll staff, accountants) who are knowingly involved in wage theft can face criminal penalties.

Who is Exempt?

The criminal offence does not apply to certain situations, including:

- Genuine mistakes or miscalculations.
- Employees working for unincorporated entities in specific states (e.g., sole traders in Victoria underpaying super).

For more details, see the exceptions on [Fair Work's site](#).

Practical Implications for Employers

- Audit payroll systems to ensure compliance with awards and agreements which includes penalties, allowances and overtime payments.
- Provide training for staff involved in payroll management.
- Use resources like the Fair Work Pay Calculator to verify employee entitlements.
- Ensure if you are paying all purpose rates (flat rates) you have appropriate documentation such as Individual Flexibility Agreements (IFA) in place and that the flat rate/all purpose rate is better off than the award rates.

Support and Resources

The **Fair Work Ombudsman** offers tools and resources to help businesses comply, including:

- Wage calculators and pay guides.
- Record-keeping templates.
- Training and updates on legislative changes.
- HR Focus can assist in providing reviews/audits of pay rates.

H · R · F · O · C · U · S

NGINA members get free access to expert HR advice through the HR Focus Workplace Advice Line. Call Belinda on 0438 464 787 with the monthly code—contact us at 02 9679 1472 or info@ngina.com.au for the code





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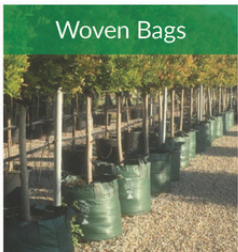


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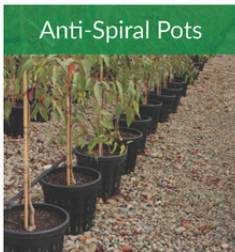


Sizes range from 30L to 1000L.

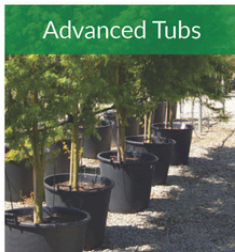
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ESSENTIAL FIRST AID KIT ITEMS

FOR HORTICULTURAL WORKPLACES

A well-equipped first aid kit for a horticultural workplace should address common risks and injuries that might occur in such an environment, such as cuts, abrasions, insect bites, heat-related illnesses, and chemical exposure. Here's a list of recommended items:

#	BASIC SUPPLIES	✓	7	Scissors	
1	Adhesive Bandages: Fabric band-aids are better because they are breathable, flexible, and durable, making them ideal for active and outdoor environments like horticulture. Size: Assorted (small, medium, large) Quantity: 20 of each size Purpose: Cover minor cuts and abrasions to protect wounds from dirt and bacteria.			Size: Blunt-tipped, 15cm Quantity: 1 pair Purpose: Cut bandages, tape, or clothing to access wounds.	
2	Sterile Gauze Pads Size: 5cm x 5cm and 10cm x 10cm Quantity: 10-20 of each size Purpose: Dress larger wounds or stop bleeding; used with antiseptic or saline.		8	Tweezers Size: Stainless steel, 12cm Quantity: 1 pair Purpose: Remove splinters, debris, or small insects from skin.	
3	Adhesive Medical Tape Size: 2.5cm width, 5m length Quantity: 2 rolls Purpose: Secure gauze or dressings in place.		9	Disposable Gloves Size: Large (nitrile, powder-free) Quantity: 1 box (50-100 pairs) Purpose: Protect the first aider and the injured person from cross-contamination.	
4	Elastic Bandages Size: 5cm and 10cm widths Quantity: 2-3 of each size Purpose: A compression bandage is a long strip of stretchable cloth that you can wrap around a sprain or strain		10	Resuscitation Mask Size: Adult with one-way valve Quantity: 1 mask Purpose: Provide safe and hygienic mouth-to-mouth resuscitation in CPR.	
5	Antiseptic Wipes Size: Individually wrapped Quantity: 10-20 wipes Purpose: Clean wounds to prevent infection before applying a dressing. Antiseptic wipes are preferred over sprays because they provide precise, controlled application, effectively clean wounds by removing dirt and debris, reduce mess, and are portable and easy to use in any setting.		#	BURN CARE	✓
6	Saline Solution Size: Individual 30ml pods Quantity: 10 pods Purpose: Rinse and clean wounds or flush debris from the eyes.		1	Burn Gel Sachets Size: 3.5g sachets Quantity: 5-10 sachets Purpose: Cool and soothe minor burns, reduce pain, and prevent tissue damage.	
			2	Burn Dressings Size: 10cm x 10cm and 20cm x 20cm Quantity: 2-3 of each size Purpose: Protect burns from infection and aid cooling.	
			3	Instant Cold Packs Size: Standard (15cm x 20cm) Quantity: 2-3 packs Purpose: Reduce swelling and relieve pain from burns, sprains, or insect bites or provide immediate cooling for heat stress or injuries.	

NURSERY INDUSTRY FIRST AID



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IN AN EMERGENCY CALL

1. CPR

1. Dangers?

Ensure the area is safe for both you and the victim.
Remove any immediate hazards if it is safe to do so.



2. Responsive?

Check if the victim is responsive by talking to them and gently shaking their shoulders. If no response, proceed to the next step.



3. Send for help

Call 000 for emergency services. If possible, ask someone else to make the call while you continue to assist the victim.



4. Airway

Open the victim's airway by tilting their head back and lifting their chin. Check for any obstructions in the mouth and clear them if needed.



5. Breathing

Check for normal breathing. Look, listen, and feel for breath for up to 10 seconds. If the victim is not breathing normally, begin CPR.



6. CPR

If the victim is not breathing, start chest compressions.

- Place the heel of one hand in the centre of the chest, and the other hand on top.
- Press down hard and fast at a rate of 100-120 compressions per minute, ensuring the chest fully recoils between compressions.
- After 30 compressions, give 2 rescue breaths (if trained to do so). Repeat this cycle.



7. Defibrillation

If an AED (Automated External Defibrillator) is available, apply it immediately and follow the device's voice prompts. Continue CPR until the victim starts breathing normally or emergency help arrives.



**DISCLAIMER: THE INFORMATION
THIS POSTER IS NOT A SUBSTITUTE
FOR PROPER FIRST AID TRAINING**

I'M A POSTER! PULL ME OUT AND STICK ME UP

TRIPLE ZERO (000) FOR HELP

2. DEALING WITH BURNS

1. **Neutralise any hazards** in the area before approaching the victim.
2. **For chemical burns, rinse the affected area with cool running water for up to 20 minutes**, ensuring the water doesn't spread the chemical to unaffected areas. Refer to the Safety Data Sheet (SDS) for guidance.
3. **For other types of burns**, flush the area with cool running water for up to 20 minutes.
4. **Apply** a non-adhesive, non-fluffy, wet dressing to the affected area.
5. **Seek medical assistance** if necessary.



