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N&G NEWS

NURSERY & GARDEN INDUSTRY NSW & ACT



Nursery & Garden Industry
NSW & ACT

INDUSTRY AWARDS | SOCIAL MEDIA | MICROBIOME | ASSESSING SOFT SKILL FITS | ASK AN EXPERT

2023 Events & Training

CALENDAR



January

Wednesday 18 | Sydney Trade Day
Friday 27 | Pulling Back The Shade Cloth

February

Thursday 2 | Board Meeting
Wednesday 15 | Sydney Trade Day
Wednesday 22 | Online Member Forum
Friday 24 | Pulling Back The Shade Cloth

March

Wednesday 15 | Sydney Trade Day
Wednesday 22 | Online Member Forum
Tuesday 21 | ChemCert AQF111, Kenthurst
Thursday 23 | Board Meeting
Friday 31 | Pulling Back The Shade Cloth

April

Wednesday 19 | Sydney Trade Day
Thursday 20 | ChemCert AQFIII, Central Coast
Wednesday 26 | Online Member Forum
Friday 28 | Pulling Back The Shade Cloth

May

Wednesday 10 | First Aid & CPR, Sydney
Thursday 11 | First Aid & CPR, Alstonville
Wednesday 17 | Sydney Trade Day
Wednesday 24 | Online Member Forum
Thursday 25 | Pioneers Lunch
Friday 26 | Pulling Back The Shade Cloth
Thursday 29 | Board Meeting

June

Wednesday 21 | Sydney Trade Day
Tuesday 27 | ChemCert AQFIII, Kenthurst
Wednesday 28 | Online Member Forum
Friday 30 | Pulling Back The Shade Cloth

July

Wednesday 19 | Sydney Trade Day
Thursday 25 | Board Meeting
Wednesday 26 | Online Member Forum
Friday 28 | Pulling Back The Shade Cloth

August

Wednesday 9 | First Aid & CPR, Sydney
Thursday 17 | First Aid & CPR, Alstonville
Wednesday 16 | Sydney Trade Day
Monday 21 | ChemCert AQFIII, Kenthurst
Wednesday 23 | Online Member Forum
Friday 25 | Pulling Back The Shade Cloth



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FROM PLANT TO
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from the President

I love a sunburnt country, a land of sweeping plains, of ragged mountain ranges, of droughts and flooding rains. I love her far horizons, I love her jewel sea, her beauty and her terror, the wide brown land for me.

Well, Dorothea Mackellar just perfectly summed up the year that's been. (In 1904 at the age of 19 she wrote that now famous poem while homesick in England) Born in Sydney in 1885 at Point Piper she really knew what the country was all about.

In this President's update I want to tell you all a story:

I am not going to reiterate what we have already collectively lived through during 2022, Anita's CEO report will do a fine job of that.

We know the past and where we have been. I want to take you all on a journey of where I think we need to go.

We need to create a narrative around the landscape we operate in.

In this President's update, I want to use the garden as a metaphor in our wider landscape.

I would like to talk about our strategy in the context of :

1. **Planting: what we want**
2. **Pruning: what we don't want**
3. **Then nurturing what we plant: to ensure it thrives and grows into a tree under who's shade we may never stand.**

It takes all (3) to create the garden we desire.

1 Planting what we want :

- Firstly, we will redefine our 3-year strategy which will commence in the first half of this calendar year.
- In a survey sent last year we received feedback from 35% of our members asking what you wanted from your association, we will use this as input into the strategic plan.
- Engagement and your feedback is important, and this input provides improved clarity in the direction we set.
- Defining who we are, the size of our market, what is included in that definition, who we employ and the total economic value to the state is critical to ensure our policy positions and government messages are fact based and set us up to deliver on those positions.
- Without good state and territory data it is very difficult to do this and then measure success.

2 Pruning what we don't want :

- From this process we will prioritise and also define what we will not be doing. We will trim and cut off what's not important and then focus our associations energy and financial resources to deliver on the agreed core strategic pillars and this will be used to define and frame our F24 Budget.
- We will be more laser focused to ensure that we deliver on fewer bigger projects that cover the diverse needs for you, our members.
- We will work on better supporting and increasing inclusion of our many special interest and regional groups, not to take away, but to unify the way in which we effectively deliver services right across our state and territory.



3 Nurturing what we plant:

- We then must ensure we provide an enduring structure to support the initiatives that we have defined as critical to our collective success.
- We will continue to become less reliant on our investment fund to support the operations of the association and we are already well down this pathway to delivering on this aspiration with increases in revenue streams that underpin the associations financial resilience.
- We will develop a less Sydney centric support structure that underpins growth initiatives within regions where we have opportunities to grow membership.
- We will use better technology to provide member services – continuing and further developing our digital capabilities via our exciting new member hub online.
- Increase and improve our collaboration with our state NGI's to better leverage capabilities and put downward pressure on continuing to develop services that you, our members value.
- We will also continue to provide ongoing KPI reporting against agreed projects and targets as we want to be accountable for what we say we will do.

To be successful we will also need to work with and leverage the emerging, yet to be defined, remit and capabilities of our national association GIA, and ultimately how GIA re-engage with HIA to our collective benefit.

We do need to give the GIA - CEO (Joanne Cave) some time to deliver on what could be a new era of cooperation that will ultimately benefit us all across the wider landscape of our industry, as together we will build a stronger future, but this will take ongoing effort and energy to get right. A national

industry summit planned early this year will start to better define this pathway and we will ensure that our priorities are well defined, understood and represented in this forum.

Robert Louis Stephen said, don't judge each day by the harvest you reap but by the seeds that you plant. So, we do ask for your ongoing patience in regard to getting this right. We know it's taken too long and the road has had many twists and turns that have tested and frustrated many good people with sound intent.

I would also like to again thank so many that have contributed to our past successes and future direction :

You, all our NGINA Members for continuing to operate at the highest possible standard during the early part of last financial year while COVID was still in play and then for the collaboration and support in the second part of that financial year during what has been the wettest period in NSW on record. (The flooding rains and terror mentioned in Dorothea's famous poem).

We could not do many of the projects within the strategic plan without the support of our partners. Garden City Plastic, Ozbreed, Oasis, Ball, Envu, C-Mac, Transplant Systems, Powerplants, TY tags, Vegepod, Octopus Consulting and Sidekicker, your support is valued and we want to ensure we give you a great return on the investment you contribute to the industry and association, we all thank you and also understand that we need to support you all in return.

Those of you that continue to work on committees, tirelessly behind the scenes getting things done, in some cases year in year out, you are greatly appreciated for the work you do and the selfless commitment you give, Regional and Special Interest Groups,

from the President

Trade Day, Growers & Suppliers, NextGen, along with those who serve on the investment, risk and audit committees, and wider GIA committees that support the needs of our association.

I would also like to acknowledge the Board for their support during last year and their contribution to the many projects, initiatives and challenges we have faced throughout 2022.

Then, to our NGINA Team, led by our CEO, Anita Campbell. I want to thank Anita for her resilience, leadership, and commitment to this Association.

I would also like to thank and acknowledge the new team that have also supported the delivery of the many projects and services with a renewed energy and commitment to

see a further step change in giving our members the best possible returns on the investment of membership.

I look forward to 2023 being the year that continues to see the association deliver services and projects that energise and excite our members.

I would like to conclude and re-underline a point already made and quote Nelson Henderson:

The true meaning of life is to plant trees, under whose shade you do not expect to sit.

So, let's all get planting.

David Jakobs
PRESIDENT



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from the CEO

As 2022 draws to a close I want to take the opportunity to look back on a year that again showed how strong we are as an industry.

It is our combined strength that makes us successful and this year I believe we 100% lived up to our tag line of "Together We Grow".

We have had a whole, uninterrupted, year of being together at our monthly Sydney Trade Days. This included the long-awaited move to the new facility in June and our 50th birthday celebrations in August. It is fantastic that we can all be under one roof, on a hard surface and we have sold all our permanent stands. I have to give a huge thank you to Tony Matson who chairs our Trade Day Committee. He did so much work behind the scenes from stand pricing, sizing, allocations, and traffic management to ensure that the move happened without any hiccups at all.

