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N&G NEWS

NURSERY & GARDEN INDUSTRY NSW & ACT

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Est. 1975 - Family Run

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NEW MEMBERS

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NSW & ACT

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2022 Events & Training

CALENDAR



May

Tuesday 10 | Dubbo Trade Day
Thursday 12 | ChemcertAQF111, Kenthurst
Wednesday 18 | Sydney Trade Day
Thursday 26 | Board Meeting
Friday 27 | Pioneers' Lunch

September

Tuesday 13 | Northern Rivers Trade Day
Tuesday 13 | Dubbo Trade Day
Wednesday 21 | Sydney Trade Day

June

Tuesday 14 | Dubbo Trade Day
Wednesday 15 | Sydney Trade Day
Thursday 23 | Provide First Aid, Kenthurst

October

Tuesday 11 | Dubbo Trade Day
Wednesday 12 | Board Meeting
Wednesday 19 | Sydney Trade Day

July

Tuesday 12 | Dubbo Trade Day
Wednesday 20 | Sydney Trade Day

November

Tuesday 8 | Dubbo Trade Day
Wednesday 9 | Sydney Trade Day
Thursday 10 | Provide First Aid, Kenthurst
Wednesday 23 | Annual General Meeting
Thursday 24 | Provide First Aid, Alstonville
Thursday 24 | ChemcertAQF111, Kenthurst

August

Tuesday 9 | Dubbo Trade Day
Wednesday 10 | ChemcertAQF111, Kenthurst
Wednesday 17 | Sydney Trade Day
Monday 29 | Board Meeting, Port Macquarie
Tuesday 30 | Port Macquarie Trade Day

December

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



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from the President

As I write these thoughts, I had just completed a Teams Meeting with fellow board directors, NGINA CEO Anita Campbell and BTSM Chris O'Connor as well as some key Northern Rivers members to allow them to talk and share their experiences over the last couple of months. Whilst the whole East coast seaboard has experienced unrelenting rain and storm events, the Northern Rivers Region has been particularly affected. Since the severe flood event of the 28th February and the following weeks when the rain returned, residents have been confronted with total loss and ongoing trauma.

While most of our member businesses survived with damage but not total flood cover, many staff within those businesses have lost homes and possessions, cars, and assets. This is heartbreaking and our continued thoughts and prayers rest with these folk.

It's been a challenging time here in Australia with fires, covid, floods and continued extreme weather events. Whilst our industry sector has remained robust and in many ways flourishing, the environment has been strenuous with the result being that many of our members are tired and fatigued.

We are very aware of this at the office and encourage you to reach out at any time for encouragement and help.

In the midst of these events, NGINA is moving forward consistently. We have scheduled a strategic planning day for the Board so that we can prioritise the issues and activities within the Strategic Plan to focus on this coming financial year. Therefore we will ensure that these priorities are adequately resourced when we meet at the end of May to approve the 2022/23 operating budget.

Also, I have attended three conferences in the last few weeks namely, AFNA (The Australian Forest Nursery Association), PCA (Protected Cropping Australia) and the Associations Forum National Conference with Anita. Much was gained from these events especially the Associations Forum which is effectively the Association for Associations. We gained fresh insights into operational running, governance, leadership, and HR.

Ongoing conversations and meetings with key industry stakeholders is encouraging. NGIV successfully ran MIFGS which was a celebration after the previous cancellations. Across the country the retail public are continuing to support green life at a steady pace giving our Garden Centre members confidence. Production Nursery activity is strong as supply contract numbers increase and investment into automation continues to see nurseries improving efficiencies. As we now live in a 'post covid' environment the awareness of the virus will need to remain strong. Management of staff and the operation of our businesses will be an ongoing focus.

I encourage all our members to continue to serve the industry with great standards and great product. Our NGINA staff will continue to serve you as best and professionally as we can. We are enjoying great momentum and achieving consistent outcomes inline with our Strategic Plan.

Malcolm Calder
PRESIDENT





from the CEO

The last three months have continued to be very wet! The big floods from February and March across coastal NSW had left a damage bill in the billions and individuals in these areas are still in recovery mode.

NGINA continues to offer support and information to those in the areas most affected. Our March Member Forum focussed on disaster preparedness and recovery, we have circulated a flyer on looking after your mental health following a disaster and we have hosted an online meeting with our Northern Rivers members. As always we remind members to please reach out if we can offer any assistance.

After so many virtual events and meetings in 2021 it has been great to get together in person. Members have braved the inclement weather over the past few months and joined us for some excellent events – our Next Gen Event at Alpine Treemovals featured a guest speaker from Beyond Blue and our Grower and Supplier Event at Botanical Gardens Mount Annan featured an information session on phytophthora. We are busy planning our events for the next few months as well.

We are in full swing of organising our move to the new Trade Day facility in June and looking forward to celebrating 50 years of Trade Day in August. I am thrilled to report that Costa has agreed to host our Industry Awards and Gala Dinner on 2 December.

This edition of the N&G features a member section so that we can publicly thank all our members for their continued membership of NGINA and support of the nursery and garden industry. I am incredibly grateful for your ongoing loyalty and support – without which we would not be able to continuously provide our members with valuable benefits and would not be able to actively develop our industry.

But many non-members inadvertently benefit from our activities and our hard work. For example our lobbying efforts during Covid helped to keep the industry open and I can guarantee everyone in the industry benefited from that – whether they were a member or not.

It would be great if every nursery and industry supplier was a member of NGINA. We are seeking out those non-members and asking them to contribute to our mission. To do this we are calling on our members to spread the word and encourage the non-members to join us.

HERE ARE 9 REASONS WHY A BUSINESS SHOULD JOIN THE NGINA:

- ✿ Expand their network with like-minded professionals
- ✿ Grow as a business owner through educational opportunities
- ✿ Give their reputation a lift
- ✿ Advocate for our industry
- ✿ Keep their finger on the pulse of industry trends
- ✿ Find new opportunities for their business
- ✿ Gain a competitive advantage
- ✿ Save time on untying legal knots and looking for technical information
- ✿ Save money through cost-saving Initiatives through Industry Partners

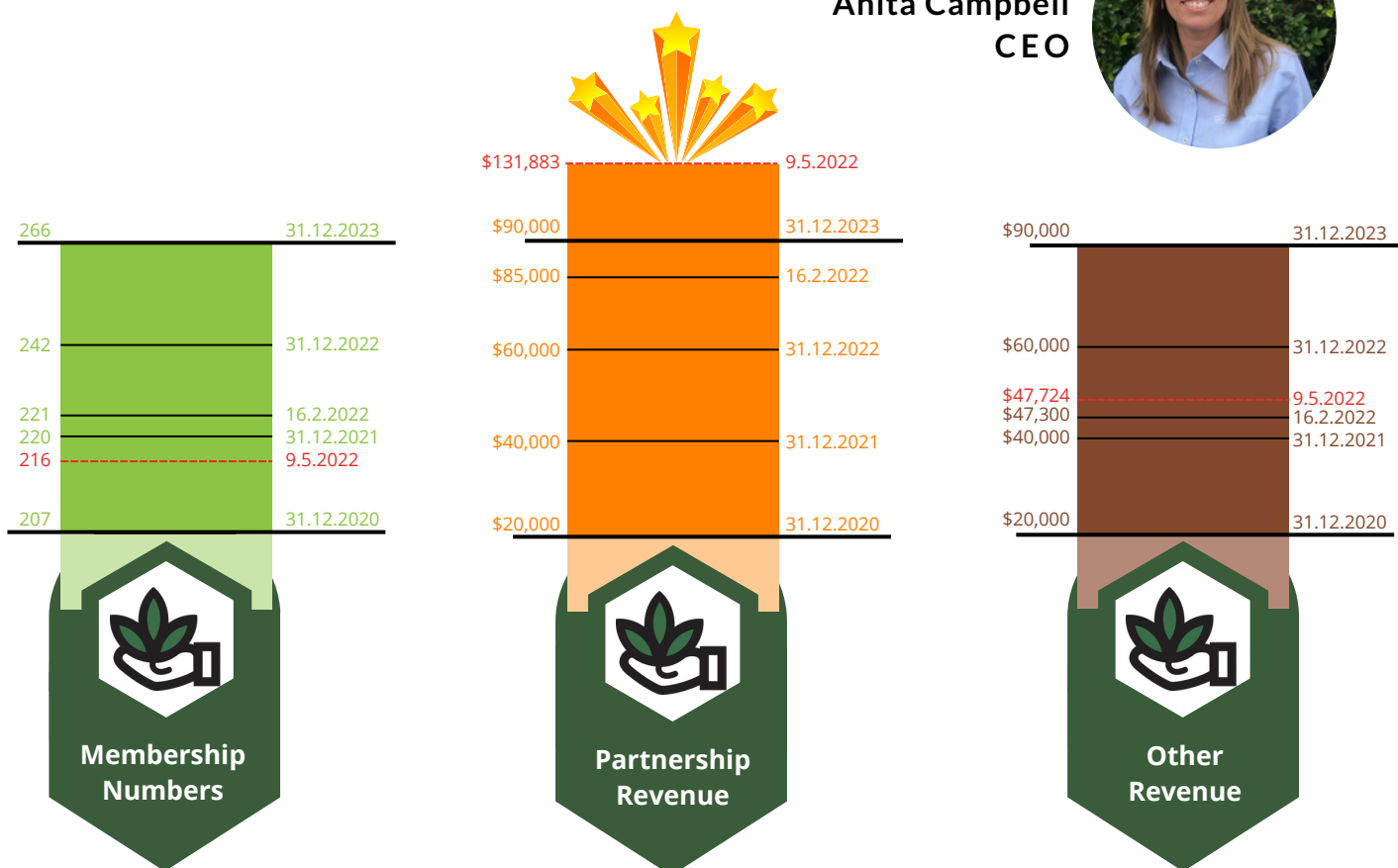
from the CEO

Apart from the benefit to their own businesses non members should also consider contributing to an organisation that is doing so much for the entire industry. We are advocating to government, we are addressing skills and labour shortages by promoting the industry to school students, running a program for the next generation of workers and working with the Industry Training Advisory Body to ensure our training packages remain fit for purpose.