3. DEALING WITH BLEEDING

1. **Wear gloves** for protection.
2. **Have the victim sit down** and offer reassurance.
3. Carefully **inspect the wound for foreign objects** (do not attempt to remove them). If the injury is severe, call for an ambulance.
4. **Minimise bleeding** by placing a dressing over the wound and applying firm, direct pressure. Keep the affected area elevated and immobilised.
5. The victim may go into shock, so treat accordingly and **call for an ambulance**.
6. **Lay the victim down, conserve their body heat**, reassure them, and document the incident.



5. FALL INJURIES

1. Treat any fall greater than 1 meter as a possible head or spinal injury. **Stabilise the head and neck and call emergency services**.
2. **Any head injury should be treated as a possible concussion**. Call emergency services or seek medical advice.
3. **Signs of concussion** may include confusion, vision impairment, nausea, and drowsiness.
4. If the victim has suffered a fracture, **instruct them to remain still**, treat any wounds, and then immobilise the fractured area. Call emergency services.



6. DEALING WITH CHEMICAL BURNS

1. **Wear gloves** for protection.
2. **Have the victim sit down** and offer reassurance.
3. Carefully **inspect the wound for foreign objects** (do not attempt to remove them). If the injury is severe, call for an ambulance.
4. **Minimise bleeding** by placing a dressing over the wound and applying firm, direct pressure. Keep the affected area elevated and immobilised.
5. The victim may go into shock, so treat accordingly and **call for an ambulance**.
6. **Lay the victim down, conserve their body heat**, reassure them, and document the incident.



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G.

IS YOUR FIRST AID CERTIFICATE UP TO
DATE? COURSES FOR MEMBERS ARE
AVAILABLE, CONTACT:
TRAINING@NGINA.COM.AU

#	INSECT AND PLANT-RELATED ITEMS	✓
1	Antihistamine Cream or Ointment	

Size: 15g tube
Quantity: 1-2 tubes
Purpose: Relieve itching and swelling from insect bites or skin irritation.

2	Antihistamine Tablets	
---	-----------------------	--

Size: 10mg per tablet (e.g., Loratadine or Cetirizine)
Quantity: 10-20 tablets
Purpose: Treat allergic reactions, such as swelling or hives from bites or plants.

3	Insect Sting Relief Pads	
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Size: Individually wrapped
Quantity: 5-10 pads
Purpose: Soothe pain and reduce inflammation caused by stings.

4	Tick Removal Tool	
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Size: Standard
Quantity: 1 tool
Purpose: Safely remove ticks without leaving parts embedded in the skin.

#	HEAT AND DEHYDRATION MANAGEMENT	✓
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1	Oral Rehydration Sachets	
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Size: 4.9g sachets (e.g., Hydralyte)
Quantity: 10-20 sachets
Purpose: Replenish electrolytes and fluids lost during heat exposure.

#	SPECIALISED EQUIPMENT	✓
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1	Eye Wash Bottles	
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Size: 500ml
Quantity: 1-2 bottles
Purpose: Flush out chemicals, dust, or debris from eyes.

2	Chemical Spill Kit	
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Size: Workplace-appropriate kit (with absorbents and PPE)
Quantity: 1 kit
Purpose: Contain and clean up chemical spills safely.

#	EMERGENCY RESPONSE TOOLS	✓
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1	Triangular Bandages	
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Size: 96cm x 96cm x 136cm
Quantity: 3-4 bandages
Purpose: Create slings for injured arms or immobilise limbs.

2	Splints	
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Size: 10cm x 50cm (SAM splint or equivalent)
Quantity: 1 splint
Purpose: Stabilise and immobilise broken or sprained limbs. In the case of snake bites it is used to prevent movement that spreads venom.

3	Emergency Blanket	
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Size: 210cm x 160cm (foil type)
Quantity: 2 blankets
Purpose: Keep an injured person warm to prevent shock or hypothermia.

7	Resealable Bags:	
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Size: Small, medium, Large
Quantity: 1 of each size
Purpose: Sealable bags in a first aid kit can be used to store severed limbs or body parts in a clean, secure manner to preserve them for potential reattachment by medical professionals.

4	First Aid Manual	
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Size: Compact workplace-focused guide
Purpose: Provide step-by-step instructions for treating injuries including CPR and snake bite treatment

#	OPTIONAL ITEMS	✓
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1	Hand Sanitiser	
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Size: 100ml bottles
Quantity: 1-2 bottles
Purpose: Ensure hygiene during and after providing first aid.

2	Safety Pins	
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Purpose: Safety pins are included in a first aid kit for securing bandages, slings, or dressings

3	Permanent Marker	
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Purpose: To mark snake bite site on the bandage, aiding medical professionals in treatment.

4	Incident Report & Pen	
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Purpose: To document details of an event or accident for analysis, legal compliance, and to improve workplace safety.



**DOWNLOAD
OUR INCIDENT
REPORT FORM**

A fire or severe weather event can close your business for months.

While property insurance covers repairs how do you survive without income?



WHEN DISASTER STRIKES



PROTECT YOUR
BUSINESS
INCOME



Lederman
Insurance Brokers



**NGINA Business
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Insurance can:**

Replace lost revenue while your business recovers (Weekly Payments Possible)



Cover essential expenses like payroll, rent, and utilities



Enable you to stay financially stable until you're back in business



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AFFORD TO BE
WITHOUT IT? DON'T WAIT
UNTIL IT'S TOO LATE - **PROTECT
YOUR BUSINESS TODAY!**

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



Students

\$50 yearly

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

**\$55 monthly
\$645 yearly**

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

**\$135 monthly
\$1,520 yearly**

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



Enterprise

**\$220 monthly
\$2,536 yearly**

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



Corporate

**\$400 monthly
\$4,554 yearly**

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

Membership periods follow the calendar year, with pro rata rates applied for new members joining partway through. Members can choose to pay a one-off annual subscription or opt for 12 monthly instalments, which include a 5% surcharge (already reflected in the displayed rate).