We also held a regional Trade Day in March at the Northern Rivers and another in August at Port Macquarie. A huge thank you to Lynn Sutherland and the Northern Rivers Committee and Julie Worland who organise these hugely successful events.

We also had fantastic Next Gen Events at Alpine Treemovals, a trivia night at West Pennant Hills and a sell-out event at the Western Sydney University National Vegetable Protected Cropping Center. As only 15% of our industry is under the age of 40 it is imperative that we come together to support those that have chosen a career in our fantastic industry and encourage them in their leadership aspirations.

We had events for our Sydney Group at Macquarie University and the Botanic Gardens at Mt Annan. We also attended the IGC Conference in May to connect with our retail members.

We came together to support our friends in the Northern Rivers who were smashed by flooding in May. We coordinated advice and support and had an event to bring everyone together. The group have also continued their Pulling Back the Shade Cloth series with monthly events at member nurseries.

Our on-line member forums continue to bring people together virtually and this year we have covered topics such as disaster planning and resilience, recruiting staff, Cyber security, apprenticeships, IR awards and The HIA Stats Project.

We have been able to get everyone together for face-to-face training which has included Chem Cert, First Aid, Biosecurity, WHS, leadership, social media and marking, IR fundamentals and enrolled over 220 people in a Forklift licensing course.

We were also together to celebrate the achievements of the best in the industry at our recent NGINA Gala Dinner and Industry Awards. A huge congratulations to all our finalists and winners. The calibre of entries this year was truly outstanding.

I am thrilled to announce the winners:

- **Small Wholesale/Production Nursery of the Year:** **Swane's Garden Care**
- **Large Wholesale/Production Nursery of the Year:** **Scotts Tubes**
- **Small Retail Nursery of the Year:** **Native Grace**
- **Large Retail Nursery of the Year:** **Heritage Gardens**
- **Allied Supplier of the Year:** **CutAbove Tools**
- **Next Genner of the Year:** **Jasmine White, Scotts Tubes**
- **Apprentice of the Year:** **Raychel White, Penrith City Council**



from the CEO

Check out pages 10-15 for a full run down on our event and more information on our winners.

Early in December, over 40 of us came together on a chaperoned tour of the Victorian Horticulture Trials Week. We visited a dozen horticultural businesses which included production nurseries, a garden centre and our allied supplier partners. It was an amazing few days where we learnt and shared best practice, saw lush foliage and vibrant potted colour, engaged in industry networking and had demonstrations of the very latest in industry technology. A gigantic thank you to all the Victorian members that welcomed us and so generously gave up their time to show us around their businesses.

Whilst we have been together this year I'm also able to report that we have also managed to grow.

We have smashed the KPIs in our Strategic Plan around partnership and alternative revenue while membership numbers are holding steady.

We finally have a full contingent of staff to start off the new year. Melissa Meadows has just started as our Events and Administration Coordinator and after only one trade day is brimming with enthusiasm and has great ideas for improvement. Tara Preston will start on 9 January as our new Member Services Manager. I am looking forward to introducing them both to all our members in the new year.

This year, we have continued to do our bit to grow the industry. We have promoted a career in horticulture to school students and teachers through our basic introduction to horticulture workshops, the hanging garden competition and masterclass. This year the Garden Council invited us to have a

Garden Council invited us to have a presence on their stand at the two careers expos in June and August where we were able to distribute thousands of our careers brochures to anyone interested in a career in horticulture.

We have signed up to a new CRM system which will revolutionise how we operate in the office but more importantly how we communicate with members. Among other things, we will have a new website which should be ready to launch early in the new year.

There are so many people I need to thank for making all this togethering and growing happen.

Firstly, we are supported by committees and I'd like to thank everyone who sits on one of our committees and especially the Chairs:

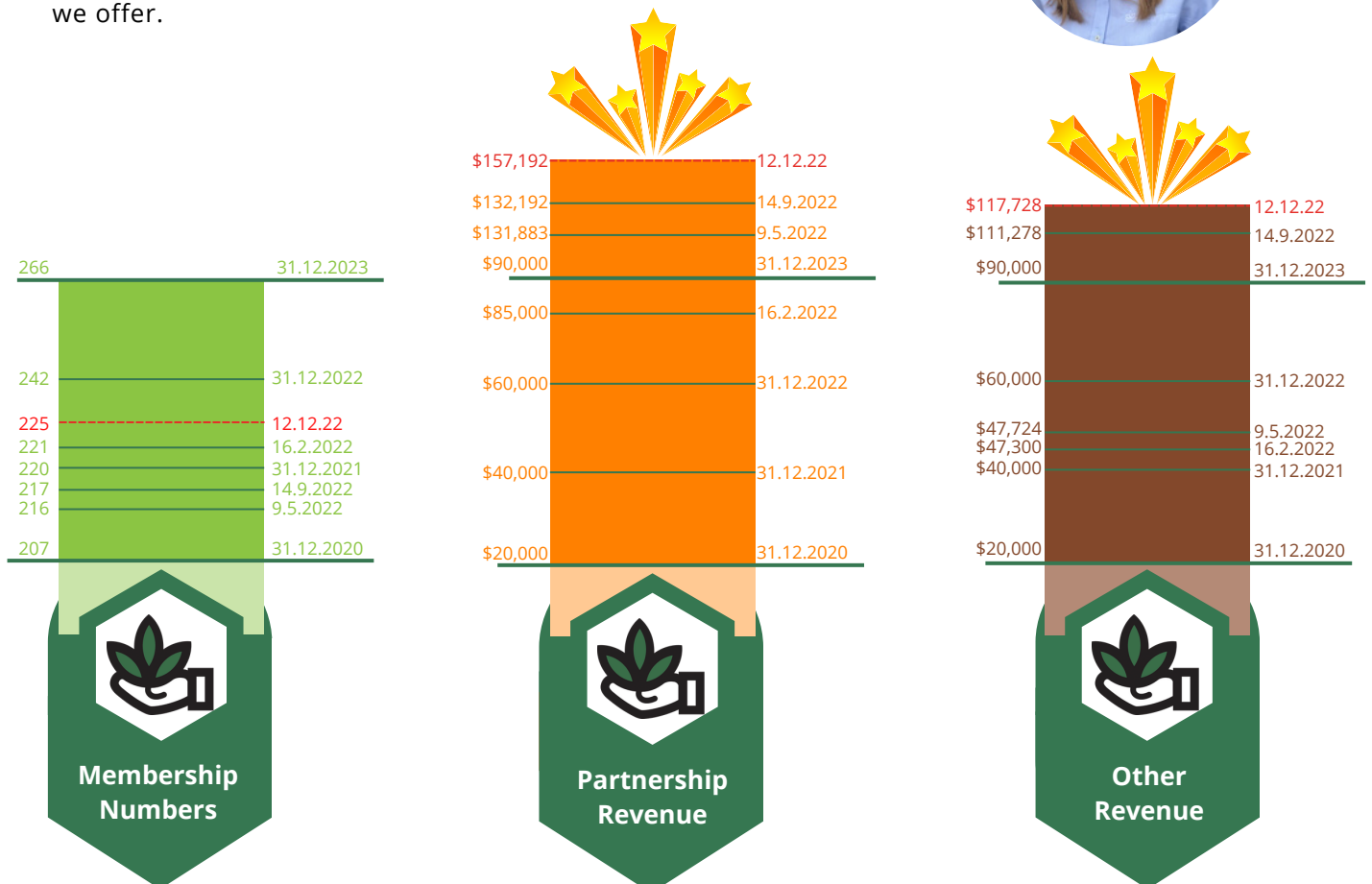
- **David Jakobs** is our President and Chair of the Investment Committee
- **John Walsh** chairs our Audit and Risk committee
- **Tony Matson** chairs our Trade Day Committee
- **Jack Thorburn** chairs our Next Gen Committee.
- **Johnathon Steeds** chairs our Central/Coast and Hunter Group
- **Lynne Sutherland** chairs our Northern Rivers Group
- **Cameron Blakemore** chairs our Grower and Supplier/Sydney Group.