We are offering a monetary incentive for members to refer a non member to join the association which will be paid upon the non-member joining up. Please pass the word around. More information can be found on pages 36.

We need to do more to ensure that "Together we Grow."

Anita Campbell
CEO





from the BTSM

COVID remains with us still, and after a few years of successfully avoiding it, my family managed to contract a dose. COVID continues to present ongoing challenges to our industry and community, as staff shortages and absenteeism remain an ongoing impediment to sustainable productivity.

2022 Flooding Events

Needless to say, the impacts of the devastating flood events from February and March this year are still with us and for many parts of the state the recovery process is still underway, and likely to be for some time to come. I encourage any of you who are yet to take up offers of assistance to consider doing so. There are numerous grants available from government and other parties and if you need assistance please reach out. A summary of these can be found on the NGINA website, or from the various government portals such as service.nsw.gov.au

If you are struggling, please ask for help, in these situations the quicker that you're back on your own feet, the quicker you can help others get back on theirs. Likewise, if you know of anyone doing it tough ask if they are ok or could do with some help.

I'd also encourage you to consider spending some dedicated time to plan your business' recovery, as often temporary solutions seem to gain a level of permanency in these situations which can be hard to change in the future.

Invasive plants

Invasive plants are a significant issue for our environment, community, and economy, and represent a significant social license risk to our industry. As growers and a readily identified vector for new weed introductions it is imperative that we undertake activity to mitigate this risk.

It is for this reason that NGINA actively participates in a number of forum's and activities

in this space. By undertaking this activity we are present at the table when weed decision are being made and are able to maintain the networks which help to facilitate discussion and trust.

I recently participated as the industry representative on the NSW State Weeds Committee which is a forum to facilitate communication on invasive plant issues and to co-ordinate action. Having a seat at this table is invaluable as it allows us to be present and to protect the interests of the industry and our reputation as good corporate citizens.

Work also continues with the Plant Sure Program and Aimee Freimanis (Program Manager), has been undertaking an admirable job in attracting support and engagement from the various stakeholders. As the year progresses expect to see more developments in this space.

Training

Over the past months there have been several training opportunities including the IR Fundamentals workshops, training provided through Richmond TAFE and AgriSkills, such as the Waterwork Course along with various webinars, First Aid and ChemCert courses. These training sessions have been run at heavily subsidised rates, and even free to participants.

I'll take this opportunity to urge all of you to participate in the courses as much as possible and ask that you support and encourage others to do the same. For staff within member businesses, you can improve your professional expertise and worth, and business owners can reap the benefits of a highly knowledgeable, productive, and adaptive workforce. Likewise, as our industry embraces lifelong learning, our profession will build in attractiveness and reputational standing with our stakeholders including the supply chain, government and the community more broadly.

from the BTSM

Networking

One of the strengths I've observed with our association is the deep networks we have, and the many and varied opportunities facilitated by NGINA to encourage the development and ongoing maintenance of those networks.

Networking offers us an opportunity to develop and improve business connections, gain new knowledge, fresh ideas, and different perspectives. Networking also helps to strengthen our connection to the industries shared purposes and is also a great support, reminding us that in this industry we are not alone.

Regional and special interest groups such as the Growers and Suppliers Group have recently held great sessions such as with the Botanic Gardens at Mt Annan, sharing and gaining new information. As another example the support and understanding shown within the Northern Rivers group is reflective of the deep relationships, developed through their networking.

Trade days have long been a staple of our association and continue to offer value to members not only from a trading perspective but

through the invaluable networking opportunities they present.

Member forums offer an easy to attend online option to talk about a current issue affecting the industry and have covered a range of topics recently including disaster recovery & labour shortages. And for our emerging members the industry NextGen functions are a great way to meet likeminded people, develop your profile and hear from industry experts.

If you don't usually attend these networking functions then I encourage you to do so, it's a great way to stay connected and after the last few years of pandemic and natural disaster are certainly needed.

Again, as ever if you need any assistance, please don't hesitate to contact myself or the team here at NGINA.

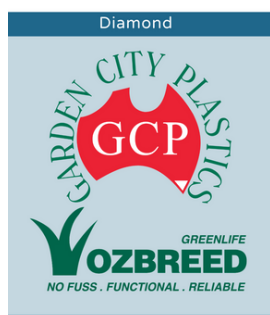
Chris O'Connor

**BUSINESS AND TECHNICAL
SUPPORT MANAGER**

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NGINA Partners



Plant Pot Recycling Bin

Put PP5 in its place... We can only accept PP5 plastic, please check the symbol



Please follow the 3 step guide...



Collection contact:
potrecyclevic@gardencityplastics.com

Thank you for your effort & contribution to be part of our closed loop recycling program.
Every PP5 pot, carry tray & label goes straight back to making another plant pot.



PLASTIC SMART PROGRAM

Sustainability is fast becoming a major focus, if not already, for every business. Along with media, fertilizer and chemical use, one of the inputs into the Australian Nursery Industry is the PP5 pot that carries the plant and the label identifying the product to the end user.

For every ten plants purchased in Australia, only one pot is recycled. And it doesn't have to be that way – it's time to close the loop.

Statistics show, only eight per cent of the 15,000 tonnes of all PP5 products used each year in Australia is being recycled. Plant pots and labels are only a portion of this statistic and predominantly made from polypropylene (PP5) plastic; a plastic that is clean, non-toxic and can be recycled over and over again.

Garden City Plastics, Norwood and Polymer Processors have banded together with the Australian horticulture industry to 'Be Plastic Smart'.

'Plastic Smart' means recycling the polypropylene (PP5) products already in existence into something functional and beneficial.

It makes sense to take something that already exists and turn it into a product that can be used repeatedly. And that's the goal. To create Australian made, Australian purchased and Australian consumed closed-loop packaging

While the horticulture industry has been doing this in some form for decades, with increasing demand globally for PP5 across all industries, there has never been a more important time

A big hit
with the
horticulture
industry

"For every ten plants purchased in Australia, only one pot is recycled. And it doesn't have to be that way – it's time to close the loop."

than now to ramp up efforts to secure supply and balance the volume of new and recycled materials used in the production of new products. This includes pots, stakes and tags that are all PP5.

The 'Plastic Smart' program begins with simple solutions. If all the PP5 goes in the same bin as close to the source as practical, we have instantly removed the biggest issue for recyclers – sorting.

Our goal is to place collection bins in garden centres and commercial grower sites, across the country. Together, by enabling Australian horticulture through a national closed-loop recycling program to collect, recycle and reuse the PP5 in circulation, we can better manage waste, preserve the environment and secure supply.

There are now over 350 robust, practical and distinctive PP5 recycling bins across Australia. They are in retail garden centres to benefit the consumer, and commercial growing sites for industry use. Once the bins are full, Garden City Plastics collect them, empty them, and return them – free of charge.

"The bins have been so well received. There's been great support for the program from industry. It really goes to show that horticulture is a sector that cares and wants to make a real difference.

There's an awful lot of plastic that's being diverted from landfill and best of all it's being recycled back into plant pots to fill with beautiful plant life." -- Greg Carrick, Sales Manager Victoria and Tasmania, Garden City Plastics.

The program is proving to be a big hit with industry and consumers alike. Over 200 garden centres and growers are already involved in making a difference. And as the demand grows, so too does the number of collection points and bins.

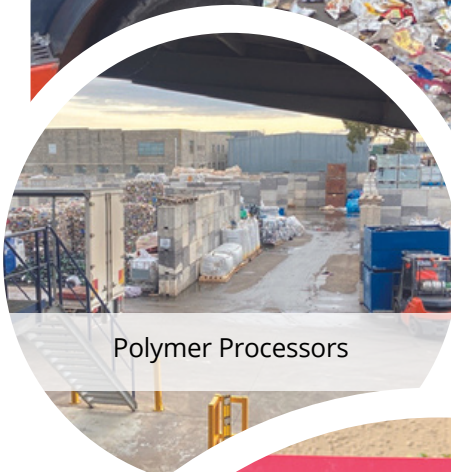
"There's been great support for the program. It really goes to show that horticulture is a sector that cares and wants to make a real difference."



2.5 cubic cage with PP5 pots, trays and labels ready for recycle



Post Consumer Plastic



Polymer Processors





Oasis Horticulture, Yellow Rock New South Wales



Plantmark Wholesale Nurseries, Merrimac Queensland

"At Oasis Horticulture, we are committed to sustainable processes and as part of this we have moved all our plant containers to PP5. We work closely with our supplier for new products, forward planning and of course, recycling." -- David Jakobs, CEO Oasis Horticulture.