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



Growth

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

- NGINA Advice line. If we can't help you, we will find someone who can.
- Personal HR advice from the specialists at Business Australia
- Access to 'members only' area on NGINA's website
- Resources to help run your business inc 250+ Industry specific discounted HR & WH&S templates & documents
- NGINA Member support calls & visits



Connectivity

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

- Networking events
- Special Interest Groups
- Jobs Board for posting positions vacant
- Comms: fortnightly eNews, quarterly N&G News Magazine, Texts, Monthly Member Forums, Podcasts, Social Media, Biosecurity Legislation and grant updates
- Free attendance & opportunity to be a stall holder (fees apply) at our NSW Trade Days (Sydney, Port Macquarie, Northern Rivers) as well as NGIQ Trade Day



Knowledge

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

- Be kept informed of new opportunities for your business
- Keep your finger on the pulse of industry trends
- We can help promote large upcoming news and events on your behalf
- Industry workshops and training courses including first aid, chemcert, marketing & business training



Savings

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

- Commercial member discounts with our commercial partners: Dell Aust, Choice Energy & Ledermans Insurance Brokers
- Free hire of NGINA's large meeting room and assisted catering
- Inclusion on the Greenlife Industry Australia (GIA) trade register
- Discounted advertising in N&G News Magazine



Recognition

Being a member of an Industry Association shows a level of excellence and high standards of your business and products.

- Professional recognition at Industry awards night
- New member feature in our publications
- Alliance with us giving customers confidence in the high standards of your business and product
- The use of the NGINA logo
- Social Media posts from our Member Services Manager to your business



Representation

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

- Representation through us to government, policy makers, regulators and research and development
- Eligibility to apply for NGINA board or advisory committees
- Business listing on our website & store locator so the local public can find you
- Our association offers a unique chance to meet celebrities and get up close and personal with some of the biggest names in the industry.

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, Choice Energy & Ledermans Insurance Brokers Commercial Member Discounts | \$2500+

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 blurp 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: \$30,515.00*

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

The Fascinating World of Latin Botanical Names

By Tara Preston



Botanical names, or scientific names, serve as more than just a universal language for plant identification - they are often rich in history, mythology, and even contemporary culture. These names reflect the characteristics of the plants they describe, honour notable figures, or evoke poetic imagery. Below, we delve into some of the most intriguing Latin botanical names and the stories behind them.

01. *Amorphophallus titanum* (Titan Arum or Giant Corpse Flower)

Another fascinating and odorous plant, *Amorphophallus titanum*, holds the title of having the largest unbranched inflorescence in the plant kingdom. The genus name *Amorphophallus* is derived from the Greek words *amorphos* (shapeless) and *phallos* (phallus), referencing the peculiar shape of its flower. The species epithet *titanum* refers to its massive size, befitting a plant that can grow up to 3 meters tall.

02. *Nepenthes attenboroughii* (Attenborough's Pitcher Plant)

Discovered in the highlands of the Philippines, *Nepenthes attenboroughii* is named after the legendary naturalist and broadcaster Sir David Attenborough. This carnivorous plant, one of the largest of its kind, features enormous pitcher-shaped traps capable of consuming small animals, such as rodents. The genus *Nepenthes* refers to a magical potion in Greek mythology that induces forgetfulness of sorrow, while the species epithet *attenboroughii* honours Sir David's lifelong contribution to inspiring awe and understanding of the natural world.



03. *Rafflesia arnoldii* (Corpse Flower)

One of the world's largest flowers, *Rafflesia arnoldii*, bears a strikingly peculiar name. The genus *Rafflesia* commemorates Sir Stamford Raffles, the British colonial administrator who led its discovery, while the species epithet *arnoldii* honors Dr. Joseph Arnold, who contributed to its scientific documentation. Known for its putrid odour resembling rotting flesh, this plant relies on carrion flies for pollination, making its name as unforgettable as its smell.

04. *Delphinium* (Larkspur)

The genus *Delphinium* derives its name from the Greek word *delphinos*, meaning "dolphin," due to the flower's dolphin-shaped buds. Native to temperate regions of the Northern Hemisphere, *Delphiniums* are admired for their tall spikes of vibrant blue, purple, or white flowers. These plants are often associated with positivity and grace but also possess a darker side—their alkaloids are toxic if ingested.



05. *Anemone* (Windflower)

The name *Anemone* originates from the Greek word *anemos*, meaning "wind," leading to the common name "windflower." According to Greek mythology, *Anemones* was born from the tears of Aphrodite after the death of her lover Adonis, symbolising love, loss, and rebirth. The flowers are known for their delicate, poppy-like blooms in various vibrant colours and are often seen trembling in the wind, as if responding to its whispers.

06. *Narcissus poeticus* (Poet's Daffodil)

Narcissus poeticus is steeped in Greek mythology and literary symbolism. The genus *Narcissus* refers to the myth of Narcissus, the youth who fell in love with his reflection and transformed into a flower. The species epithet *poeticus* highlights the flower's association with poetry and beauty, as it has been celebrated in art and literature for centuries. Known for its fragrant white flowers with a small orange corona, this daffodil was also one of the first narcissi cultivated in gardens and is considered an emblem of rebirth and inspiration.

07. *Begonia darthvaderiana* (Darth Vader Begonia)

One of the most captivating modern botanical names, *Begonia darthvaderiana*, draws inspiration from pop culture. Discovered in the dense rainforests of Borneo, this begonia has dark, almost black leaves with metallic veins, resembling the menacing helmet of Darth Vader from Star Wars. The genus *Begonia* honours Michel Bégon, a French administrator and plant enthusiast, while the species name *darthvaderiana* pays homage to the Sith Lord. This plant showcases the blend of traditional botanical nomenclature and modern creativity.



08. *Pterichis aragogiana* (Aragog's Orchid)

The species *Pterichis aragogiana* was named after Aragog, the giant spider from J.K. Rowling's Harry Potter series. This orchid, native to the cloud forests of Colombia, has a unique flower structure resembling a spider. The genus *Pterichis* derives from the Greek words *ptēris* (fern) and *ichis* (spine or bristle), referencing the plant's delicate fern-like leaves. The species epithet *aragogiana* is a fitting tribute to the spider-like floral design, connecting the plant to the mythical creature from modern literature.

09. *Dudleya hendrixii* (Hendrix's Liveforever)

Named after the iconic musician Jimi Hendrix, *Dudleya hendrixii* is a rare succulent endemic to Baja California, Mexico. The genus *Dudleya* is named for 19th-century American botanist William Dudley, while the species epithet *hendrixii* was chosen to celebrate Hendrix's creativity and enduring legacy. Commonly called "Hendrix's Liveforever," this plant features rosettes of fleshy leaves and pinkish flowers, and its name is fittingly tied to the idea of living on forever—both in nature and in cultural memory.