We have a very committed and skills-based Board. We are very lucky to have as our President, David Jakobs (Oasis Horticulture), Vice President Andy Cameron (Agnov8) and Directors Sam Birkwood (Bamboo World), David Cliffe (Narromine Transplants), Mike Mehigan (Elegant Outdoors) and John Walsh (ICL). I must thank them for all of their hard work this year.



Finally, I would like to thank all our members for their ongoing support of your State Industry Association. We value your continued support and for joining us, as together we continue to drive the Association into upward growth, boost member numbers, and develop the quantity and quality of member benefits we offer.

Anita Campbell
CEO





NGINA'S INDUSTRY AWARDS 2022



The winners of the 2022 Nursery and Garden NSW and ACT (NGINA) Industry Awards were announced at a sell-out gala celebration at Rydges Norwest on Friday 2 December 2022. Hosted by ABC Presenter, Costa Georgiadis, the Awards recognised wholesale/production nurseries, retail garden centers, allied suppliers, apprentices and the next generation of industry leaders from across NSW and the ACT, for being at the top of their fields.

The calibre of nominees was truly outstanding and have once again raised the bar. The standard of entries was exceptionally high and each and every one of this year's finalists could have taken home a prize for excellence in the nursery and garden industry.

In saying that, some members absolutely excelled this year and NGINA is delighted to recognise the individual efforts and contributions of these industry representatives across a wide range of categories.

The Industry Recognition Awards acknowledge the continued support and contributions of members that have reached the significant membership milestones of 25 and 40 years.

25 YEAR RECOGNITION AWARDS

- Narromine Transplants Pty Ltd
- Boyds Bay Group

40 YEAR RECOGNITION AWARD

- Cabbage Tree Nursery
- Hamilton's World of Cactus
- Eureka Plants



Cabbage Tree Nursery



SMALL WHOLESALE/ PRODUCTION NURSERY

Swane's Garden Care

According to the judges in this category this small nursery at South Maroota is managed with great attention to detail. It provides a diverse range of succulents and indoor plants to retail nurseries and florists.

The owners pride themselves on growing good quality stock and have excellent site management.

LARGE WHOLESALE/ PRODUCTION NURSERY

Scotts Tubes

The judges of this category said, that while the finalists all set a high standard for the industry to follow, Scotts Tubes stood out as the winner for the third year in a row. The nursery team scored highly across the board demonstrating technical proficiency, immaculate site presentation and strong business management skills. In addition, the nursery displays a commitment towards sustainability and continuous improvement. The results speak for themselves.



SMALL RETAIL NURSERY OF THE YEAR

Native Grace

According to the judge Luke and Catheryn Maitland have created a little gem of a place at Robertson. It is a clean, neat, tidy and impeccably presented garden center. It has a Design Studio creating sustainable Australian Native gardens for clients, a gift shop focusing on Australian products and Bush Foods and in addition there is an onsite café van. The stock is top quality and it is a winner in so many ways. The judge was most impressed with the dedication for perfection in every aspect of the business..



LARGE RETAIL NURSERY OF THE YEAR

Heritage Gardens

According to the judge, Heritage Gardens is a generational family business currently owned and operated by Dwayne and Olivia Bramble, who seem to have mastered the art of providing wonderful displays of colour to inspire everyone. They are continually reinvesting in the business with continuing improvements and ambitious plans for the future. This is a garden centre to explore and maybe take a break for a cuppa in the attractive café that has delightful views out over the centre. The new signage is totally appropriate for the style and heritage of the garden centre and this will link in really well with the new website. 11 qualified horticulturalists is impressive, the staff on duty were all charming and there is a really happy atmosphere. The quality of the stock was superb, the range of pots impressive and there was ample off street parking.



ALLIED SUPPLIER OF THE YEAR

CutAbove Tools

According to the judges, CutAbove Tools has implemented many business improvements for their customer-base during the past twelve months. These include new functional tool stands for in-store displays, stock replenishment cards for easy reordering, no minimum order quantity and free shipping over \$500.00. They also introduced new technology that has enabled barcoding on all products and a POS system allowing invoices to be printed via a tablet while at trade days.

CutAbove Tools also educates all new customers about their full product range to assist with sales in the garden centre. They educate consumers via workshops on how to maintain their tools, enabling brand recognition for future purchases.

CutAbove Tools have introduced a new watering equipment range from Italy, Makita battery-operated equipment and Vesco tools.

The team at CutAbove Tools should be congratulated for continuing to grow the brand, support their customers and introduce innovative technology to assist with managing and growing their business.





APPRENTICE OF THE YEAR

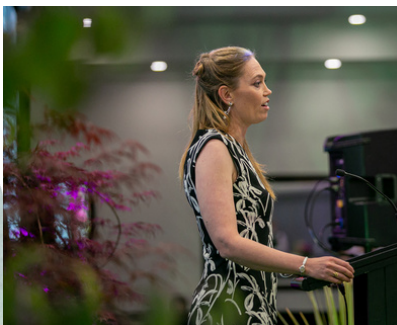
Raychel White, Penrith City Council

The Apprentice of the Year criteria is aligned with that of the NSW Training Awards. The standard of candidates was outstanding and according to the judge, all finalists demonstrated incredible passion and showed the key attributes required to be successful in this industry. According to the judge, Raychel has recently completed the new Certificate III Nursery Operations qualification (Production) whilst working at Penrith City Council Nursery. She is considered to be an invaluable team member who shows passion and commitment to industry, studies and skill development.

NEXT GENNER OF THE YEAR

Jasmine White, Scotts Tubes

According to the judge, Jasmine has worked in both retail and production and has made the most of the opportunities to learn and contribute the maximum she can in both fields. She has taken on a leadership role at Scotts where she is responsible for a team that includes a number of people older than herself. Her employer has described her as having leadership, passion and humility. She has developed and refined production processes that have helped the business to grow. She has maintained her enthusiasm and interest in plants and the environment. She has also been involved in Scouts since she was 12. She is a Rover, who educates others on the outdoors in the NSW Scouts environmental section. She is heading the NSW contingent to the upcoming national jamboree in Tasmania and will be involved in the Australian contingent joining in the Centenary Celebration of the establishment by Baden-Powell of the Kandersteg International Scout Centre in Switzerland in 2023.



NGINA LIFE MEMBER

Brent Tallis



As per the NGINA Constitution, a Life Member is a person who has rendered distinguished and meritorious service to the Industry and who, after investigation and recommendation of the Board, is elected at the AGM. Brent started in the industry in 1986 as an apprentice at Glenacres Nursery. In 1992 Brent was awarded NGINA's Junior Nursery Person of the Year and around the same time was appointed President of the newly re-formed Tree and Shrub growers' group. Brent served on the NGINA board between 1998 -2006. He served as President in 2003 and 2004 and Vice President before that. Brent has served the industry on multiple committees including the Industry Advisory Committee for Horticulture Australia. Through his business, Brent has been a great supporter of the industry and the events it has organised, particularly conferences both state and national, awards nights, industry run trade expos and trade days.

THANK YOU

Thank you again to **Kenthurst Nursery** who kindly supplied the greenlife decor beautifying our room and **Plantsporters** who transported and installed it. Thank you to **The Green Gallery Nursery** who generously donated the fabulous table centrepieces for our gala dinner event.

A big thank you as well to all our Partners for their support of the Industry.