"Plantmark is proud to be involved in the Plastic PP5 Pot collection system with Garden City Plastics. The new initiative has been well supported by our trade customers, including the wholesale and retail nurseries, landscapers and councils. It provides a much-needed avenue for our industry to be smarter about sustainability." -- Simon Lindsay, General Manager, Plantmark Wholesale Nurseries.

"Botanix are working with an active company, in Garden City Plastics, who are aiming to Close the Loop on PP5 plastic, which is terrific. As the plant pot is an integral part of our production process, a recycling program gives us a sustainability footprint in this area and also allows us to promote this to our customers." -- Enthused Carl Soderlund, Director at Botanix Plant Supply.

Garden City Plastics, Norwood and Polymer Processors are all pleased to be partnering and leading this great initiative to support the goal of exceeding Australia's 2025 National Packaging Targets. By working together, we will be sure to deliver benefits for business, industry, and the environment. And whilst we are driving the program, we couldn't achieve any of this without the support of the industry.

If you are an NGI member business, retailer or grower, and you'd like to find out how you can get involved in the program, call Garden City Plastics on 1300 695 098, check the sustainability section on the GCP website or go to PP5.com.au.



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FUNGAL DISEASE IN NURSERIES

Chris O'Connor BHort MSustAgric



Source: Cornell University Geranium rust

Apart from the impact of flood events, the influence of La Nina has seen the east coast of Australia experience a generally wetter than average season this year. Likewise, the night-time temperatures are also predicted to be milder than average through until July. This combination presents some ideal conditions for fungal disease to thrive in our nurseries.

When we talk about fungal disease, we are really talking about a wide range of different phytopathogenic fungi. This includes Anthracnose, Botrytis, Powdery mildews, various Rusts, Rhizoctonia, Sclerotinia and Fusarium to name but a few common examples. The fungus like Oomycetes, i.e., Downy mildews, White Blister (Albugo), Pythium & Phytophthora, also deserve a mention here as well as they have a similar infection process and should be included in your fungal management plans.


Phytopathogenic fungi have diverse and complex lifecycles. In general terms fungi are comprised of a filamentous vegetative body (mycelium) and reproduce by way of spores which can be formed both sexually and asexually. Although spores can survive a range of temperatures and a lack of water, they require particular environmental conditions to germinate, and infection of plant occurs when the fungus penetrates into the plant leading to further reproduction and spread of the fungus.

➞ Managing fungal disease in nurseries

Integrated Pest Management (IPM) is the foundation of managing any pest within an agricultural production system and fungal diseases are no exception. The IPM mindset is one of understanding and applying a whole of system, long term approach to managing pests. It involves the use of multiple management techniques guided by effective crop surveillance and a deep understanding of the pest, host, and environment as well as their interactions.

➞ Crop surveillance




Effective crop surveillance or pest scouting is a foundational activity of IPM and involves a consistent systematic approach to inspecting crops for the signs and symptoms of plant health issues. A good crop surveillance program will be informed by the prevailing environmental conditions and pest pressures as well as the host crop being assessed and confirm if control options need to be used. The information gathered will also be used to inform future production cycles as well.



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: Spotify, Apple music, Amazon music, google music, stitcher... you get the point. We are in the process of also loading old member forum chats so subscribe for regular updates.

Let's socialise! If you're not already following us, you should be! Our socials are going 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: Nursery & Garden Industry NSW & ACT

➔ Signs and symptoms of the diseases

When you are undertaking crop surveillance you are looking for signs and symptoms of disease. Signs of the disease are examples of the actual disease itself, e.g. rust spores or downy mould seen on a leaf. Symptoms are the expression in the plant of infection for example Chlorosis or yellowing of leaves or damping off in seedlings.

Because there can be some overlap of the symptoms of fungal disease with bacteria, viruses, and abiotic issues, it is important that the disease identification is accurate. Likewise, a misidentification can impact upon the effectiveness of any control options you later employ.

If there is any doubt, you should use analytical testing to confirm a diagnosis. To assist in this regard, production nurseries have access to 6 free diagnostic samples each year until 2025 through Grow Help Australia which has been provided as part of a levy funded project. There are also other analytical labs available such as through the NSW DPI or the Botanic Gardens Plant Clinic to confirm diagnosis.

With a correct diagnosis, you can now select an appropriate and effective control option.

➔ Cultural controls

Cultural controls are the most important method of controlling pest and disease, and growing plants in the best conditions will help to limit the need for other interventions.

Some effective cultural options you can follow include managing plant spacing to improve air flow and reduce humidity and utilise benches, particularly in susceptible stock. Equally, managing irrigation is important to ensure that the environmental conditions are unfavourable for the establishment and spread of fungal infection. If you manage to pick up an infection early, removing any infected or damaged plants can reduce the risk of spread.

Managing weeds around the nursery which can act as a disease reservoir and controlling insect vectors can also help to limit exposure. Likewise practicing good biosecurity protocols such as clean equipment, clean boots and clothing, clean inputs (media & pots) and quarantining external stock/propagation material are also effective at limiting the risk of an infestation.

➔ Genetic controls

Selection of cultivars with improved resistance can be useful to slow down or limit fungal infection susceptibility, though options to do so may be limited particularly with ornamental cultivars.

➔ Chemical controls

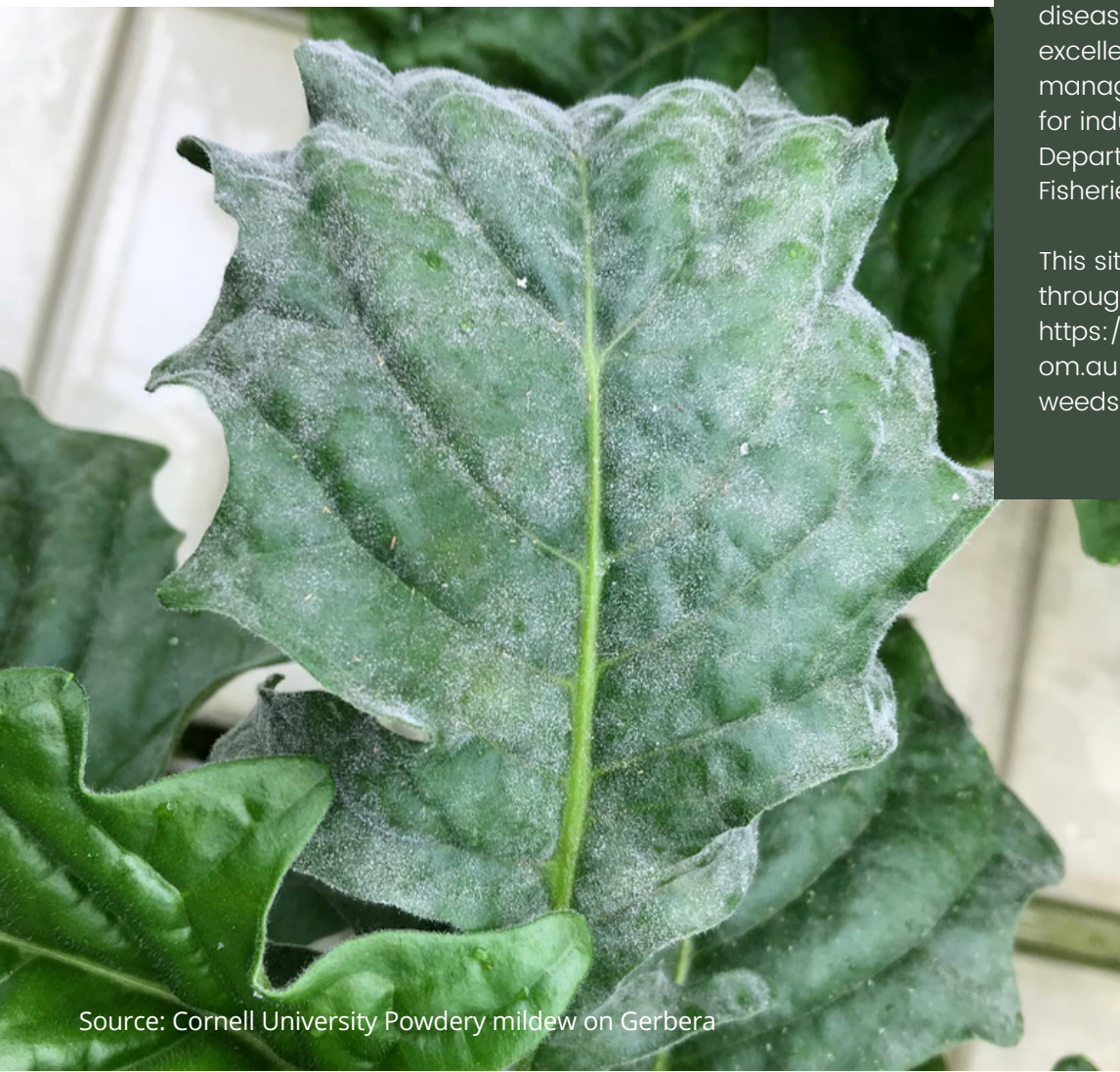
It is important to realise that not all fungicides will work against all phytopathogenic fungi, and that different fungicides work in different ways (modes of action).