10. *Agave victoriae-reginae* (Queen Victoria Agave)

Named in honour of Queen Victoria, *Agave victoriae-reginae* is a regal and symmetrical succulent native to the deserts of north-eastern Mexico. The genus *Agave* originates from the Greek word *agavos*, meaning "noble" or "illustrious," perfectly describing the plant's striking rosette form. The specific epithet *victoriae-reginae* pays tribute to Queen Victoria's elegance and grandeur, reflected in the plant's compact, triangular leaves with distinctive white markings. This species is a favourite among collectors and is celebrated for its drought tolerance and unique beauty.

11. *Wollemia nobilis* (Wollemi Pine)

A true "living fossil," *Wollemia nobilis* was discovered in 1994 in a remote gorge in New South Wales, where it had been unknown to science. The genus *Wollemia* is named after the Wollemi National Park where it was found, and the species name *nobilis* pays tribute to its discoverer, David Noble. This rare tree, which dates back to the time of dinosaurs, is an extraordinary example of botanical resilience.



12. *Dionaea muscipula* (Venus Flytrap)

This carnivorous plant's scientific name is as captivating as its behaviour. The genus name *Dionaea* honours the Greek goddess Dione, mother of Aphrodite (often associated with Venus, the Roman goddess of love), while the species name *muscipula* translates to "mousetrap" in Latin. This reflects its ingenious trap mechanism, which snaps shut on unsuspecting insects.

13. *Casuarina equisetifolia* (Horsetail She-Oak)

The genus *Casuarina* is named for its resemblance to the feathers of the cassowary bird (*Casuarius*), a flightless bird native to Australia and surrounding regions. The species name *equisetifolia* means "horse-hair-like leaves," referring to the plant's slender, needle-like branchlets that resemble horsetail plants (*Equisetum*). This tree is highly salt-tolerant and is often found in coastal environments, stabilising sand dunes and providing windbreaks.

14. *Eschscholzia californica* (California Poppy)

The California state flower, *Eschscholzia californica*, is named after the German botanist Johann Friedrich von Eschscholtz. This vibrant, golden-orange flower flourishes in dry climates and symbolises resilience. Its genus name is an excellent example of how explorers and botanists honoured their contemporaries through plant nomenclature, preserving their legacy in nature.



15. *Nymphaea caerulea* (Blue Egyptian Lotus)

Sacred in ancient Egyptian culture, *Nymphaea caerulea* (also called the Blue Lotus) carries a name filled with elegance and divinity. The genus *Nymphaea* derives from the Greek word nymph, referring to mythical water deities, emphasizing the plant's aquatic habitat. The species epithet *caerulea* means "blue" in Latin, describing the colour of its striking flowers, which were associated with rebirth and the sun in Egyptian mythology.

16. *Helianthus annuus* (Sunflower)

The sunflower's scientific name, *Helianthus annuus*, beautifully reflects its characteristics. The genus name *Helianthus* combines the Greek words helios (sun) and anthos (flower), highlighting its heliotropic behavior—tracking the sun's movement across the sky. The species epithet *annuus* denotes its annual growth habit. A symbol of warmth and positivity, this plant's name is as radiant as its appearance.

17. *Dracaena draco* (Dragon Tree)

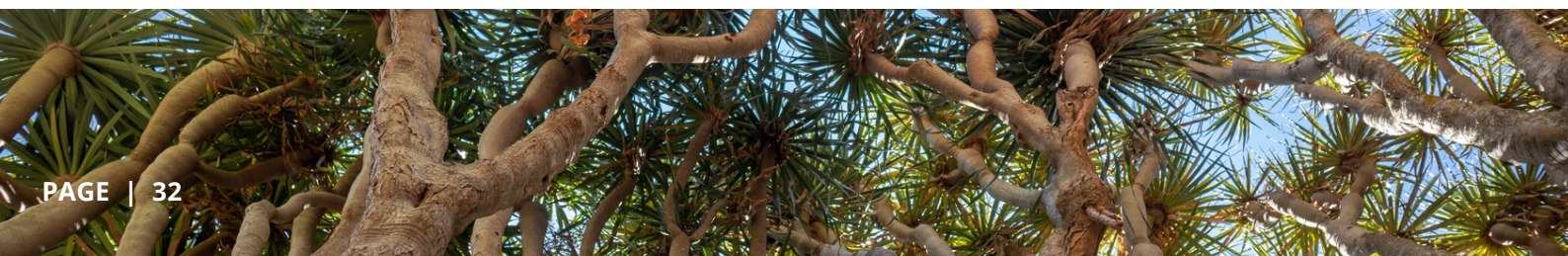
The name *Dracaena draco* evokes a sense of mystery and legend. This plant, native to the Canary Islands and parts of Morocco, gets its name from the Greek word drakaina, meaning "female dragon." The tree produces a red resin known as "dragon's blood," which was historically used in medicine, dyes, and alchemy, adding to its mythical allure. The tree's gnarled, otherworldly appearance only strengthens its connection to dragons in folklore.

18. *Araucaria heterophylla* (Norfolk Island Pine)

The genus *Araucaria* is named after the Araucanians, an indigenous group from Chile, reflecting its ties to South America, where other *Araucaria* species are native, though *Araucaria heterophylla* is endemic to Norfolk Island in the South Pacific. The species name *heterophylla*, meaning "different leaves," refers to the tree's distinctive feature of having leaves that change shape as it matures.

19. *Telopea speciosissima* (New South Wales Waratah)

The genus *Telopea* comes from the Greek word telopos, meaning "seen from afar," alluding to the plant's bright, conspicuous flowers. The species name *speciosissima* means "most beautiful," reflecting its striking scarlet blooms. As the floral emblem of New South Wales, this shrub is a symbol of Australian natural beauty and is highly valued in ornamental horticulture.



EMPOWER YOUR LEADERSHIP: INSPIRING TEAMS AND BOOSTING RETENTION



Learning
Sphere
RTO Code 91718

Effective communication and a positive workplace culture are crucial for inspiring and retaining your staff. By becoming an effective leader, you can significantly influence your team's morale, engagement, and loyalty. Invest in yourself as a leader with Learning Sphere.

1. Cultivate Effective Communication and Culture

Strong leadership begins with effective communication. Leaders who communicate clearly and listen actively foster an environment of trust and openness laying the groundwork for a positive organisational culture. Leadership training will enhance your current communication skills.

2. Inspire and Retain Talent

Great leaders inspire their teams through providing a vision that employees can rally around. Learn how to motivate and engage your teams' skills to motivate and engage them. When employees feel inspired and supported, they are more likely to stay and contribute to success.



3. Encourage Innovation and Agility

The ability to think creatively and adapt to change is vital in today's world. Leadership training develops these skills. A work culture that embraces new ideas and adapts quickly to changes is more resilient and better positioned for long-term success.

