



**NOVEMBER &
DECEMBER
2021**



*Seasons
Greetings*

**ANNUAL
AWARDS**

**MANAGING
COVID WHS**

**NEW DROUGHT
FUNDING**

**NGIQ
STRATEGIC PLAN**



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President's Column

Elaine Duncan

Welcome to the last edition of leaflet for 2021.

A special thanks to the NGIQ Board for their ongoing commitment and welcome to Ben Cook who replaces Simon Smith, Sunshine Coast. The year is nearly over, and I hope that after a busy year that you all get a well-deserved break over the holiday period.

Time to look to 2022.

There is much discussion over the border openings and concern. Queensland as a state has been relatively isolated to covid. How do we plan our year is one of the questions? At the onset of covid I was asked this question. You can only plan for success - no one plans for failure. The covid year created more interest in green life than we could imagine! Most plans went out the window as we all frantically tried to generate more production.

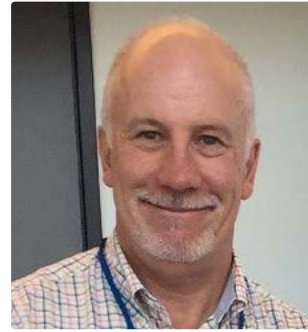
Set your goals for 2022 be it in business or personal.

Build your plan in and around your goals to plan your journey to success. Without a roadmap we don't have the path to guide us on the journey and how do our team know where we are headed so they can support the journey. Your business and personal plan is a living document that we continue to visit and update as required.

Take some time to think about the journey and where to next! The sky is the limit, so they say.

Enjoy the festive season wishing you all a safe and merry Christmas. I wish you all the best for 2022 and thank you for the ongoing support.

Elaine



CEO's Column

Ian Atkinson

Busier than ever but are you truly making money?

Everyone has been busy this last couple of years with increased production and sales. But have you had time to really consider your Return On Investment? I know people are in this business for many and varied reasons, but if you don't make at least a small ROI then is it a business or just a hobby?

When did you last adjust your sales price to reflect input costs? Growers for instance have seen substantial increases in input costs. Using industry averages from past benchmarking studies I can predict your margin has shrunk by at least 3% in just this last 12 months.

Labour on average is about 40% of total revenue, the cost has gone up twice in 12 months and reduced your profit margin by about 1.7%. Growing media, pesticides and fertilisers account for about 5% of total revenue, these have or will shortly go up by approximately 20%, further reducing your margin by around 0.9%.

Pots and containers have gone up as well and they account for about 5% of revenue so an increase of 8% cuts your margin by a further 0.4%. With the cost of international freight sky-rocketing (and no end in sight) this trend isn't going anywhere and you cannot afford to absorb such long term cost increases.

Meantime you are so busy getting plants on the ground and out the door, that you've had to employ some staff of 'average' performance. What is happening to your overall productivity? Covid related changes sometimes deliver productivity benefits, but not often.

So draw a breath, and spend some quality time with your financials. I want to see this current prosperous time be genuinely beneficial to us all. All the best for 2022.

Ian





Brisbane Trade Days 2022

January

Wednesday 19
Redland Showgrounds

February

Wednesday 16
Redland Showgrounds

March

Wednesday 16
Nambour Showground

April

Wednesday 6
Redland Showgrounds

April

Wednesday 20
Toowoomba TAFE

May

Wednesday 11
Redland Showgrounds

June

Wednesday 8
Redland Showgrounds

August

Wednesday 10
Redland Showgrounds

August

Wednesday 24
Toowoomba TAFE

September

Wednesday 14
Nambour Showground

October

Wednesday 12
Redland Showgrounds

November

Wednesday 9
Redland Showgrounds

November

Wednesday 30
Redland Showgrounds

Brisbane Trade Days 2022

Brisbane Trade Day has seen some changes over the past two years primarily as a result of Covid-19, however fortunately we were lucky enough to hold eight trade days in Brisbane and two trade days in Toowoomba in 2021. One of the changes implemented was the introduction of pre-orders in late 2020, this has continued throughout 2021 and due to the positive feedback from both buyers and sellers we are pleased to announce pre-orders will continue throughout 2022.

Another significant change this year was the trial venue at Redland showgrounds in Cleveland. There was a need to find an alternative venue, due to the increasingly limited availability due to the Cross River Rail project at the Brisbane Showgrounds, which will be ongoing to at least 2024. Along with the costs associated with hiring the Brisbane showgrounds.

The Brisbane Trade Day committee is happy to announce we will continue to hold Trade days at the Redland showground in Cleveland in 2022. This has proven to be a fantastic venue and offers both undercover and outdoor space, plus there is ample parking. We will also hold two trade days in 2022 at the Nambour showgrounds in the months of March and September. Permanent Standholders will be invited to secure a six-month attendance site at Trade Days from January to June 2022, then again in for August to December 2022. The blocks will incorporate the two Nambour trade days. There will also be an

option for casual Standholders to attend both Brisbane and Nambour, however permanent standholders will be given preferential sites.