MICROBIOME - HEAVY WEIGHT CHAMPIONS IN PLANT PRODUCTION

By Elliott Akintola | Garden City Plastics

Origins

The rhizosphere is complex and comprises of distinct microbial communities. The soil which is the most abundant primary plant growing environment, contains huge quantities of microbial biomass, including fungi, protists, viruses, bacteria, archaea and other microbial eukaryotes which are collectively referred to as the soil microbiome (Fierer 2017). Each microorganism in the below ground ecosystem can exhibit distinct physiological and ecological attributes which in part, is due to the heterogeneity of a single soil that can consist of a wide range of diverse microbial habitats with

unique microbial communities (Serna-Chavez, Fierer & Van Bodegom 2013).

Soil microorganisms have crucial roles in nutrient cycling, maintenance of fertility and carbon sequestration, (Chaparro et al. 2012). The importance of the soil microbiome on plant health has long been recognised, becoming the foundation of various biological technologies and innovations deployed in a wide range of growing practices.

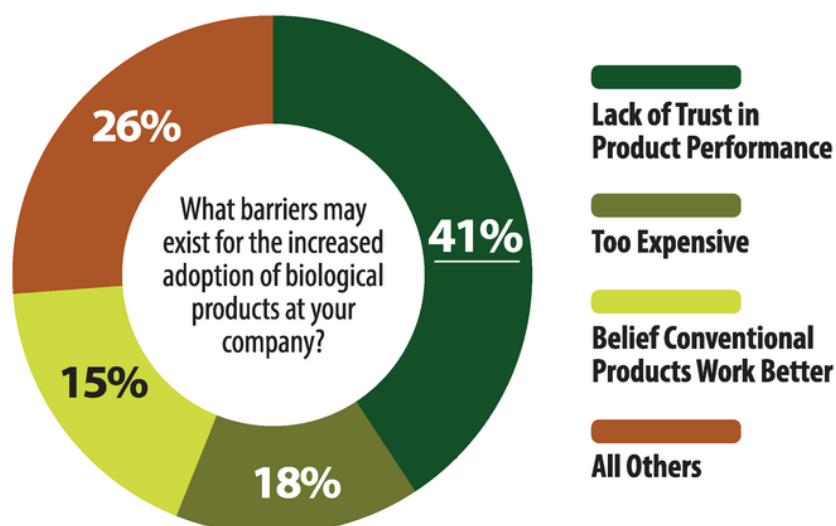
Today's Reality

Horticultural growers are gradually

realising that biological technologies hold tremendous amounts of promise to improving plant production and yield. The increasing attention to sustainability and the environmental footprint of plant production, occupational health, and safety, increased frequency of extreme weather events, availability and higher input costs, are major factors fostering new thinking amongst growers for alternative methods of pest control, fertility, or being more efficient with nutrition strategy. Moreover, biologicals can play a significant role in abating abiotic stresses and improving plant recovery process.

Still a Matter of Trust

Trust in performance remains the key issue for biological adoption.



Source: 2021 Farm Journal Survey of biologicals

However, the industry still struggles in the key area of accepting the credibility. A 2021 Farm Journal Survey of US growers had 41% indicate that trust of product performance was a concern in adoption of biologicals and the same can be said for growers in Australia and other parts of the world. Specifically, many Australian growers have experienced biological technologies at some point in their production but many of the early product entrants struggled in some important ways.

Initially, they over promised but under delivered on their claims, or struggled with variability in performance because users could not fully appreciate or understand

where the technologies best fit. In some cases, the results shared were anecdotal and devoid of strong science. Technology in the space, especially the early entrants, also struggled with scalability and may have been better suited to home gardens instead of large commercial scale production.

What Is Available?

In the last 10 – 15 years, the biological space has been maturing rapidly and upon closer inspection, the leading products appear to be based on sound scientific research with clear and fundamental understanding of the mode of action involved in gaining results. Secondly, and probably the most important attribute, is that they have been widely and repetitively tested in the field, providing a valuable understanding of where the technologies do and do not work. The leading technologies are also capable of scalability and deployment for large production systems such as landscape, turf management, propagation (cuttings and seed) and production nursery functions such as: media incorporation and spraying.

Biologicals available today come in different forms and functionality and can be grouped into four classes based on their use. An overall summary of each class is highlighted below:

I. Biocontrol Agents (BCA) or Biopesticides

This is a very active and rapidly evolving area. Also known as biopesticides, they target a crop pest (above and/or below ground) and provide protection either by directly attacking the pest, or by upregulating a plant's own defence mechanisms. Mostly derived from live strains of the soil microbiome, they could also be non-living substances like fatty acids, pheromones, or plant extracts. Live organisms such as naturally occurring or commercially produced beneficial insects such as Ladybugs, Aphidius, Persimilis etc, are considered part of this group.

In terms of functionality, they could be further subdivided into the following:

II. Biostimulants

These contain substance(s) and/or micro-organisms whose function, when applied to plants or the rhizosphere, is to stimulate natural processes to enhance/benefit nutrient uptake, nutrient efficiency, tolerance to abiotic stress, and crop quality (Calvo, Nelson & Kloepper 2014). They operate through different mechanisms than fertilisers, regardless of the presence of nutrients in the products. Some biostimulants, stimulate a plant's natural defence mechanism against pests and can induce Systemic Acquired Resistance (SAR) or Induced Systemic Resistance (ISR), Biostimulants that do this, are clearly acting as a form of pesticide.

Most, though not all, biostimulants are comprised of non-living products. Biostimulant products may include materials like:

III. Biofertilisers

These play a significant role in helping growers efficiently use fertiliser. The application of a biological product can improve soil health and help plants absorb nutrients applications more effectively, requiring less products for optimum yield. Biofertilisers can replace or complement synthetic fertilisers, but shouldn't be confused with Biostimulants. A simple differentiation is to view biostimulants as products that can treat the "symptom" of a plant problem while biofertilisers address the "cause." For instance,

Biostimulants can help a plant recover or cope with abiotic stress from drought conditions while biofertilisers would help to improve soil fertility, structure, and water use efficiency to prevent drought conditions.

Biofertiliser products may include:

IV. Biodigesters

Although, mostly used in broad acre for carbon recycling and preparing the field for planting, they are nature's soil conditioners because they can convert free and available source carbon generated from post-harvest wastes and turn it into nutrients for soil and plants. The adoption of biodigesters is gradually growing because they are a sustainable strategy in waste management. They can reduce and eliminate toxic, left-over chemistries from previous production such as herbicide residues and growth retardant compounds.

Examples of biodigesters include Saprophytes such as Phanerochaete chrysosporium, Trichoderma reesei, Trichoderma harzianum, Bacillus species and products like humic acids which feed and support the microorganisms introduced through the biodigester product.

Conclusion

It is quite a daunting task to validate which biological technology would be the best fit for one's growing operation. As mentioned above, there are different types of microbial



derived products which can be useful to the commercial producer. Once a suitable product has been selected, the first step should be to investigate what scientific evidence is available, preferably via sound independent research. The next query would be to identify the scope of the technology. Has the technology been robustly evaluated especially in the field? Is it on a few or multiple crop types, locations, and growing conditions? It is critical to understand whether the technology is based on live microbes or it just an extract of

some kind? The importance here is to understand the best storage and handling practices appropriate for the technology. It is key to know if the technology is a complete solution with clear, easy-to-use instructions, or does it require some customisation in the operation to be applied? Finally, whatever technology one has chosen, it must be clear where it fits, or how it can be incorporated into existing management practices. Knowledge of the growing system and the intended product is critical to achieving success.

References

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ASK AN

WHY DO PLANTS STRETCH?

Written by Mal Morgan

Firstly lets define plant stretching:

"A rapid upward growth spurt resulting in long lean plants"

Now let's look at why:

Consider where plants are growing (glass houses, plastic tunnel structures or outdoors) and consider their growing variables (temperature, light, air, water and fertilisers).

TEMPERATURE

Cool night temperatures along with warm sunny days often result in plant stretch. The greater the difference between day and night temperatures, particularly in glasshouses and plastic structures, the more stretch occurs.