4. Build a Collaborative and Inclusive Environment

Leaders who demonstrate empathy and inclusivity inspire their teams to collaborate and respect diverse perspectives. This improves team dynamics and strengthens the overall organisational culture.

5. Enhance Organisational Performance

Effective leadership impacts organisational performance. Leaders who are well-trained in decision making and problem-solving can guide their teams to achieve higher productivity and better results.

6. Prepare for Future Challenges

The ability to anticipate and adapt is a hallmark of strong leadership. Leadership training helps develop a proactive mindset, to enable a leader to navigate through uncertainty and lead their team through change. It helps organisations remain competitive and resilient in the face of external disruptions.

**STRONG LEADERSHIP CREATES
STRONG TEAMS AND BUSINESSES—
BECOME THE LEADER WHO INSPIRES
AND RETAINS TALENT!**

LEADERSHIP TRAINING COURSES WITH LEARNING SPHERE

Learning Sphere (RTO 91718) is an approved AgSkilled Provider through the NSW Government and can deliver fully subsidised training to individuals that are currently working or seeking to work on-farm in the agricultural plant-growing and livestock industry sectors, or an employer in those industry sectors.

BSBLDR411 Demonstrate leadership in the workplace

This unit will assist leaders develop personal leadership skills to guide and support their teams as well as facilitate decision-making processes and implement agreed actions.

BSBTWK502 – Manage team effectiveness

This unit focuses on building high-performing teams, setting, monitoring, and achieving team objectives. It also covers encouraging open communication and conflict resolution.

**TRAIN
TODAY, LEAD
TOMORROW**



**REGISTER TODAY FOR OUR AGSKILLED FUNDED COURSES. FOR MORE
INFORMATION, CONTACT LEARNING SPHERE OR VISIT OUR WEBSITE.
DEADLINE FOR ENROLMENTS: 24 MARCH 2025 AND PLACES ARE LIMITED**

Eligibility criteria apply

Storms & Floods

Page 1

OVERVIEW

- Storms and floods may cause damage to agricultural landscapes, including production nurseries.
- Excess water in the landscape can cause soil erosion, disrupt sediment in water bodies (e.g., earth dams), and damage infrastructure.
- Floodwaters also move weeds, pathogens, sediment, nutrients, and heavy metals in a catchment.

KEY FACTORS

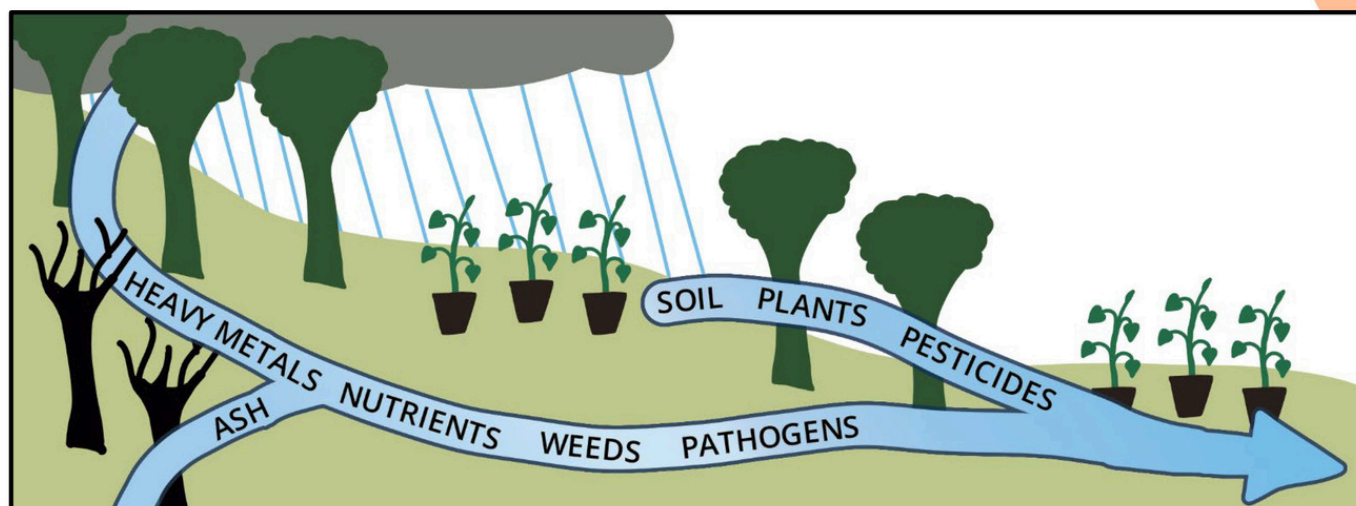
- Storm and flood hazards are complex, with several conditions that can increase the risk of severe impacts, including:
 - Size and severity of storm cells.
 - Presence or absence of hard surfaces to influence runoff in catchments.
 - Storm tracking from the top of a catchment to the bottom (i.e., higher risk in lower catchment), or travelling across the headwaters (i.e., higher risk in upper catchment).
 - Successive storms over several days or weeks.
 - Heavy rainfall after drought.
 - Heavy rainfall after a bushfire.
 - Long periods of heavy rainfall.
 - Intensive land use change or bare soil in a catchment.
 - Coincidence with king tides or storm surges in lower parts of coastal catchments.
 - Proximity to waterways and floodplains.

HIGHLIGHTS

- Storms and floods can threaten the safety and productivity of nurseries.
- Floodwaters move contaminants and pathogens through the landscape.
- Awareness of local risk factors is important, including weather and catchment conditions.
- The NSW State Emergency Service, Bureau of Meteorology, and NSW Government have resources available.

MANAGEMENT

- Resources and current flood warnings are available at the [NSW SES website](#).
- The Bureau of Meteorology has resources available at the [Flood Knowledge Centre website](#).
- The NSW Government's [Hazards Near Me app](#) can notify you of local emergencies.
- Flood risk maps and flood management plans are available through local councils.
- Being prepared and having a storm and flood plan in place will promote efficient and appropriate actions during severe weather situations.
- It is very important to consider and understand the location within a catchment (headwaters, middle, or low) when evaluating flood risk.



Heavy Metals

OVERVIEW

- Heavy metals are elements in the environment that can become contaminants in water and soil through various activities.
- Trace metals and some heavy metals (in low doses) are important micronutrients needed for plant metabolism.
- High loads of heavy metals are a significant concern, as they can have detrimental effects on soil/growing media quality and plant health (**Figure 1**).