Differing fungicides vary at what lifecycle stage they act as well; Protectants need to be applied to healthy stock and act as a barrier to infection. Curatives act early in the infection before visible symptoms and; Eradicants act in the later stages of infection and reduce fungal growth. Efficacy across all chemical controls will vary depending upon application timing as well as the pest and environmental pressures. Widespread crop infestations may be challenging to control chemically, and in some cases, fungicides may only suppress the disease symptoms and not actually cure the infection. This is critical when it comes to later selling stock.

Ensure that your fungicide is registered for use against the fungus you are attempting to control. Bear in mind that a minor use permit for use may also be available, which can be checked via the APVMA website or copies of permits held on behalf of industry are also listed on the Australian Plant Production Standard Website.

Managing fungicide resistance is an important responsibility when it comes to using chemical control options. To do so effectively you must rotate the products you are using with those of a different mode of action. The long-term implications of not doing this are that the fungus will build up an immunity against the chemical and the industry will lose a tool which is not easily replaced.

Finally go back after you've applied a control go back and check if it worked. If it didn't work as intended, you can determine what went wrong and follow up with a secondary or alternate intervention. Likewise look for any off-target impacts for example fungicides can have a negative effect on beneficial insects and a secondary pest infestation may follow.



Source: Cornell University Powdery mildew on Gerbera

WANT TO KNOW MORE?

Suffice to say that the issue of phytopathogenic fungus within nurseries is a significant and complex topic, and it is well beyond the scope of this article to cover everything. There is however a considerable amount of information about plant fungal disease available online, in print, and through subject matter experts. But do ensure that it comes from a credible, preferably Australian, source.

For our industry the levy funded Australian Plant Production Standard Website has a range of resources available to assist in identifying and managing a wide range of pests and diseases including fungal disease. Of note are the excellent pest factsheets and management plans developed for industry by the Queensland Department of Agriculture and Fisheries.

This site can be accessed through:
<https://nurseryproductionfms.com.au/pests-diseases-weeds/>.

ASK AN

WHAT DID PLANTS GROW IN BEFORE WE USED BARK IN POTTING MIXES?

At a recent NextGen Event there was discussion about the rising cost of all materials in the supply chain due to the Australian bushfires, Covid, the War in Ukraine etc. One such input in Australia that has been highly impacted by the 2019/20 bushfires is pine bark that is typically used in potting mix. We were asked "What did plants grow in before we used bark in potting mixes?" and we have turned to the experts at Grange Growing Solutions for an answer. Richard .F McKenzie has a BSc Hons. Agriculture and is the Commercial Sales & Technical Manager at Grange Growing Solutions which manufactures premium potting media (bulk and packaged) and associated products. Grange Growing Solutions also distributes Controlled Release fertilisers, Peat and Coir products.

Once we place a plant in a plastic container, the plant is exposed to an entirely different environment than being in the soil in the garden. In simple terms "There is no longer a continuum for the moisture to be drawn away because a perched water table is created".

No longer does the water drain away, like it does by forces of gravity and the hydraulic conductivity of the landscape, drawing down the soil moisture content. Consequently, the physical characteristic of a potting mix differs greatly from a garden soil.

The ratio of air to water, pore spaces and air porosity have become the specifications we need to know to determine the suitability of a potting mix. Although once upon a time loam soils were used in container mixes around the world, in Australia it was mixed with sawdust and animal manures, when we grew in metal tins.

An example of soil-based mixes was those developed in UK by the John Innes institute in the 1930's.

It should be acknowledged these older John Innes mixes were more suited to terracotta pots, which are porous and both release moisture and let air permeate through the sides of the pot.

By adjusting the ingredient ratios mixes ended up with around 7 parts loam : 2 parts coarse sand : 3-part peat for medium sized containers . However, over time and increased use of non-permeable plastic pots, it became apparent a potting media with increased air porosity was needed.

In the 1940s, the University of California developed potting mixes consisting of varying percentages of peatmoss and sand. These, became known as UC mixes, benefited from having less of the variability which came from using loams, compost and animal manures.

One of the commonly used mixes consists of 1-part coarse sand : 1 part peat.

EXPERT

However, In Australia, it was composted pine bark that predominantly replaced the peat found in European mixes formulas.

Peat was not an abundant local material for use here in potting mixes, nor as a cost competitive ingredient, so it was not the preferred choice. More recently since the 1990's coconut ("coir" products) have filled that role to some extent.

Today most commercial mixes use blends of coir (coconut pith and husk) along with composted pine bark. Other materials include composted hardwood sawdust, mined sand, perlite, ash, vermiculite.

Unfortunately, today both pine bark and coir are seriously under threat
Our government is under pressure on issues of climate change, energy, electricity, and coal use.



Grange Growing Solution's new millennium potting mix facility at Ebenezer

www.growingsolutions.com.au

Sawmills use lots of electricity

Government asks mills to burn pine bark
Europe

Mandates ceasing use of "non-renewable peat"
2022,2023

Coco Peat

Global Market responds with price increases
globally 200%- 250%

Also, there is Insufficient coir currently available annually to replace the worldwide demand for peat. Australia loses out.

Today, we have only touched on the physical ingredient side of a potting mix formula equally important is the chemistry and nutritional aspects of the growing media and components these ingredients are equally under threat of global supply and ballooning costs

Where to is a good question.

Written by

Richard .F McKenzie

Richard McKenzie — BSc Hons. Agriculture –
Commercial Sales & Technical Manager
Grange Growing Solutions



Increase your sales using an innovative new eco-label

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

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

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

Did you know?

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

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

– Consumer feedback interview, March 2022



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

– Gavin Bodilly, Trademart Manager, Alpine Nurseries



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

– Brent Tallis, Sales Manager, Overland Nurseries



SCAN TO SIGN UP



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

Why should I sign up for the Plant Sure Scheme?

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

What do I have to do?

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

What products can be promoted under the Scheme?

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

What is the spring advertising campaign?

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



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

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

M 0488 080 120
M 0481 172 217

E info@gardeningresponsibly.org.au
E chris.oconnor@ngina.com.au



MANAGING AND PREVENTING WORKPLACE STRESS RISKS

Managing psychological and physical risks related to employee mental health and wellbeing are equally important as well as a legal obligation.

With the ever-increasing demands of jobs, the impacts to mental health and wellbeing and the costs associated with staff turnover, it makes good business sense to address stress in the workplace.

Workplace stress and fatigue can cause absenteeism. Statistics show one in five Australians (21%) have taken time off in the past 12 months because they felt stressed. In addition, leaders believe workplace stress leads to less productive employees. 71% of organisational leaders say businesses that value the mental health of their employees are likely to have a more productive workforce.

How to manage workplace stress

In order to manage workplace stress, everyone in your organisation should be aware of the signs and causes of stress. Here are five easy steps to effectively manage stress to ensure workplace health and safety:

1. Policy

Check policies and procedures support mental health and wellbeing and align with the organisation's core values. Disclose senior level endorsement by communicating to all staff regarding the organisation's commitment to the wellbeing of its employees.

2. Assess Your Psychosocial Risks

Gather information regarding the key risk factors or "stressors" for staff at your organisation by analysing the causes of any mental health issues, complaints and grievances and exit interview data. You can't manage risks if you don't know what they are.

Gather staff opinions about the challenges they face in their roles and in their interactions with others through pulse checks or employee engagement surveys.

3. Prevention And Management Initiatives

Develop targeted interventions to address your risks, including workplace stress programs. For example, an increase in the number of mental health claims, which have arisen from staff being exposed to aggressive clients may prompt the following:

- review and improve escalation procedures
- defusion training for all staff in dealing with difficult clients
- introduction of an employee assistance program, which includes onsite debriefing.

4. Evaluation Of Initiatives

Evaluate the effectiveness of your mental health initiatives.

Celebrate the successes of your initiatives and communicate these to staff to continue sending a positive message to employees regarding the importance of their mental health, wellbeing and safety.

5. Persistence

Ensure any changes become part of the workplace culture and have support across all levels. They are more likely to stick if this approach is taken.

REMEMBER:

It's the employer's responsibility to create a healthy and positive work environment. When done effectively, it can help prevent or minimise the feelings of stress arising in the first place. When stress impacts your employees, how you manage it will be the key to improving the wellbeing of your workforce and in turn productivity.

DOES MY WHS POLICY COVER MENTAL HEALTH?

A General WHS Policy is a document used by management to communicate to workers and others, the businesses' commitment to WHS. It is important that it is credible and unambiguous. It should show leadership and commitment.

Specifically the WHS policy should demonstrate:

1. Details of how top management is taking responsibility for WHS compliance.
2. Details of how top management will be accountable for WHS compliance.
3. Details of how top management will be involved in WHS compliance.
4. That all injuries (in the wider sense) will be reported to top management.
5. Top management will monitor the implementation and ongoing compliance with the WHS system.

Through our partnership with Business Australia, NGINA members can now purchase legally compliant documents for their businesses from NGINA at a significantly subsidised rate. The library contains over 200 policies, contracts, forms, checklists and general correspondence, which are all written and maintained by the Workplace Relations team at Australian Business Lawyers and Advisors (ABLA).