GOOD LIGHT THE WAY TO GO

Plants also stretch towards a light source, a process called phototropism. Whilst chasing the sun, bedding plants and soft perennials may become leggy especially if they are started too early, spaced too close, shaded from above or are grown in low light caused by old plastic or dirty glass. You should look at the cause rather than revert to chemical growth regulators.

GOOD AIR MOVEMENT

Opening structures early and letting a cool rush of air in for a couple of hours helps plant stretch. Growing plants on benches outside is beneficial to reducing plant stretch. Keeping Glasshouses and Plastic Structures with little air movement closed, will increase average daily temperature, increasing growth and the likelihood of stretch. Reducing average daily temperatures slows crop development and stretch.

Watch the application of fertilisers. Excess amounts with high levels of phosphorus contribute to unwanted growth and unnecessary stretch. Good water management is another key ingredient in controlling stretch.

Can leggy plants be cut back? Simple answer, YES

IN SUMMARY

Understanding your particular environment and all the conditions that make that perfect plant, such as timing, temperature, light, fertiliser, water and air movement, all reduce or eliminate stretch.

Lastly, remember good plant selection and always pick the best varieties. Naturally compact plants with good basal branching definitely reduce stretch grown under the right conditions.



A CAREER IN HORTICULTURE

Customise your career with TAFE NSW

JOIN IN
FROM
ANYWHERE
IN NSW!*

Help us future proof our industry by Enrolling an Apprentice



Australia's staggering skills shortages

Since 2015-16 there has been an estimated 22% increase in sales but not a corresponding increase in employment within the industry. 52% of horticultural farmers experienced increased difficulty recruiting.

Engage an apprentice

Employing an apprentice comes with government assistance, plus gives employees an opportunity to learn new skills, develop their talent and grow their career. They will also bring new skills and knowledge to your business.



Future proof our workforce.

Horticulture is one of the fastest growing industries in Australia, and this sector plays an important role in delivering economic, social and environmental value. We have a responsibility to ensure it is future proofed.

We need 50
apprentices
for the class of
2023!



What course do I enrol students into?

C III NURSERY OPERATIONS VS C III HORTICULTURE

Short answer: C III Nursery Ops

DID YOU KNOW: Students enrolled in C III Nursery Ops can gain a dual qualification to receive their C III in Horticulture by completing **just one** additional unit as a two day workshop! (AHCSOL304 - Implement soil improvements for garden and turf areas).

C III Nursery Ops

- Is the registered qualification for apprentices
- Only qualification that provides specialist skills to be a grower or retailer
- Provides industry with workers/tradespersons that are technically competent and confident to solve problems
- Only flexible based model that provides practical choices on when, where and how to study. Completely customised. (Tutorials/local TAFE access/virtual/online/workbased)
- Only course that value adds to the qualification by improving business outcomes
- Utilises industry experts throughout the course
- Places both student and employer at centre of decision making to provide the best possible outcome
- Provides an environment that Increases student participation through NextGen, Trade Day, industry visits, Ask an Expert and exposure to industry leaders.

C III Horticulture

The C III Horticulture, does not provide any of these choices or outcomes. It is designed to develop general skills and knowledge, but does not specialise in any Horticulture related field. THAT'S why we have specific courses in Production Nursery/Retail Nursery/Parks & Gardens/Landscaping/Conservation & Environmental Management/Arboriculture and Landscape Design/Industry specific short courses.



Industry can have direct input to any changes to improve nursery outcomes - the Nursery Industry owns this qualification!



**ENROL FOR
FEBRUARY
TAFE
INTAKE
TODAY!**

HOW TO GET STARTED

From anywhere in NSW!

Apprentice
recruited

Contact
Australian
Network
Provider (ANP)
& sign-up

Contact TAFE
Richmond
College

Steve Rixon
0410 455 960

Enrole Apprentice.
All CIII Nursery
Operations are
managed centrally
from Richmond

Customised
programs
developed

HOW IS IT CUSTOMISED?

Delivery is designed to meet the demands of the nursery Industry, be flexible and responsive, whilst maintaining quality training. When developing customised programs we consider the needs of the business/employer and the Apprentice.

Choose your own adventure by combining any number of the following options:

**Work based
assessments**

**Weekly
virtual
tutorials**

**Catch-ups online
or by phone as
required**

**Options for
block release
(off-season)**

**Email
service**

**Attendance at
local TAFE for
some subjects**



TAFE NSW
RTO No: 90003

Contact us

Steve Rixon 0410 455 960 or
stephen.rixon@tafensw.edu.au

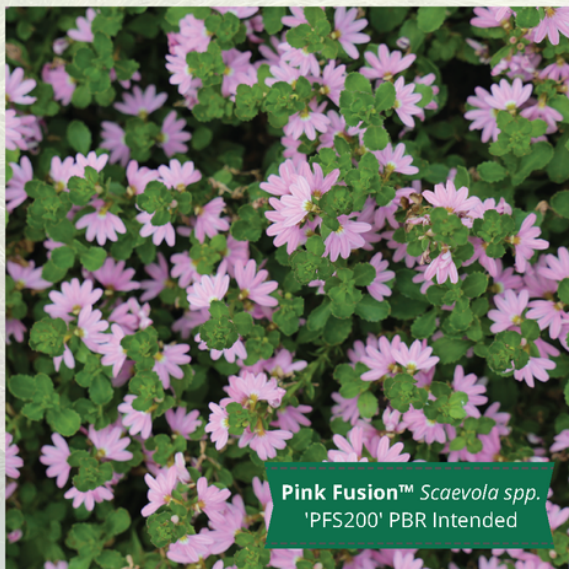


AMAZING NEW PLANTS COMING IN 2023...

Ozbreed Green Life has an exciting line-up of NEW plant releases that landscape professionals, and gardeners are going to love. Here's a quick look at some of the unique, hardy, and simply beautiful new products launching in 2023. These will surely inspire new and wonderful landscape and gardening ideas.



Eskdale Blue™ *Poa* spp.
'POL12' PBR Intended



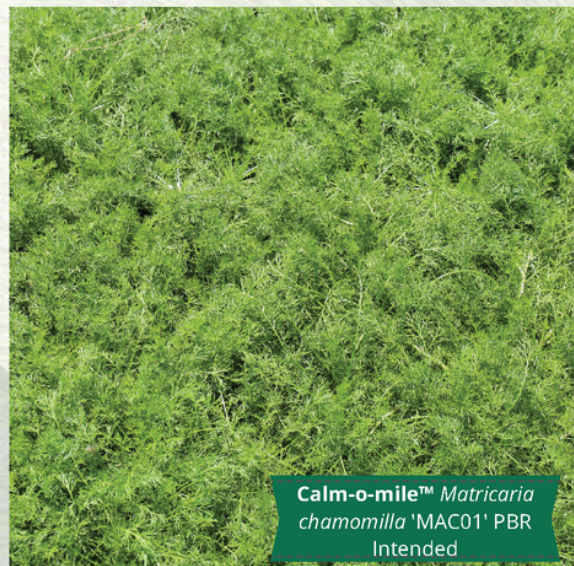
Pink Fusion™ *Scaevola* spp.
'PFS200' PBR Intended



Ozbreed Zen Grass® *Zoysia*
spp. 'ZOY01' PBR Intended



Rustic™ *Poa* spp. 'POL11'
PBR Intended



Calm-o-mile™ *Matricaria*
chamomilla 'MAC01' PBR
Intended



CONNECTING GROWERS AND ALLIED SUPPLIERS WITH BUYERS

Sydney Trade Day, a monthly trade only plant market, **connecting growers and allied suppliers** with buyers from across NSW and ACT.

Sydney Trade Day provides buyers with access to top quality greenlife and allied nursery supplies at the best prices. Our exhibitors span the eastern seaboard, from Queensland, through NSW and into Victoria and stock a diverse range of plants from every climate.

Pre-purchase or buy on the day and enjoy the convenience of a central collection point. See what's new each month, talk directly with growers and hand-pick premium stock. Trade Day also provides a fabulous networking opportunity allowing you to cross paths with industry peers and stay in touch with what is happening in the industry.