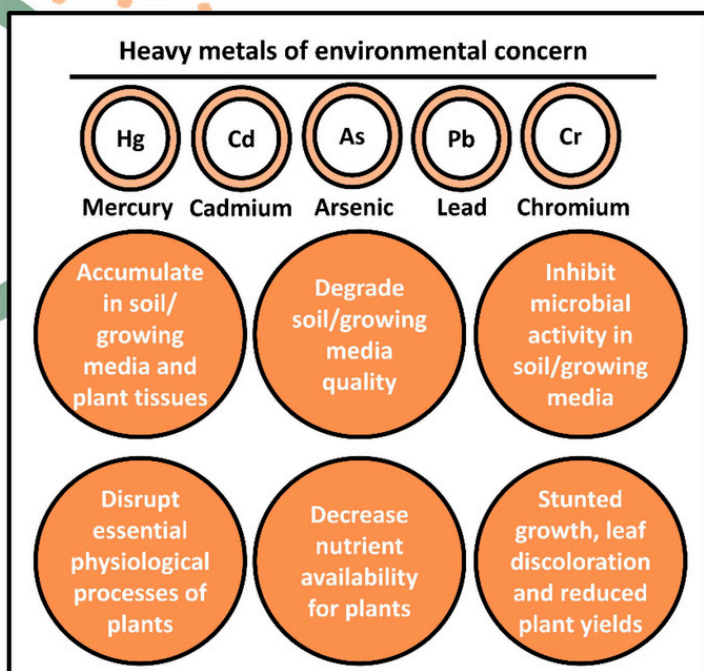


Figure 1. Some heavy metals of environmental concern and their possible effects on plant life.

KEY FACTORS

- Heavy metals can be released into the environment through natural processes (e.g., bushfires, floods) and human activities (e.g., land use, soil disturbance).
- Some fertilisers and pesticides can introduce heavy metals into soil/growing media and water.
- High levels of heavy metals in irrigation water can be toxic to plants (**Table 1**).
- The discharge of water containing heavy metals into natural water bodies or the environment can lead to pollution which can affect aquatic life and impact ecosystems.

HIGHLIGHTS

- Heavy metals can be harmful to plants and the environment.
- Irrigation water should be tested for heavy metals and consideration given to their impacts.
- Phytoremediation, erosion control, soil additives, and pre-application water treatment can reduce heavy metal availability to plants.

MANAGEMENT

- Test irrigation water sources for the presence of heavy metals on a regular basis.
- Pre-application water treatment options (e.g., filtration, coagulation, and sedimentation) can remove heavy metals from the irrigation water.
- Phytoremediation, the process of using plants to accumulate heavy metals, can be used to remove heavy metals from the surrounding land around the edges of the nursery/dam.
- The addition of soil organic matter and lime can improve soil/growing media quality and reduce heavy metal availability to plants.
- Implement best management practices, including erosion control measures, to prevent the entry of heavy metals into water sources.

Element	Limit (mg/L)	Element	Limit (mg/L)
Aluminium	5.0	Lithium	2.5
Arsenic	0.1	Lead	5.0
Beryllium	0.1	Manganese	0.2
Cadmium	0.01	Molybdenum	0.01
Cobalt	0.05	Nickel	0.2
Chromium	0.1	Selenium	0.02
Copper	0.2	Vanadium	0.1
Fluoride	1.0	Zinc	2.0
Iron	5.0		

Table 1. Recommended limits for heavy metals and trace elements in irrigation water, based on a use rate of 10,000 m³/hectare/year.

INDUSTRY EVENTS



Nursery & Garden Industry
NSW & ACT

CENTRAL COAST AND HUNTER GROUP CHRISTMAS PARTY – MOTHER EARTH NURSERY AT POINT CLARE

21 members and friends of the Central Coast and Hunter Group had a tour of the Mother Earth Nursery at Point Clare on Thursday 12th December. The nursery impressed the attendees with an incredibly broad range of plants. Mark Massey, the owner of the business gave an insightful overview of the history of the Mother Earth business. They now have 3 retail sites, a production nursery site and café. Mark's passion for plants was on display, and many of the visitors bought rare and unique plants. Mark was very passionate about employing people with that same passion for plants. The group then had a great meal together at Gosford RSL. The group looks forward to providing more opportunities for NGINA members in 2025.



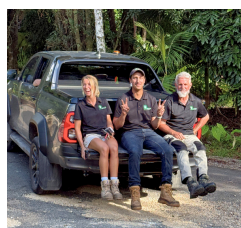
PULLING BACK THE SHADE CLOTH – LIMPINWOOD BOTANIC GARDENS AND NURSERY

The Northern Rivers Branch of NGINA held their February 'Pulling Back the Shade Cloth' event with a tour of Limpinwood Botanic Gardens and Nursery. The gardens are a vibrant ecosystem complementing the nearby Limpinwood Nature Reserve, Border Rangers and Lamington National Park.

Sharon and Russell Costin established one of the first native plant nurseries in Queensland in 1973 before moving to Northern NSW and establishing Limpinwood Botanic Gardens and Nursery in 1977. They transformed a 24 hectare bare cattle farm into an Australian native plant wonderland and are responsible for the introduction of many Australian native plant selections and hybrids. Sharon and Russell's passion has saved many Australian native species from extinction. The nursery specialises in Australian Native Plants including many rare and hard to find varieties.

Following a welcome from branch chairperson Lynne Sutherland, Sharon Costin guided the group on a very informative tour of the gardens and nursery drawing attention to the range of rare and endangered Australian native, rainforest, and bushfood plants. The tour group were very interested in the tubestock division of the nursery, however, many of the tour group couldn't pass up the opportunity to purchase plants from the retail selection area.

Update by Steve Hart, Board Member Northern Rivers NGINA and Horticulture Field Manager at Garden City Plastics



WEED MANAGEMENT TRAINING SESSION – NGINA SYDNEY GROUP IN COLLABORATION WITH ICL AT SWANE'S NURSERIES

A huge thank you to everyone who joined us for the Weed Management Training Session hosted by the NGINA Sydney Group in collaboration with ICL at Swane's Nurseries! Special thanks to Robert Megier from ICL for delivering an informative and practical session on effective weed management strategies. From best-practice weed control techniques to hands-on demonstrations with PPE and pre-emergent herbicides, attendees walked away with valuable insights to implement in their nurseries. We hope you found the training beneficial and that the weed management books and certificates of participation will support your ongoing learning.



INTERNATIONAL WOMENS DAY

What an inspiring International Women's Day we had on Wednesday, 5th March. A heartfelt thank you to Tina Meyer for sharing her powerful story and the incredible work she does through The Blue Butterfly Institute (www.bluebutterflyinstitute.org). Her journey is a true testament to resilience, healing, and the power of turning pain into purpose.