On the page opposite are the dates for Brisbane Trade Days in 2022. We would like to thank all Standholders and buyers for their ongoing support of Brisbane Trade day in 2021 and look forward to events in 2022.



Can I require my employees to be vaccinated against COVID-19?







GREEN EXPO



Nursery & Garden Industry
Queensland

BRINGING INDUSTRY TOGETHER

26–27 July 2022



Membership Application 2021

Membership category (please tick boxes)

- Production Nursery
 Garden Centre Retailer
 Production and Retail Nursery

Membership rates for these categories are based on the number of owners, employers and employees, and include GST

Number of employees	Membership Fee
<input type="checkbox"/> Business owner, no employees	\$905
<input type="checkbox"/> 1-4 equivalent full time employers/employees	\$1,205
<input type="checkbox"/> 5-10 equivalent full time employers/employees	\$1,555
<input type="checkbox"/> 11-20 equivalent full time employers/employees	\$2,255
<input type="checkbox"/> 21-40 equivalent full time employers/employees	\$2,655
<input type="checkbox"/> 40+ equivalent full time employers/employees	\$2,985
<input type="checkbox"/> Allied Trade / Professional Service	
<input type="checkbox"/> Allied Trade / Professional Service	\$1,255
<input type="checkbox"/> Associate – educational institutions, associations and garden societies	
<input type="checkbox"/> Associates – institutions, associations, societies	\$795
<input type="checkbox"/> New member joining fee (includes re-joining fee where membership has expired)	\$55

We will send you a tax invoice to confirm the amount due and for you to use for GST.

Your business contact details

Name of business: _____

A.B.N. _____

Postal address: _____

Street location/s: _____

Name of Owner/s: _____

Phone: _____	Mobile: _____	Fax: _____
Email: _____	Website: _____	

Tell us about your business

What year did you commence business? _____

Tell us about your business
Approximately 25 words about your products, services, interests that we can use in the Trade Register and to promote your business.

Which NGIQ programs are of interest to you? (tick multiple boxes)

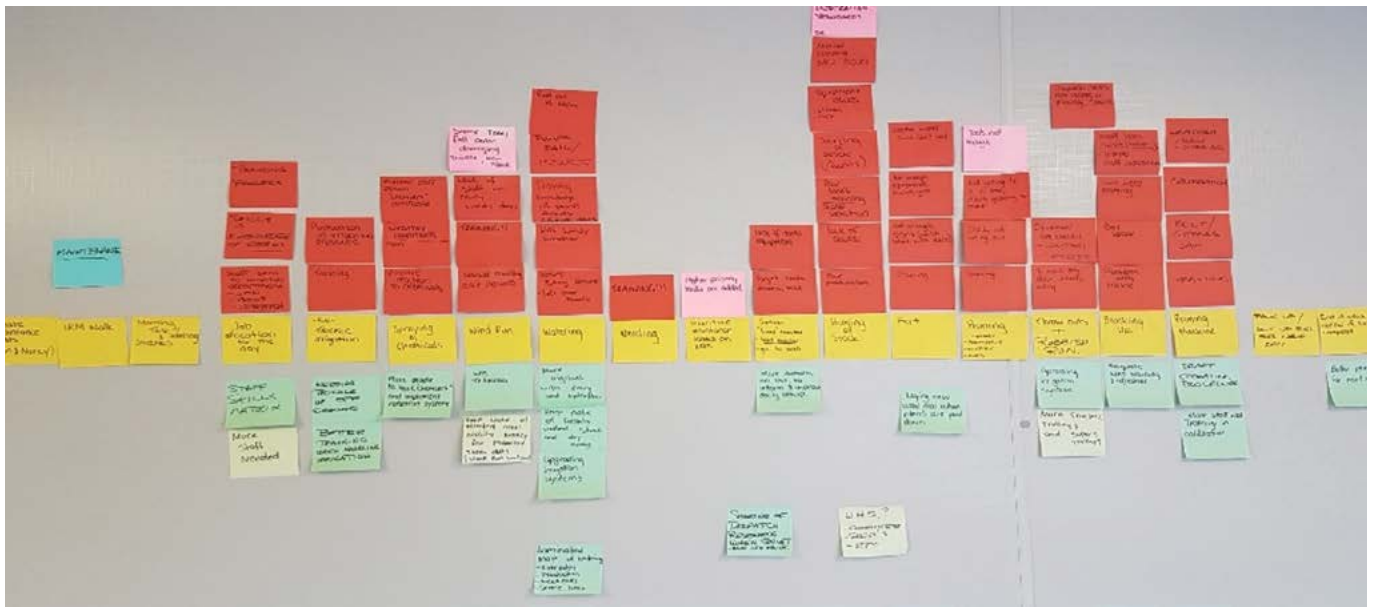
- | | |
|---|---|
| <input type="checkbox"/> Technical and Biosecurity advice | <input type="checkbox"/> HR/employment advice |
| <input type="checkbox"/> Industry Relevant Training | <input type="checkbox"/> Nursery Industry Trade Register (National) |
| <input type="checkbox"/> Green Expo | <input type="checkbox"/> Business strategy seminars |
| <input type="checkbox"/> Trade Days | <input type="checkbox"/> Queensland Garden Expo (Nambour) |
| <input type="checkbox"/> Local Networking with Branch Members | <input type="checkbox"/> Other..... |