BECOME A STANDHOLDER

There are so many reasons to be part of Sydney Trade Day as a stand holder.

Discover new customers, provide a valuable service to your small and regional customers, reduce freight bills, promote new product lines and enjoy catching up with those in the industry. Stand holders are invited to advertise in our Trade Day email and on our flyer at no charge.



COME AND HAVE A LOOK AROUND...

NGINA would like to invite first time visitors and those who haven't been to Trade Day in a while to come and visit for FREE!

Where Hawkesbury Showground,
Racecourse Road, Clarendon, NSW

When The third Wednesday of every month
(with some exceptions, see website).

Time From 7.00 am to 10.00 am.

If you are a production nursery and would like to offer your trade customers a complimentary visit or if you would like to extend this offer to garden centre peers, florists or homewares businesses please pass on our Complimentary Visit Flyer. If you have a trade audience or database, or you're attending Trade Day as a buyer or stand holder, please share this flyer and help us to support the stand holders who show up each month.

***This is a trade only event. Proof of trade may be required upon entry. Free visit is for first time visitors and those who haven't been in a while (6 months or more)*.**

Please get in touch with us to arrange your free entry: info@ngina.com.au or 02 9679 1472



**Visit our
Trade Day
for FREE!***



For more info

www.ngina.com.au > Events & Training > Sydney Trade Day



Do you want to promote your business on social media, but find it difficult to come up with ideas?

Coming up with content ideas to promote your business on your social media can be a daunting task. Whether you are just too busy, don't feel "creative" enough or just need some fresh inspiration, here's a few tips and tricks to get the ideas flowing.

What type of content engages people on social media?

First of all, let's take a quick look at what people are seeking when browsing social media. The most engaging content usually helps people to do at least one of the following things:

- ✓ learn something
- ✓ be entertained
- ✓ be inspired
- ✓ relax and escape the daily grind
- ✓ feel connected

Your content should tick at least one of those boxes.

Know your audience - their interests and their problems

A common mistake many people make when planning content is to start with their products and services. The best starting point is to think about your audience. Who is your ideal customer? What are they interested in? What are their 'pain points?' This is a potential gold mine for content ideas.

With a picture of your ideal customer in mind, brainstorm the types of problems they are likely to have. Also jot down the top ten questions that your

customers most frequently ask. With this information at hand, you can create social media posts that answer your customer's questions and solves their problems.

Get visual

Content that includes an image is always more engaging. Images grab our attention, can tell a story and can convey your brand personality. If you are taking your own photos, grab out your phone when inspiration strikes. As you go about your day, take photos of things that excite, inspire or move you in some way. Find an interesting element in the subject or scene and hone in on it. At regular intervals, you can then draw on your saved photos to create and schedule new social media posts.

Find the story

Humans are wired for stories, and social media posts with a story element often perform well. Listen for interesting stories as you talk to your customers, staff and suppliers. Draw on stories from your own industry and life experience.

For example, say you're thinking about posting a photo of one of your products. You could add a simple story element by posting a picture of a staff member holding up their favourite product and a sentence or two, or quote, about why they love it.



Develop a content series

I know some people who have beef stroganoff for dinner on Mondays, Mexican on Tuesdays, bolognese on Wednesdays... you get the idea! You can do the same with your content. You can develop a weekly or monthly series where particular days have a theme on which to base your content. This really narrows your focus and can make it much easier to come up with ideas. You can choose to advertise the theme, telling your audience it's "What's New Wednesday" or "Salvia Sunday" each week, or just use your theme ideas internally to guide your content creation.

No hard sell

It's important to remember that generally speaking, social media is not the place for the hard sell, but it is useful to inform your audience about your latest products, services, and offers. Make sure you don't overdo pure sales-type posts, and sprinkle them among the engaging, inspiring and informative types of posts.

Reflect your brand personality

All brands have their own unique brand personality. One brand might be fun, quirky and cheeky, whereas another might be more serene, peaceful and artistic. Consider the type of tone

you want to reflect in your social media posts. Keep it consistent and aligned with your brand personality.

Top content ideas

To help you get the ideas flowing, here are some examples of the different types of posts you can create:

- **Informative** – business updates, industry updates, 'how to' posts, 'hacks'
- **Topical** – posts about current or trending news stories as they relate to your business or community
- **Seasonal** – plan content around the seasons, holidays, annual events, milestones
- **Audience participation** – competitions, giveaways, polls, ask the audience a question
- **Inspirational** – customer success stories, finished projects, aspirational lifestyle images
- **Customer success stories and testimonials** – happy customers are your best advocates
- **Entertaining** – post about the humorous, quirky, unusual or surprising
- **Story-based** – go behind the scenes, customer or staff stories, memories

The best way to know if an idea is going to work is to try it. Jump in and give it a go.



Written by Filipa Ottley

Filipa Ottley is a freelance content and copywriter, plant lover, and bird noticer.
www.filipaottley.com.au



KEEPING SOCIAL

Have you seen our new "Keeping Social" section in our fortnightly eNews?

We all know that there are lots of reasons why having social media accounts are a great free resource for promoting our business, but sometimes it's overwhelming to know where to start, or even what to post.

Each eNews we share tips on what to post so you have no excuses to be pushing the "post" button on your accounts. In case you missed them so far, here is a little recap so you can get stuck into posting. Don't forget to tag us so we can help you share!



Week 1: A Tutorial

Don't worry, you can go as simple or as in-depth as you like on this one.

It can be a picture with a short description or it can be a quick video. It doesn't have to be fancy or have your face in it. Just whack something online that shows your followers that you know what you're talking about.

Week 2: A flatlay of what's in your bag/toolbox/tractor

Choose a clean background with good lighting.
Place down your "hero" items then add the other items in between.
Shoot from above and viola!



Week 3: Your cute pets

Everyone loves a mascot! Sharing a photo of your furry work friend makes you relatable and helps for people to connect with you. What role does this animal play in the day to day running of your business?

Don't have a pet? Why not share some wildlife hanging around on your premises? A bird, snail, spider, lizard etc.



Week 4: A drink for your customers

With the weather heating up, sharing a recipe for a refreshing beverage could be a huge hit. Bonus points if it can include some fruit, veg, herbs or edibles that you sell at your nursery.

It could be anything from a basic G&T, to a fancy cocktail. Or perhaps you can keep it PG with a mocktail, punch, or a refreshing flavoured water.



Week 5: A client review or testimonial

Don't underestimate the power of reviews! Share some of your great feedback on your social media accounts so others can see how wonderful you are.

Why not encourage people to leave you a review while they are there too?

Let's socialise! Are you following NGINA?

Our socials have gone through an overhaul to give you quick daily updates straight into your preferred platforms. Come connect, engage and share amongst our nursery and garden community!



Instagram:
@ngina_nswandact

Facebook:
@NurseryGardenIndustryNSWACT



Linked In:
Nursery & Garden Industry NSW & ACT

TikTok:
@ngina_nswandact



HAVE YOU HEARD OUR PODCAST?

Welcome to the new NGINA Podcast -
Together we grow!

If you like to get your information on the go, why not subscribe to our new podcast. Get the latest info and Online Member Forums on your phone so you can listen to updates in the car, on the tractor or while you're walking the dog.

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



flowers to go



A flower pack for any size garden!

Ideal for use in large decorative pots | Larger seedlings for better results | Fast to grow and fast to flower



@oasishorticulture

[oasishorticulture.com.au](https://www.oasishorticulture.com.au)

Product availability may vary by region. Available at all good garden centres.

TOP TRICKS TO ASSESS HUMAN 'SOFT' SKILL FIT



soft skills

72%
in progress

In the battle to win and retain staff, human skill fit is often a bigger indicator of future success than just focusing on technical skills alone. We look at six tips for businesses to use when interviewing candidates.