A huge thank you to Mark Massey and the amazing team at Mother Earth Nursery for hosting us, as well as our wonderful sponsors and Diamond Partners for their ongoing support.

And of course, thank you to every incredible woman and man who joined us to celebrate, reflect, and take action. Together, we can #AccelerateAction for a better future.



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How to reduce pest and disease pathways into your nursery

Pest pathways

Plant pests are an everyday part of running a plant production nursery. Even the most careful grower can experience an incursion. Managing pathways into to your business is more important than ever with Australia experiencing more and more biosecurity threats each year.

SO HOW DO PESTS GET IN?

There are many ways plant pests and diseases can enter your nursery – some are obvious, and some not so clear.

REPORTING EMERGENCY PLANT PESTS

Most of the time pathogen and pest threats are familiar and managing them is straightforward. Every now and then, though, we find something we haven't encountered before. This may be an emergency plant pest (EPP), sometimes called an 'exotic' pest.

A plant pest is considered an EPP when it is a:

- pest seen overseas but not previously in Australia
- variant of an Australian pest
- new or unknown pest
- pest in Australia that's being officially controlled to minimise spread and manage impacts.

When an EPP comes into your production space there can be

serious repercussions for your business, so it's important to be aware of and plan for this.

If you detect an EPP on your site, you need to let the state biosecurity regulator know.

The regulator will close and quarantine your business, which means you can't trade.

Despite these consequences, it's important to report the pest. If you don't notify the state regulator, once the infestation has been identified elsewhere, the pest will be tracked and traced back to your site – and the clean-up will be much larger because of the unmitigated spread. This means your business may be closed for much longer than if you raised the alarm early.

IMPLEMENTING A BIOSECURITY SYSTEM

Implementing a biosecurity system for your business not only supports the production of high health, superior quality plants,

but also ensures you can identify and eradicate any pest or disease with the potential to damage your business.

Biosecurity is an emerging priority in Australian businesses. Your 'general biosecurity duty' or 'general biosecurity obligation' can be challenging to navigate because:

- it's a new concept
- threats to biosecurity differ from state to state
- laws and market access requirements also vary between states.

However, you can initiate a biosecurity plan for your business to ensure early detection of any hard-to-eradicate pest like western flower thrips or an emergency plant pest. This means implementing a business system based on sound biosecurity principles. The key steps are:

- identifying entry pathways that pose a risk to your business
- implementing procedures to mitigate the risks
- recording the measures you have taken
- monitoring how effective your actions are
- showing evidence of the system that is place.

These are the basics for implementing a biosecurity system to produce high health plants in your business.



Identifying pest and disease entry pathways

Identifying the entry pathways into your nursery is the crucial first step of a biosecurity system. While the types of pathways are similar for all production businesses, the risk levels vary from business to business, depending on production systems and products. It's important to consider the risks specific to your nursery.

TOP FIVE ENTRY PATHWAYS AND HOW TO MITIGATE THEIR RISKS

ENTRY PATHWAY 1: PROPAGATIVE MATERIAL, SUCH AS CUTTINGS, VEGETATIVE MATERIAL, SEED AND PLUG PLANTS

Mitigate entry via propagative material by:

- purchasing material from an accredited supplier
- designating a well-lit quarantine space away from all other plant material, so you can inspect the material for signs of pests or disease
- inspecting all material coming into the production space by carefully checking a representative sample of the stock and recording your findings for evidence during supplier negotiations or trace problems back to the source
- quarantining and treating any plants that will pose no further risk in the production space after treatment – record the treatment and its effectiveness
- bagging and binning or bagging and returning to the supplier any material that has pests or disease which pose an unacceptable risk to your business
- taking the three key steps if you detect an emergency plant pest (these are outlined below).

ENTRY PATHWAY 2: TOOLS, EQUIPMENT, MACHINERY AND VEHICLES

Mitigate entry via tools and equipment and machinery by:

- designating tools for individual production spaces – for example, have separate tools for propagation areas, grafting areas and despatch areas
- cleaning residue from all tools and then applying disinfectant to them between batches
- designating machinery and vehicles for specific locations in the business
- pressure washing and disinfecting between batches – inspect, pressure wash and disinfect any vehicle or machinery that comes on to the site and limit traffic through the production space.

FREE DIAGNOSTIC TESTING

Production nurseries receive free diagnostics for pests and disease through Grow Help. To contact Grow Help and for instructions on sample submission, visit: www.business.qld.gov.au/industries/farms-fishing-forestry/agriculture/crops/test/grow-help-australia

ENTRY PATHWAY 3: PEOPLE, CLOTHES AND FOOTWEAR

Mitigate entry via people, clothes and footwear by:

- limiting entry – use signage and barriers to keep outsiders from entering the production space
- using movement controls – maintain plants with a high risk of pests and disease at different times from plants with a lower susceptibility to avoid cross contamination
- wearing clean clothes and footwear to work
- being aware of contact with plant pathogens to avoid moving these on your hands, feet and clothing
- washing your hands or using an antibacterial hand gel between handling batches of plants, or using disposable gloves (and disposing of these between batches)
- (where soil borne pathogens are a risk to the crop) cleaning dirt and mud from boots before entry and using footbaths, particularly if crops are located on ground level beds.

EMERGENCY PLANT PEST DETECTION – THREE STEPS TO TAKE

If you detect an EPP:

- call the exotic plant pest hotline on **1800 084 881**
- if possible, bag all affected plants and quarantine the area the plants have occupied from staff or plant movement – anyone who has handled the infested material should perform basic hygiene measures, such as washing their hands and cleaning their boots
- if instructed, send samples to Grow Help for diagnostic testing.

VISITORS

**PLEASE RESPECT
FARM BIOSECURITY**

Please phone or visit the house before entering.

Do not enter property without prior approval.
Keep to roadways and laneways.



Plant biosecurity signage available for download through [PHA](#)



Plants on benches in shadehouse with gravel flooring

ENTRY PATHWAY 4: BENCHES, BEDS, USED POTS AND WORKING SURFACES

Mitigate entry via benches, beds and working surfaces by:

- cleaning benches, growing beds and other working surfaces – remove debris and spray with disinfectant between batches/jobs, and bin debris in the general waste or a composting pile
- displaying cleaning procedures and checklists for work surfaces, such as propagation benches, to ensure staff know to clean between batches and at the end of the day
- pressure washing and applying quats or copper to growing beds when beds are empty between batches
- cleaning used pots before reuse.

CLEANING POTS

If you don't clean them properly before reusing them, used pots pose a significant pathogen infection risk.