The WHS General Policy can be used by all Australian employers and is available to NGINA members for only \$122.50. To browse our library of policies, contracts, forms, checklists and general correspondence and make a purchase, simply log in to the Member Centre of our website and select HR Services. Some content on this page is republished with permission from Business Australia Workplace (businessaustralia.com)

LOOKING AFTER YOUR MENTAL HEALTH FOLLOWING A DISASTER

Dealing with the emotional impact of a disaster:

- Spend time with people who care
- Give yourself time
- Find out about the impact of trauma and what to expect
- Try to keep a routine going e.g. eating, sleeping, work, study routines and return to normal activities
- Talk about how you feel about what happened when you are ready
- Do things that help you relax
- Set realistic goals that keep you motivated, but don't take on too much
- Review and reward progress – notice even the small steps
- Be prepared for times when you feel you are making no progress, everyone experiences this
- Talk about the ups and downs of recovery with friends, family and the health professionals involved in your care
- Have a plan to maintain positive changes and plans to deal with times of stress or reminders of the trauma.

It's ok to ask for help!



It's common for communities and individuals affected by a disaster to experience a range of thoughts, feelings and behaviors that can be intense, confusing and frightening. These reactions can be severe and are at their worst in the first week after the event, however, in most cases, they fade over a month.

- Overwhelmed
- Numb and detached
- Unable to focus
- Unable to plan ahead
- Constant tearfulness
- Intrusive memories bad dreams of the event
- Sleep disturbances
- Constant questioning
- Replaying the event



FOR FREE, IMMEDIATE AND CONFIDENTIAL SUPPORT, YOU CAN CALL:

Beyond Blue

Talk to a trained mental health professional any time of the day or night. Calls are confidential. They will listen, provide information and advice and point you in the right direction to seek further support.
1300 22 4636

Lifeline

24-hour crisis support telephone service. Lifeline provides 24/7 crisis support and suicide prevention services. **131 114**

Kids Helpline

A telephone counselling support line for children and young people ages 5 to 25 and available 24 hours a day, 7 days a week. **1800 551 800**

Emergency 000 - If you or someone you are with is in immediate danger, please call 000 or go to your nearest hospital emergency department.

**CELEBRATING 30
YEARS OF BUSINESS**
1992 - 2022



Andy & Sonja Cameron began operations for Cameron's Nursery in June 1992 in Arcadia (North-West of Sydney). Now celebrating 30 years in business they say they are forever indebted to the horticultural community, customers, staff, suppliers and community members for their continued support, inspiration and friendship over the past 30 years.

"The journey has been remarkable, and we are incredibly grateful for how the business has evolved", says Sonja.

When opening the nursery in 1992, they quickly discovered that primary production has many opportunities but just as many challenges. Beginning with start-up capital of just \$5,000, and as first-generation farmers, they initially worked very long hours. As the business grew, it started to employ staff and expanded rapidly during the 1990s. The nursery initially specialised in perennials, and other key lines were added to the business's offer as the business grew.

A most precious resource for their business is water, which ran dry twice in the first six years of operations. Recognising that they were wasting this resource, they began researching their options to save water. However, they soon discovered that few choices were available at the time and they had to innovate to survive. This research, followed by trials, led them to develop a watering system that saved 75% of water use per year. The whole-farm design and water recycling have seen them recognised as industry leaders including earning them many prestigious awards.

In 2000, they moved to a purpose-built site focusing on water recycling, industry best practice (NIASA) and sustainable business practices. The build was

ambitious and at the time NSW entered into the millennium drought which as a result, they experienced harsh trading conditions.

As conditions normalised, the considerations thought out in the early design phase of the site enabled the business to continue to grow.

Sonja and Andy have been reflecting on the early days and are thankful for how so many business owners mentored and supported them often unknowingly with their generosity in time and knowledge. They reflected on many fantastic times at Shrub & Tree Growers events, conferences, trade days and expos. One event in particular was the first national conference they attended at Manly in 1994. The conference was four days with a large gala dinner to finish. As they could not afford to stay, they would drive to Manly every day. On the Gala dinner evening, Janice and Anne-Louise from Macbird Floraprint gave them one of their rooms to stay in so they could enjoy the evening.

These events have a special place in their memory. "This industry should be proud of the people and products we grow, which makes us unique", says Sonja.

Cameron's Nursery celebrates its diversity, innovation, and sustainability over the past 30 years. They are Looking forward a future that continues to introduce technology and build opportunities for the business, customers, and employees.

They are focusing on delivering new genetics and plant selection that perform in Australian conditions for our range of customers (including the retail, landscaping, designers and commercial projects). "Our knowledge and expertise continue to improve, as does our journey through the fantastic world of horticulture. Thank you for the journey", says Sonja.

NEXTGEN

Lookout! A new generation in horticulture is coming



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



”

**Leaders are like gardeners ...
As leaders we are not only
responsible for harvesting our
own success but for cultivating
the success of the next generation.**

- Susan Collins -



NEXTGEN EVENT AT ALPINE TREETREMOVALS

On Friday 25 March we had our NextGen Event at Alpine Treemovings. NextGen is our networking and social group for young people who work in the horticulture industry.

We started with a tour of the nursery, a boutique producer of high quality trees, and Morrie explained the history of the nursery and told us about its current operations. We then heard from Beyond Blue Speaker, Jeremy Suggett who described his personal struggles with depression and anxiety (and explained the difference between the two), talked about coping mechanisms and highlighted where to go to for help. Even though he was speaking on such a serious topic he had everyone laughing, nodding in agreement and then he even played the bagpipes for us.

The Nursery industry has a long history of fundraising events for Beyond Blue and has a good track record of breaking down any stigmas around mental health. Jeremy offered very practical advice and stressed the importance of having social connections, good personal relationships and being part of a community which he says are vital to maintaining good mental health and contributing to people's recovery, should they become unwell.

Thank you so very much to Alpine Treemovings for having us and for the absolutely scrumptious dinner they served up. And thank you to our NextGen Committee who planned the night and particularly our Chair Jack Thorburn from Honeysuckle and Tahnee Moors from Alpine Nurseries who worked so hard on Friday night to make it such a huge success.



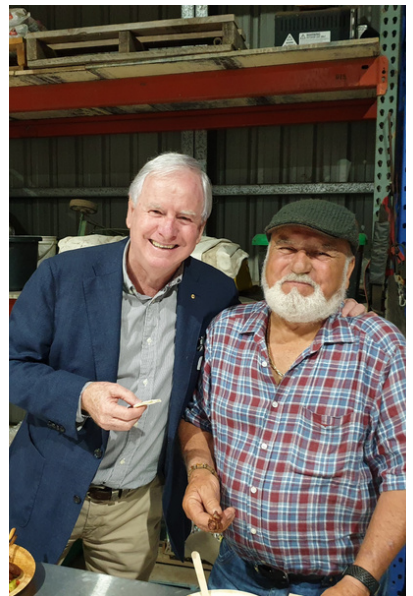
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The Centre of Excellence in Agricultural Education, in partnership with Hawkesbury Show and the Nursery and Garden Industry NSW & ACT invited schools to participate in the 2022 Vertical Garden Installation Competition.

Division 1: Primary School

Division 2: Secondary Stage 4 and Stage 5 Support

Division 3: Secondary Stage 5 and Stage 6 Support

10 schools were selected to compete in each division of the competition.

What was involved?

Selected schools were provided with a four panel vertical garden system, donated by the Nursery and Garden Industry NSW & ACT, a bag of potting mix donated by Grange Growing Solutions, and a pair of secateurs donated by Garden City Plastics (GCP). Each school was tasked with designing and delivering a vertical garden installation for inclusion in the 2022 Hawkesbury Show.

The installation will include 10 planting pots and space for 10 artistic educational installations. The layout of the installation within this grid will be determined by the school. Schools will be provided with a planning template to assist in their design development.

Vertical Garden Installation Competition

Criteria:

Schools are to design a vertical garden installation that links to one of the themed areas below:

- Food Production
- Pollinator Friendly
- Climate Resilient – Drought resilient and/or water efficient plantings or plantings linked to cooling urban spaces

School installations must include established plantings aligned to their chosen theme and educational/artistic components to educate students and community around vertical garden production aligned to their chosen theme. Systems must also include water management components suitable to the chosen plantings





Judges were looking for:

- Plantings that suit vertical gardens
- Established plantings that demonstrate gardens have been developed over several weeks and maintained by students
- Water management systems
- Quality research that has informed the content presented as educational/artistic components of the installation.
- Aesthetics of the educational/artistic components

Prizes:

• **Winners** in each division will receive a prize donated by Vegepod, the "Goldilocks" model of the Vegepod Classic range. A medium pod (1m by 1m) with the additional stand includes all the key features of Vegepods such as the wicking bed bases, commercial-grade mesh and hinged canopy, inbuilt misters, waist height steel stand and all high quality food-safe materials (value \$400) and \$100 of plants (either herbs, vegies or flowers) for each donated by Oasis

• **Second Place** in each Division: \$140

• **Third Place** in each Division: \$100

• **One Highly Commended** selected from all entries: \$80

Money prizes donated by:
Transplant systems, Power Plants, Ty tags and Ozbreed



If you're reading this, so are your potential customers

If you want to advertise in **N&G News**, call the office on (02) 9679 1472 or email info@ngina.com.au



What social media can do for your business and how to get started

Most people use some form of social media these days, and not only for keeping up with friends and family. People turn to social media platforms like Facebook, Instagram, TikTok, and LinkedIn to be inspired, educated, and entertained. But how can social media help your business? And how do you get started?

How social media can help your business:

Social media is a cost-effective way to build awareness about your business and brand. You can showcase your products and services, and share interesting ideas and the latest business or industry news. Connecting with customers and potential customers in this way builds trust and helps to keep your business front-of-mind when they are in the market for your products or services. Over time you can build a network of interested people who can positively advocate for your business through recommendations and by re-sharing your content.