Research from McKinsey & Company has found that 77% of skills people will need in the digital economy will be human soft skills. McKinsey predicts that two-thirds of all jobs will be soft skill intensive by 2030. Of the 56 foundational skills McKinsey found to increase employability and job satisfaction, 43 are distinctly human skills.

Renata Sguario, founder and CEO of Australian-based human skills specialists, Maxme, says that "McKinsey's findings highlight why it is so important in interviews to gain candidate insights beyond just the technical skills stated on a resume."

The following interview tips and tricks help organisations determine if a candidate possesses the necessary human traits for success, such as self awareness, social awareness, relationship management, creative problem solving skills and empathy.

Six tips when assessing soft skill fits

- 1 Encourage interviewees to complete a personality or strengths assessment in advance of the interview, then discuss their top five strengths and how they use them in everyday life.

- 2 To gain insights into self awareness, ask 'how would your friend, family or former colleagues describe you and why?'
- 3 Give the candidate a scenario where they need to resolve an issue within a team or with a client or customer.
- 4 As an ice-breaker and a way to get to know the candidate better, ask them to bring to the interview, an item that gives you insight into who they are outside of work. It could be a book that inspires them, a sporting item that highlights their personal interests or a photo of a significant time, place or event.
- 5 Ask the candidate to describe the five key attributes that are needed in a high functioning team.
- 6 When it comes to assessing how empathic a candidate might be, ask 'can you describe a situation where you were working with, or helping someone and you disagreed with them. How did you work through the challenges and find a way to resolve the situation?'





NGINA HAS DEVELOPED AN INDUSTRY SPECIFIC

WORK HEALTH & SAFETY MANUAL

Can't find the time to comply with Work Health and Safety laws?

If you're an employer or run a business, you must comply with Work Health and Safety (WHS) laws for the health and safety of workers and all people who come in contact with your business.

You're responsible for providing training and information, first aid, personal protective equipment, emergency plans and a safe work environment.

You also need to talk to workers about identifying potential hazards, manage risks to health and safety for hazardous manual tasks and hazardous chemicals, manage the risks of noise, heat and cold and record any workplace incidents in a register of injuries.

NGINA has developed an industry specific WHS Manual! In partnership with Workplace Partners and our friends at NGISA, we have developed an industry specific WHS Manual which contains basic policies and procedures, emergency plans, and hazard management based on NSW WHS legislation that can be applied to any small to medium size nursery and garden industry business.

The WHS Manual focuses on setting up the foundations for a WHS system so that legislative compliance is assured, and steps you through the process you need to take to implement a WHS system within your business.

The 153 page manual is available in word format so you can easily adapt it within your business and make any necessary adjustments. Please note that if you are looking to make significant changes to the documents before implementation, we recommend you seek advice to ensure that any major changes do not compromise your compliance obligations and the legal integrity of the document.

The manual is only available to members:
\$200 + GST for an on-line copy
\$250 + GST for an on-line copy and a hard copy manual

Start implementing it within your business in less than 30 days so you can get on top of your WHS compliance obligations. Visit www.ngina.com.au > Member Centre > Business Tools

MEMBER INCENTIVE

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



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



Powerplants can provide solutions for all your potting and automation needs. Contact us for a full product overview.



Technology is what we do, innovation is what we live for
powerplants.com.au pb-tec.com

Follow Us  /powerplantsaustralia  powerplants-australia



Who Are We?

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

Our Vision

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

Our Mission

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

Our Commitment

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

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

Our Members

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

Why Should You Become a Member?

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



NGINA Membership Provides...

Growth

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

Connectivity

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

Knowledge

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

Savings

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

Representation

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

Recognition

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

Your Membership Benefits at a Glance

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

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



Choose the Right Level of Membership to Suit Your Business

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

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

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

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

Member Options

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

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

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

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

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

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

▶ Students — \$50 per year

Subscription to N&G News

Access to Sydney and regional trade days

Invitations to attend our four NextGen events held throughout the year

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

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

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

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



**Nursery & Garden Industry
NSW & ACT**

Nursery & Garden Industry NSW & ACT,
PO Box 345, Kenthurst NSW 2156
ABN: 36 001 075 574
t: (02) 9679 1472
e: info@ngina.com.au
w: ngina.com.au



Like us on Facebook

facebook.com/NurseryGardenIndustryNSWACT



Follow us on LinkedIn

linkedin.com/company/nursery-garden-industry-nsw-act



NGINA Membership Application



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

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

Name: _____ Company: _____
Phone: _____ Email: _____

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

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

If yes, please provide details: _____

Business Type

☐ Allied ☐ Retail ☐ Production/Wholesale ☐ Landscape
☐ Educational ☐ Plant Hire ☐ Other _____

Business Description (used for promotional purposes): _____

Additional Contacts

1. Name: _____ Job Title: _____
Phone: _____ Email: _____
2. Name: _____ Job Title: _____
Phone: _____ Email: _____

Declaration

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

Name: _____ Signed: _____
Position: _____ Date: _____

Member Options

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

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

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

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

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



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

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



envu™

**BAYER
COMPLETES SALE
OF ITS
ENVIRONMENTAL
SCIENCE
PROFESSIONAL
BUSINESS TO
CINVEN.
BUSINESS TO
CONTINUE
OPERATIONS AS
AN INDEPENDENT
COMPANY
CALLED ENVU**

On 5 October 2022, Bayer announced the closing of the sale of the Environmental Science (ES) Professional business to Cinven, a successful private equity company based in the U.K. With the close of this transaction, the ES business is now officially operating as Envu! Envu is an independent company solely focused on environmental science and partnering with customers to develop forward-thinking solutions to their toughest challenges and we are excited to start this new chapter in our 50-year history of helping safeguard the spaces society and nature share.

WWW.AU.ENVU.COM



**Introducing Envu,
where what works
drives what's next**

Envu is a new vision for a company built on top of the towering foundations laid by Bayer Environmental Science.

[Learn More →](#)



Learn more about innovations in Ornamentals at www.au.envu.com Technical Enquiries: 1800 024 209

NEW MEMBER

Killibinbin Native Nursery is located at Dargan NSW which is around half-way between Lithgow and Mt Victoria as the crow flies.

This small retail nursery specialises in cool climate natives and boasts an impressive selection of unusual and exotic natives. Keith and Patricia also provide advice on landscaping and planting in bushfire prone areas and they are certainly experienced in this!

They lost their nursery in the bushfires of Christmas 2019/20. While their house was saved, they lost their green houses, hot house, a heap of propagated stock and virtually all of their shelf stock. They have rebuilt over the past two years and are back to a being a thriving retail nursery.

They have a great website that you should check out below.



An eye for the unusual

We like to pick plants that are unusual, both native and exotic, looking for colour and reliability in cool climate plants.



When you visit

Please practise social distancing and good hygiene standards during the COVID19 pandemic. If you have flu like symptoms please delay your visit until you are well again.



Our Services

Friendly and helpful advice, plant sourcing, bulbs, mixes and mulches, and plastic pot recycling.



nurseryindargan.com



[@killibinbin_nursery](https://www.instagram.com/killibinbin_nursery)

NEW MEMBER



NGINA is very excited to be re-connecting with Moore's Nursery!

Moore's Nursery is a family-operated business situated on the mid-north coast of NSW and John Moore has been in the industry for over 50 years.

The range of products grown in this time has varied over the years but they continue to grow azaleas, indoor plants, shrubs and bromeliads to name a few.