The best way to clean pots is to steam pasteurise them at 60°C for 30 minutes. Cleaning with quats or other disinfectant is less effective and poses a higher risk of contamination because the tiniest amount of media remaining in the pot can carry multiple microscopic pathogens.



Blue and yellow sticky traps from bugs for bugs

ENTRY PATHWAY 5: WIND, SOIL, WATER AND GROWING MEDIA

Mitigate entry via wind, soil, water and in growing media by:

- disinfecting irrigation water sources with a method that has demonstrated effectiveness in controlling plant pathogens, such as *Phytophthora* and *Pythium* spp – effective treatments include chlorine, UV and reverse osmosis
- purchasing growing media from a Nursery Industry Accreditation Standard Australia (NIASA)-accredited media producer – NIASA-accredited producers are independently audited to ensure their media production practices prevent the distribution of harmful pathogens
- installing wind breaks, implementing regular recorded crop inspections and using sticky traps that alert you to the presence of pests and disease early – this will allow you to spot spray, saving time and money on blanket spraying regularly (say, once a month)
 - » surveying the site and surrounding gardens for pests and weeds
 - » removing or spraying weeds in surrounding areas
 - » recording this activity
 - » drafting and implementing a **weed management plan**
- constructing ground level growing beds to ensure plants don't contact the soil or soil water – this means ensuring effective drainage to the whole site, preparing beds with plastic lining and a minimum of 75mm deep 10–25mm gravel to prevent dirt splash into pots
- growing inside protected structures to limit the entry of pests and diseases
- ensuring pathways are sealed to prevent pathogen-carrying dust from settling on plants.



Ready for a biosecurity plan?

GIA can help!



- Contact the GIA **Extension Officer** in your state for an in-person assessment and planning assistance – this service is free for levy payers.
- Consult the:
 - » **Pest ID** tool to identify pests, diseases, weeds and beneficial organisms
 - » **Australian Plant Production** website for industry resources on plant production, including integrated pest management plans and contingency plans for pest incursions.
- Look for the BioSecure HACCP logo to identify producers that have been independently audited for having an high health plant production facility.



MORE INFORMATION

Download past nursery papers from the Greenlife Industry Australia website at www.greenlifeindustry.com.au/communications-centre?category=nursery-papers

This communication project has been funded by Hort Innovation using the nursery research and development levy and funds from the Australian Government.

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At Moshie, we're all about helping businesses find clarity, uncover opportunities, and build long-term success. We care about the people we work with, and take the time to understand what really matters to you. The value we deliver looks different for every client but we're always focused on making a real impact and proving the value of what we do with measurable return on investment.

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DOWN

- [1] Essential nutrient for plant growth, often found in fertilisers
- [2] Turning over the soil to prepare it for planting
- [3] Chemical used to prevent fungal diseases in plants
- [7] Reproducing plants from seeds or cuttings
- [8] Material spread over the soil to retain moisture and suppress weeds
- [9] Chemical used to kill pests on plants
- [13] The beginning of a plant's life cycle
- [14] The science and art of growing plants
- [15] The flower of a plant
- [16] Structure used to grow plants in controlled conditions
- [17] The foundation where plants grow
- [22] Technique of joining two plant parts together
- [23] Process of trimming plants to maintain shape and health

How well do you know your greenlife?

ACROSS

- [4] A cultivated plant grown for food or other use
- [5] A small plot of land where people grow plants
- [6] Transfer of pollen from one flower to another
- [10] A young plant grown from seed
- [11] The process of a plant increasing in size
- [12] Organic material used to enrich soil
- [18] Growing plants without soil, using water
- [19] Container used to grow plants
- [20] System of watering plants artificially
- [24] Substance added to soil to improve plant growth

SUDOKU

LEVEL: MEDIUM

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

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From plant to plate

With Leisha Jordan

This week, I'm excited to share a dish inspired by a recent experience at a Fijian gathering, where I was invited to a vibrant celebration filled with an abundance of curries. From goat and lamb to chicken and seafood, the aromas were unlike anything I'd ever encountered—rich, fragrant, and utterly comforting. These curries were not only delicious but also made to feed large groups on a budget, with ingredients from the garden playing a key role. After speaking with the humble chef (Peter Ravulo, known as "Uncle Peter" by all), I was amazed at how simple the recipes were, despite their complex flavours. One curry, in particular, stood out to me: a seafood curry that I couldn't wait to recreate. Though I'm using prawns for this recipe, you can easily swap them for salmon or your favourite seafood. This curry is a warm, flavour-packed comfort food that's sure to leave you wanting more. I'm confident you'll love it!



FIJIAN PRAWN (OR SALMON) CURRY

Prep Time: 20 mins **Serves:** 4-6

Ingredients

- 1 tablespoon fresh ginger, finely chopped
- 3 cloves garlic, minced
- 1 medium onion, chopped
- 3-4 tablespoons curry powder (adjust for a deeper colour and flavour)
- 1 kilogram prawns, peeled and deveined (Can use salmon or another seafood of your choice)
- 1 can coconut cream (or coconut milk for a lighter version)
- 1 tin water (use the coconut milk tin to measure)
- 4-6 fresh curry leaves

Method

1. Heat a tablespoon of oil in a large pan over medium heat. Add the chopped ginger, minced garlic, and onion. Sauté until fragrant and the onion is softened, about 3-5 minutes.
2. Stir in the curry powder. Adjust the amount based on your preference for colour and depth of flavour. Allow it to cook for another minute, releasing the spices' aromas.
3. Add the prawns to the pan. Cook, stirring frequently, until they are nearly fully cooked, turning pink and opaque.
4. Pour in the coconut cream or milk (depending on how rich you'd like your curry). For a thinner consistency, add the water from the empty coconut milk tin. Stir in the curry leaves for added fragrance and flavour.
5. Bring the mixture to a gentle simmer, allowing the curry to bubble and thicken to your desired consistency.
6. Once the prawns are fully cooked and the curry has thickened to your liking, it's ready to serve!



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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
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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 scan the QR code or contact NGINA:
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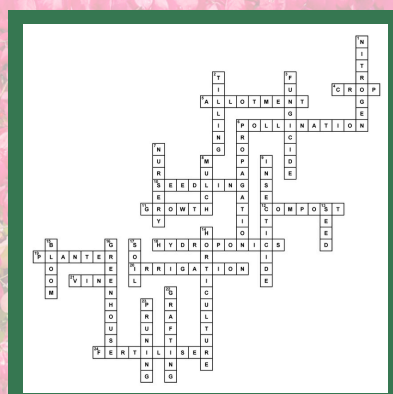


ANSWERS

SUDOKU

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3	9	4	5	7	1	8	6	2
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