How to get started with social media:

There are a few key steps to getting started. The most important thing to remember is to keep it simple and give it a go. The more you use it, the more you will learn.



01. Choose a platform

It is not possible or necessary to be active on all social media platforms. Just choose one to begin with. Facebook appeals to a wide range of people as does Instagram which is focused on images. LinkedIn attracts a slightly older demographic and can be useful for communicating business-to-business. TikTok attracts a younger audience and is based on sharing short videos. All the platforms have different features so just choose one to experiment with.

02. Create a free business account

Create a free business account in the platform you have chosen. You may need to register a basic personal account if you don't already have one before you can create a business account. This will only take a few minutes.

03. Start your network

To start your network, connect with people and businesses you already know. Most platforms will also suggest people and businesses you may wish to follow or connect with. Browse around to find connections and content that you find interesting. Get a feel for the types of posts and content that users are sharing that is relevant to you and your business.

04. Start posting

Creating a post is a good way to learn how to use the platform. Don't be overwhelmed by all the different tools that are available to do this – unless you're a digital marketer most people don't use or understand all the tools, so you're not alone there.

Your first post can be as simple as a photo of something that interests you with a few words about it. Think about something that's grabbed your attention recently that you'd love to share with other like-minded people. A photo of your dog with you at work, a new product you're excited about, staff loading up orders, or a gorgeous sunrise you snapped.

05. Set a goal and be consistent

Using the platform regularly is the best way to understand how it works and to get results over time. Set yourself a realistic goal of how often you're going to post and aim to be consistent. You can also schedule posts ahead which can be an efficient way to share regular content.

If you get stuck at any stage you can ask someone you know who uses social media to assist you. You can also type your questions into Google to find helpful articles and videos online on most topics.

In next season's issue, we will take a closer look at the different social media platforms and how to choose the right ones for your business.



Written by Filipa Ottley

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

Let's socialise! Are you following NGINA? Our socials are going 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](https://www.instagram.com/ngina_nswandact)



Facebook:
[@NurseryGardenIndustryNSWACT](https://www.facebook.com/NurseryGardenIndustryNSWACT)



Linked In:
Nursery & Garden Industry NSW & ACT

Production Nursery and Freehold For Sale

North of Brisbane

Close to a major freeway providing easy access for transport and suppliers



Land Area: 3.24 Hectares

Growing Pads: 6 Growing pads fully set up with weed mat, irrigation and room to expand.

Buildings: Plenty of sheds for dispatch, Potting and storage. lockable chemical storage, pump house, propagation house.

Water: Self reliant with a large dam and coastal rain fall to replenish. Automatic irrigation

House	Business	Stock
House 4 bedroom 3 bathroom house comfortably set in park like surrounds.	Business Profitable production nursery operating since 2000	Full stock ready to sell and in production.

Price on application

For more information contact David Hall
M: 0426 253 042
E: David.hall@linkbusiness.com.au



TO ALL OF OUR MEMBERS AND PARTNERS

THANK YOU

NGINA would like to thank all our members and partners for joining with us as we grow our industry.

Our industry often faces adversity and over the past few years it's definitely been more than normal. We know it's tough but being part of your association means that you are not alone and that you always have someone in your corner.

Our work supports our members first and foremost however often our advocacy and marketing efforts benefit all of industry. But if too many people enjoy the free ride.... and not enough people help to pull, then the wagon isn't going anywhere!

In the coming pages we want to formally recognize all the current NGINA members for supporting and growing with us.

We believe NGINA membership is worth its weight in gold and our goal is to reach 240 members by the end of the year. We hope you will help us fly the NGINA flag and look forward to having your support to help pull the wagon together to a better industry!



TOGETHER WE GROW

2022 MEMBERS

A Greener View Gardens	Dhartima Pty Ltd
A T Eyles & Sons Pty Ltd	Downes Wholesale Nursery
Adds Decor Pty Ltd	Dutchs Nursery
Agnov8 Pty Ltd	Eden at Byron
Alderwood Nursery	Elegant Outdoors
All Stake Supply Co Pty Ltd	Engall's Nursery Pty Ltd
Alpine Nurseries	Essentially Natural
Alpine Treemovals Pty Ltd	Eureka Plants Pty Ltd
Alstonville Plants	Evergreen Garden Care Australia Pty Ltd
Andreasens Green	EvergreenConnect Pty Ltd
Arborglen Pty Ltd	Exotic Flora Nursery
Arc Ento Tech Ltd	Firewheel Rainforest Nursery
Auscitrus	Firnesse Pty Ltd
Ausplants R US Pty Ltd	Flora Nursery Pty Ltd
Australian Cactus & Succulent Supply Pty Ltd	Foley's Nursery
Ball Australia Pty Ltd	Forbidden Fruits Nursery
Bamboo World Wholesale Nursery	Four Seasons Nursery
Batlow Rhododendron Nursery	Freemans Reach Greenhouses Pty Ltd
Bayer Crop Science Pty Ltd	Fruit Salad Tree Company
Bayside Garden Centre	Gale Citrus Pty Ltd
Berry Park Pty Ltd	Garden City Plastics
Birdies Nest Nursery	Gehl Wholesale Nursery
Blacktown City Council	Geranium Cottage Nursery
Bloomin Lot Wholesale Nursery Pty Ltd	Glenfield Wholesale Nursery Pty Ltd
Bluedale Wholesale Nursery	Go Grow
Bob Bail	Golden Gates Nursery Pty Ltd
Bonny Hills Garden Centre and Garden Cafe	Gondwana Nursery
Bonnyrigg Garden Centre	Grange Growing Solutions
Botanica & Paradise Nurseries P/L	Greenbourne Nursery
Botanix Plant Supply	Greener Growth Nurseries
Boyds Bay Group	Greentoes Pty Ltd
Burbank House & Garden	Greenworld Nursery
Burbank Nurseries Pty Ltd	Guru Labels
Burnetts on Barney	Habitat 101 (Lifestyle Brands International)
Bywong Nursery	Harvest Seeds & Native Plants
Cabbage Tree Nursery	Heemskerk's Nursery
Cameron's Nursery	Heritage Gardens Nursery
Camwil Palms Pty Ltd	Heritage Nursery Yarralumla
Cape Nursery	Honeysuckle Garden
Cedar Nursery + Design	Hornsby Community Nursery
ChemCert Australia	Hortraco Trading Pty Ltd
Chris Aylott	ICL Specialty Fertilizers
Cleetondale Nursery	Independent Garden Centres (IGC)
C-Mac Industries Pty Ltd	INN Ferns and Foliage
Coffs Harbour Nursery	Innovative Tags Pty Ltd
Colour Spot Nursery Pty Ltd	Jamberoo Native Nursery
Colourwise Nursery NSW Pty Ltd	Jayfields Nursery
Combined Nursery Sales Pty Ltd	Joanne McMurtry
Corrective Services Industries	Julie Worland
Crosbie's Nursery	Just Cliveas and Rare Things
Crystal Creek Estate	KC Vines & Root Stocks
Cutabove Tools	Keith Wallace Pty Ltd
Daley's Fruit Tree Nursery	Kellyville Plant Patch
Dennis Taylors Foliage Nursery	Kenthurst Nursery Pty Ltd

2022 MEMBERS

Kim L Hamilton	QIF Alstonville
Kootenay Park Nursery	Ralph Groves
Kulgoa Nursery	Ramm Botanicals
Leppington Speedy Seedlings & Supplies	Randwick City Council Nursery
Limpinwood Gardens Nursery	Richgro Garden Products
Little Edan Bamboo	Riverina Nursery Pty Ltd
Lonely Goat Nursery	Riverside Nursery
Lots-a-Colour Pty Ltd	Robann's Nursery
Lowes TC Pty Ltd	Rodney's Garden Centre
Maple Springs Nursery	Ron Prior
Maromac Nurseries	Rosewood Nursery Sales & Transport
Martins Fertilizers	Royal Botanic Gardens & Domain Trust
Master Courier Pty Ltd	Royston Petrie Seeds Pty Ltd
Middle Head Palms	Scott Rule
Millthorpe Garden Nursery	Scotts Tubes Pty Ltd
Mogo Nursery	Solomons Wholesale Nursery
Mojay Pots Ltd	Sprint Horticulture Pty Ltd
Monaro Native Tree Nursery	Sun Horticulture
Mother Earth Nursery	Sunrise Nurseries NSW P/L
Mountain Blue Farms Pty Ltd	Sustainable Natives
Mountain Range Nursery	Swane's Garden Care
Mr Fothergill's Seeds Pty Ltd	Swane's Nurseries Australia
Mudgee Nursery	Sydney Wildflower Nursery
Muru Mittigar	Sydney's Plant Market
Narromine Transplants Pty Ltd	TAFE Richmond Campus
Native Grace	Tahmoor Garden Centre
Nature's Care Nursery	Tarrawood Native Nursery
Ngulla-Dulla Garden Centre	Taskmaster Hardware ACT
Norwood Industries Pty Ltd	The Green Gallery
Oasis Horticulture Pty Ltd	The Greens Department P/L
Overland Nurseries	The Rusty Garden
Ozbreed Pty Ltd	Think Water Dural
Palm Park Wholesale Nursery	Tim's Garden Centre Pty Ltd
Palmdale Nursery	Tony Scott
Parker's Camellias Pty Ltd	Toolijooa Nursery
Parker's Place Nursery	Transplant Systems Pty Ltd
Parklea Pots & Plants	Trees Impact Pty Ltd
Paterson Fern Nursery	Tropical Plant Rentals
PBM Nursery	Tube Traders
Pearce's Nurseries Pty Ltd	Undercover Nursery
Pelicans Landing Garden Centre	Urban Nurseries Pty Ltd
Perenniale Plants Nursery	Valley Garden Centre
Peter Albery	Valley View Nursery
Plantasy Nursery	Weber's Nursery Mount Boyce
Plantmark NSW	Weedtechnics Pty Ltd
Plantsporters	Welby Garden Centre
Plumeria Nursery	Winter Hill Tree Farm Pty Ltd
Portland Leisure Living	Wyee Nursery
Povel Plants	Yackandandah Valley Nursery
Princeton Nurseries	Yarralumla Nursery
Proptec Pty Ltd	Yates Australia

MEMBER INCENTIVE

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



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

TOGETHER WE GROW

WEAR IT LOUD AND PROUD

2022 MEMBER BADGE



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

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

If you need help accessing or promoting your badge, contact the our team on
02 9679 1472 or via info@ngina.com.au

Membership Prospectus



Nursery & Garden Industry
NSW & ACT

Together We Grow

Who Are We?