Pictured are some of the stock Moore's Nursery are bringing to trade day next week. Get in touch by calling 02 6562 6522 or by emailing mooresnursery@bigpond.com



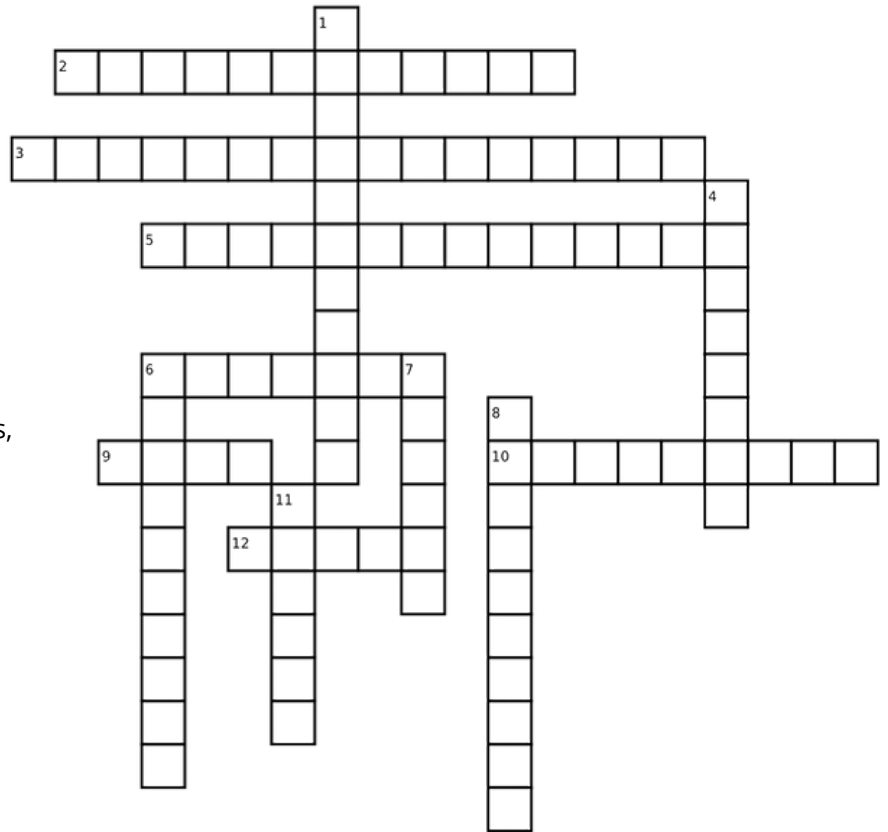
CROSSWORD

DOWN

- 1** The act of growing something or improving its growth.
4 To put or set in the ground for growth, as seeds, young trees, etc.
6 A temperature maintained area used for cultivating plants or growing plants out of season.
7 A person who grows something.
8 The branch of economics dealing with the distribution, management, and productivity of land.
11 The blossom of a plant.

ACROSS

- 2** The cultivation of flowers or flowering plants, especially for ornamental purposes.
3 Xerochrysum.
5 Wahlenbergia stricta.
6 Having or showing life.
9 A flowering plant whose stem above ground does not become woody.
10 The act of cultivating or tending a garden.
12 Plants occurring in fresh or salt water, or moist ground.



SUDOKU

LEVEL: MEDIUM

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



Tabbouleh

6 servings ⌚ 30 minutes prep time

Spice up your summer bbq's with a side of tabbouleh.

Now, every recipe varies slightly when it comes to this famous salad with every cook claiming theirs is the best. So I've taken the best bits from a mixture of recipes and added a few secret tips. I think it's as close to authentic as you can get without having your own Lebanese/Syrian heritage.

Unlike most salads, Tabbouleh tastes better the next day, so it's great to make ahead of when you plan to eat it.

From plant to plate

By Leisha Jordan

Ingredients

- **A mixture of flat and curly parsley bunches. 1 of each** (Traditionally just curly is used)
- **1/2 bunch of fresh mint**
- **4 tomatoes**
- **1 white onion**
- **1/4 iceberg lettuce** (Optional, but great to bulk up your salad in a cost effective way and add some crunch)
- **1/4 cup fine bulgar wheat** (Check your local lebanese grocer for the authentic stuff)
- **1/2 cup fresh lemon juice**
- **3/4 cup extra virgin olive oil**
- **1/2 tsp salt**
- **1/2 tsp black pepper**
- **1/2 tsp cumin**
- **1/2 tsp lebanese 7 spice** (Check your local lebanese grocer a premixed container, otherwise grind together black pepper, cumin, paprika, coriander, cloves, nutmeg, cinnamon, and cardamom)

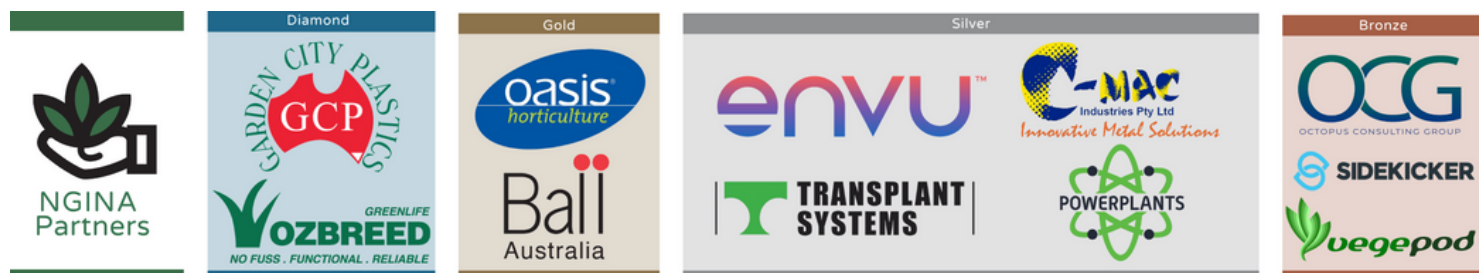
Method

- 1 Before chopping up all my ingredients, I like to soak my bulgar wheat. **TIP:** Soak the bulgar wheat in your 1/2 lemon juice instead of water. This way your tabbouleh will not be watery and the wheat can hold lots of that lemony flavour. Set aside.
- 2 Chop up your parsley as fine as possible removing most of the large stems. Add this to a large mixing bowl.
- 3 Finely chop the mint leaves (omitting the stems) and also add them in with the parsley.
- 4 Finely chop the 4 tomatoes into tiny small cubes. Add to the bowl.
- 5 Shred the iceberg lettuce finely (if you are using it) and also add to the bowl.
- 6 In a separate bowl, combine your spices: salt, pepper, cumin and lebanese 7 spice. Leave it to the side.
- 7 Dice an onion as fine as possible. Before adding to the bowl, take half of your spices (that we just combined), and massage it into the onion bits. Be rough but thorough to make sure all the bits get covered.
- 8 Add the onion and remaining spices into the main bowl with the parsley.
- 9 Add in the bulgar wheat that was soaking in lemon juice and the olive oil.
- 10 Mix all the ingredients together well.
- 11 Season! It is important to taste the tabbouleh at this stage. Add in more lemon juice, spices, salt, pepper or oil until you are satisfied with the flavour.
- 12 Cover and keep in the fridge until you are ready to serve.

استمتع!

[astamtae] Enjoy!

Thank you to our NGINA Partners



WHY PARTNER WITH NGINA?

By partnering with us:

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

NGINA Partner Benefits can include *

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

*See Partner Benefits Prospectus for more information and conditions

Partnership Opportunities

Off-The-Shelf Packages

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

Customised Packages

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

To become a partner or for more information contact NGINA:

t: 02 9679 1472

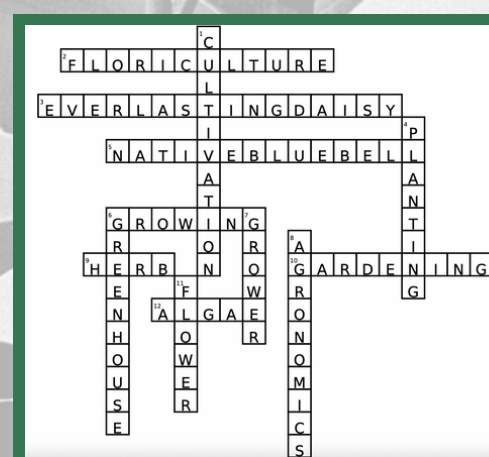
e: info@ngina.com.au

ANSWERS

SUDOKU

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

CROSSWORD



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Grower: Crystal Waters Nursery, Clagiraba QLD

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