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

Our Vision

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

Our Mission

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

Our Commitment

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

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

Our Members

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

Why Should You Become a Member?

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



NGINA Membership Provides...

Growth

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

Connectivity

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

Knowledge

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

Savings

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

Representation

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

Recognition

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

Your Membership Benefits at a Glance

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

Complete our NGINA membership application form (online or in print) and email it to info@ngina.com.au. 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

- | | | | |
|--------------------------------------|-------------------------------------|---|------------------------------------|
| <input type="checkbox"/> Allied | <input type="checkbox"/> Retail | <input type="checkbox"/> Production/Wholesale | <input type="checkbox"/> Landscape |
| <input type="checkbox"/> Educational | <input type="checkbox"/> Plant Hire | <input type="checkbox"/> 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).

MEMBER FEATURE

"We are here to
move your business"

Reliable and professional live
plant transport



MASTER COURIER
SPECIALIST IN PLANT TRANSPORTATION



The year 2000 was the mark of a new millennium and the establishment of Master Courier Pty Ltd. As a family-owned business for over two decades we excel in transportation services.

Customer satisfaction has been the backbone of the longevity of our business. Our primary passion is to provide efficient and cost-effective transport services to suit our customers needs. Whether we are delivering live plants or general freight to residential and commercial clients we ensure reliable, punctual, and quality service every time.

Our dedicated custom built fleet of trucks are fully equipped with E track system, Dhollandia tailgates and load restraint tie downs to ensure safe and secure delivery of your freight.

Service Area

Daily	Twice a Week	Weekley
Metro express Same day pickup and delivery	Regional Delivery twice a week for Mid North Coast or next day service for suburbs 100km from Sydney	Express interstate linehaul freight
Sydney & South Coast		Sydney, Northern Rivers, Melbourne, Brisbane & Sunshine Coast
Cut off time 2pm	Cut off time 10am	Conditions apply

All plants whilst in our care of transportation are insured and covered by Marine Cargo and National Plant Insurance for the sum of up to \$50,000 per truck load.
Conditions apply*

"We won't be beaten on
pricing and match any written
quote by our competitors"



NEW MEMBER



MURU MITTIGAR

PATHWAY TO FRIENDS

We are a Dharug organisation making a significant, measurable and lasting difference in advancing Aboriginal culture, in particular, Dharug culture.



COUNTRY

- Arboriculture
- Bushfire Mitigation
- Landscape Construction
- Landscape Maintenance
- Vegetation Management
- Provenance Nursery & Seed Bank



COMMUNITY

- No Interest Loan Scheme (NILS)
- Financial Counselling
- Energy Accounts Payment Assistance
- Free Workshops
- Client Referral



CULTURE

- Primary & High School Cultural Education
- Early Childhood Cultural Education
- Community Events
- NESA Registered Professional Development
- Corporate Cultural Awareness
- Cultural Workshops
- Tourist & Visitor Programs

We acknowledge the Dharug people as the Traditional Custodians of the land on which we live and work.
We acknowledge the Elders, both past and present.

Muru Mittigar seeks to create a better understanding of Aboriginal culture in the wider community; create new jobs; develop workplace skills training and increase sustained employment opportunities for Indigenous Australians.

The organisation achieves this by providing quality contracting and consulting services to Government and business, in Land Management, Education and Tourism and through investing in well-being and financial counselling services for the Aboriginal community.

Muru Mittigar offer wholesale rates and specialise in growing plants from the Cumberland plains as well as some bushtucker lines.



murumittigar.com.au



@murumittigar



@murumittigar



NEW MEMBER



About Native Grace:

Business owner(s):

Luke & Catheryn Maitland

Nursery size (acres):

.75

Number of staff:

Nursery - 3 fte, Cafe - 1 fte,
Design - 1.5 fte, Landscaping - 4 fte

When, where and how did you start in the industry?

Luke: I always had a love for nature, in year 11 I decided to leave school and started a Certificate 2 in horticulture at tafe in 1999, then was lucky enough to get an apprenticeship at Wariapendi Nursery which specialises in native plants. I spent the better part of 20 years there. I always liked the idea of having my own space. I was lucky enough to have the support of Catheryn and our family and we opened Native Grace in November 2020.

Catheryn: I had managed my families small retail business for over 10 years, along with a background in graphic design have given me a great foundation and skill set to benefit the business.

How did you get your idea or concept for the business?

We wanted to create a space that people could enjoy (obviously selling plants is important) even if it does not lead to a sale. Selling products that are sustainably and ethically produced whilst showcasing Australian ingredients and producers was also a driving force behind our gift shop.

Provide a bit of business background

We opened in November 2020. We are a retail nursery specialising in native plants with a gift shop stocking a curated number of products that celebrate indigenous business or directly support indigenous communities where we can and an onsite cafe. We also provide a design service and have a full time team installing and maintaining landscapes.

What are your company's goals?

To promote native plants and associated products with a sustainable and ethical ethos at our core.

What made you choose your current location?

Robertson is such a great location, historically, the current site has been a nursery in one way or another for close to 60 years and although we are new the site has a number of old specimen trees that create a great atmosphere.

Why do your customers select you over your competitors?

The most common comment we get is how healthy our stock is and how well organised/presented the nursery is to what they experience elsewhere. Our staff are friendly, knowledgeable and eager to help our customers with specialised advice however we can.

To what do you attribute your success?

Our staff. They are amazing. We have a great dedicated team that are always keen to learn. Giving honest and reliable advice.

What do you like/dislike the most about working in the horticulture industry?

I like that we can make real change to someones garden and earn their trust. I dislike the declining number of specialty nurseries and the expert knowledge that is being lost due to the big chain stores monopolising the industry.



nativegrace.com.au



@nativegracelandscapes



@nativegracelandscapes

NEW MEMBER

plumeria

nursery

Plumeria Nursery is based on the Mid North Coast of New South Wales with a special focus on artistic and architectural plants that are both rare and unusual. Operating by appointment only, they attend many of the major plant fairs in NSW.

Owner Khan van Grecken has developed his passion from an early age growing rare and exotic specimens. A true collector with a keen artistic eye, Khan is drawn to the visually spectacular in form, colour and texture - so naturally this is Plumeria Nursery's specialty.

With an impactful pallet of beautiful showcase plants, Plumeria Nursery specialises in large Alcantareas - Big bold and dramatic structural forms which are an excellent accent plant adding definition to a landscape. Exquisite Tillandsias with their small, architectural shapes making beautiful living sculptures. Rare collectible Frangipanis for a beautiful pop of colour - with flowers ranging from deep crimson to pale pink, white and yellow to orange and every shade in between there are plenty of varieties to choose from. And to add a touch of personality to your garden or indoors there is the Pitcher plant which produces stunning leaf formations with a funnel or 'pitcher'.

For Khan the created landscape is like an artwork, you can produce spectacular results by using the correct structures and colour to really make nature pop!

Plumeria Nursery is set on a beautiful peninsular surrounded by indigenous vegetation.

Khan has a big vision for the future

"There are a lot of projects happening right now and there is a lot I want to achieve as I slowly work towards my goals - constantly evolving just like nature itself. I have the commitment and passion to keep creating and providing special statement plants large and small."



plumerianursery.com.au



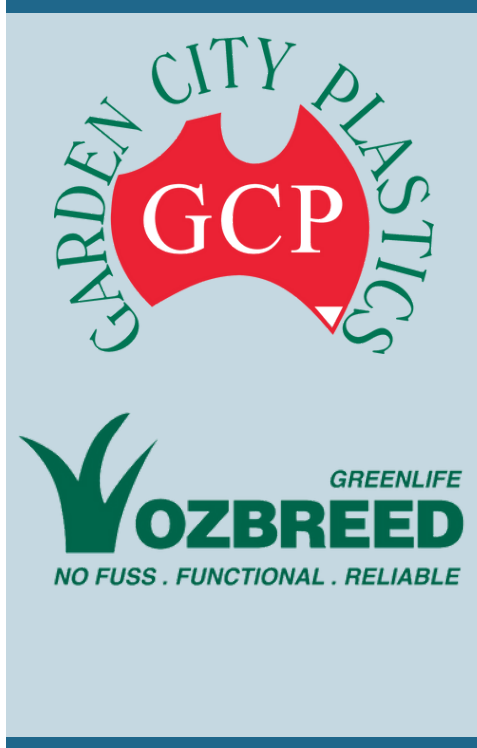
@plumerianursery



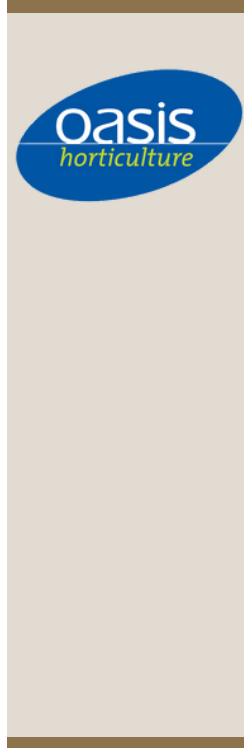


Thank you to our NGINA Partners

Diamond



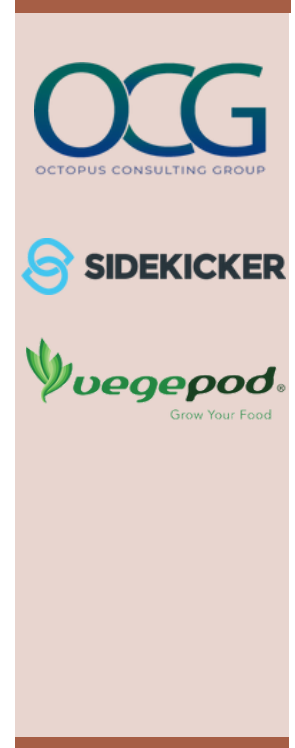
Gold



Silver



Bronze



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 *

- 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



Pesto | From plant to plate

4 servings ⌚ 5 minutes

For those who have ventured into creating their own pesto instead of buying from a jar, you'll know it takes your meal to a whole new level! If you haven't tried it before, this simple recipe might just blow your mind. Made in bulk this recipe can be frozen or kept for 4-5 days in the fridge.

We all know pesto and pasta is a match made in heaven, but have you tried it on toast with an egg? As a salad dressing? As a dip? Pizza topping? Sandwich sauce? A garnish on chicken or fish? ... the possibilities are endless!

Ingredients

- **1 clove garlic** -

(more or less to taste)

- **1 big bunch of fresh basil** -

(bonus points if its from the garden)

- **1 handful of pine nuts** -

(or any of your favourite nuts like almonds or cashews.

Toasting your nuts adds another level too)

- **1 handful of freshly grated parmesan cheese** -

(but the packet stuff works too)

- **extra virgin olive oil** -

(more or less depending on what consistency you need)

- **1 lemon** -

(more or less to taste)

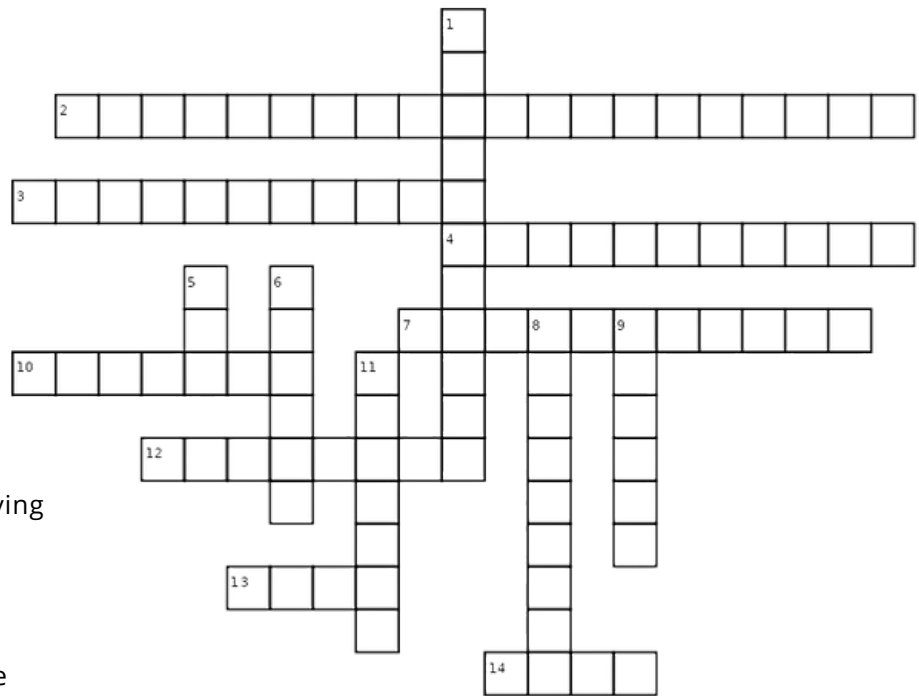
Method

1. In a food processor (or a bowl to use a stick blender) add the garlic, basil leaves, pine nuts, parmesan, salt & pepper, a squeeze of lemon and oil.
2. Blitz until you get your desired consistency adding more oil if needed.
3. Season to perfection with salt and pepper. Have a taste, and keep adding a bit more cheese, oil or lemon juice until you are happy with the taste and consistency.

DOWN

- 1** The prevention of the introduction and/or spread of harmful organisms
- 5** A plant container
- 6** A widely distributed element that forms organic compounds in combination with hydrogen & oxygen
- 8** A chemical preparation for destroying plant, fungal, or animal pests
- 9** A fertile and delightful spot
- 11** A basket on wheels

CROSSWORD



ACROSS

- 2** Australian grass tree
- 3** The practice of cultivating plants and livestock
- 4** The act of growing something or improving its growth
- 7** Multiplication by natural reproduction
- 10** High-power low-speed traction vehicle
- 12** The science of soil management and the production of field crops
- 13** Tube for conveying a liquid
- 14** A plant in the wrong place

SUDOKU

LEVEL: MEDIUM

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

Do you get our emails?

We regularly communicate with our members via email.

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



ANSWERS

SUDOKU

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

CROSSWORD

DOWN

- 1** Biosecurity
- 5** Pot
- 6** Carbon
- 8** Pesticide
- 9** Garden
- 11** Trolley

ACROSS

- 2** Xanthorrhoea australis
- 3** Agriculture
- 4** Cultivation
- 7** Propagation
- 10** Tractor
- 12** Agronomy
- 13** Hose
- 14** Weed



GREEN EXPO

Bringing Industry Together

Presented by



Nursery & Garden Industry
Queensland



26 - 27 July 2022

**Gold Coast Turf Club and
Event Centre**

TRADE ONLY

Visitor Registration now available at www.ngiq.asn.au






W: www.ngiq.asn.au | E: events@ngiq.asn.au | P: +61 7 3277 7900



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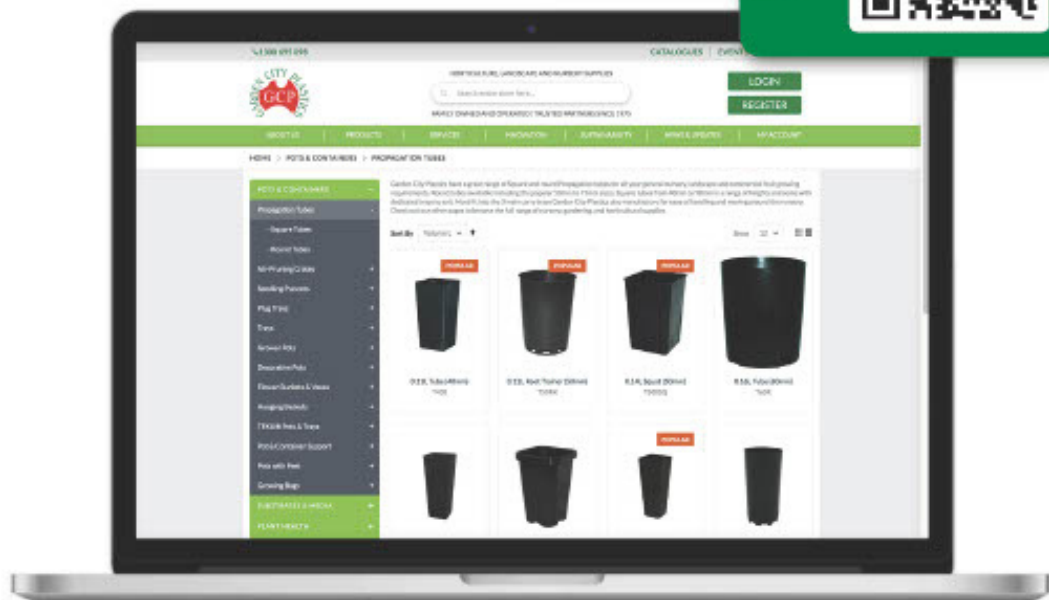
Have You Registered For Your Online Account?

NEW online ordering portal for GCP trade customers,
compatible on all mobile, laptop and desktop devices

-  Browse GCP's full range of products
-  Review sizes, colours and specifications
-  See your past purchases and prices
-  Place orders from anywhere at anytime
-  It's easy, it's fast, it's available now

To register, scan
the QR CODE

Or reach out to your local
GCP team to get started



gardencityplastics.com



1300 695 098



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