Your membership will be promoted in the next edition of our industry publication, *Leaflet* and is subject to approval by the NGIQ Board of Directors. We'll send you a New Member Kit containing information on your local branch activities, signage for your front gate and information on upcoming events, courses and programs.

Please note membership fees are reviewed annually and subject to increase.

Utilising Process Mapping to Boost Performance

- A Case Study by Bruce Yelland



D-Day for bad seeds

8 November was D-Day for anyone trying to import unidentified seeds into Australia through the mail, with biosecurity officers to now destroy all noncompliant seeds on-the-spot.

The hard-line move brings seeds into line with Australia's 'immediate destruction' approach for other high-risk goods mailed from overseas that pose an unacceptable biosecurity risk.

Head of Biosecurity Andrew Tongue said over 56,000 seed parcels from overseas had failed to meet import conditions last year. This represented 73 per cent of all detections of non-compliant product at Australia's mail gateways in 2020.

"Most people understand that if they import meat products in the mail they run the risk of introducing diseases like African swine fever," Mr Tongue said.

"Similarly, smuggling live plants through the mail could introduce deadly pathogens and disease like Myrtle Rust and our highest risk plant pest, Xylella.

"Because most seeds are small, there's a perception they're benign. But they're anything but harmless. At least 20 seed genera are known hosts for the destructive khapra beetle.

"Controlled tests on imported seeds last year found cucumber, melon and zucchini seeds with Melon necrotic spot virus, Cucumber green mottle mosaic virus and Squash mosaic virus and potyviruses. Whether people are buying unidentified seeds on purpose, or accidentally flouting biosecurity laws, it no longer matters.

"If you're bringing in unidentified seeds through the mail which aren't compliant with import conditions, they'll be destroyed in accordance with the Biosecurity Act 2015.

"If you want to import seeds you need to ensure they're correctly labelled and meet all other import conditions."

Find out what is required to safely import seeds at: www.awe.gov.au/biosecurity-trade/import/goods/plant-products

Video and images of detected seeds are available at: app.frame.io/presentations/



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**NEW
IN 2021**



- Made from 100% recycled polypropylene.
- Recyclable.
- Aggressive root trainers.
- Anti-spiral.
- Slotted sides and raised mesh base for air pruning.
- Heavy duty for mechanical handling.
- Australian Made.

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www.qualityplasticproducts.com.au

Annual Dinner and Awards Night

Thank you to all of those that attended the 2021 NGIQ Annual dinner, held at View Hotel in Hamilton. It was great to see so many people from the industry come together to celebrate the year that has been, especially as we were not able to host a dinner in 2020.

NGIQ has a long heritage, the association was originally established 87 years ago, rumours have it maybe even longer! During these years, we have propagated local networks, germinated new businesses and spread the seed of best practice within the profession and it is important to recognise the people that have contributed to the growing success.

Elaine Duncan our President spoke of the year that has been and the challenges ahead. We have weathered all that Covid has thrown our way but we have also been incredibly fortunate. The year ahead promises to be difficult but prosperous, if we keep our heads. Elaine and Alistair Pritchard (Vice-President) then presented three highly deserving people with Awards for 2021.

NGIQ Presidents Award 2021

The President's Award was formerly called the 'Eric Sandle Award' (named after the first President on our Honour Roll) and is awarded by the current President to someone who has demonstrated a long term positive commitment to our industry.

Congratulations Brian Durham (pictured below second from left) for receiving the NGIQ Presidents Award 2021, For many years tireless service to the Queensland Nursery Industry.

Nurseryperson of the Year 2021

Nurseryperson of the Year is awarded to members who the Board decides have made major contributions to industry and NGIQ activities, typically for over 20 years.

Congratulations John Bunker (pictured at far right of the picture) for receiving the Nurseryperson of the Year 2021 Award.

NGIQ Service Award 2021

Congratulations Marion Beazley (pictured between Elaine and Alistair below right) In recognition and appreciation for 20 years' service to NGIQ and the Queensland Garden Expo.

Thanks once again thanks to our state sponsors for their ongoing support;

Platinum: Garden City Plastics;

Gold: Sunsuper

Silver: Evergreen Connect

Plus the Annual Dinner sponsors who help us run this event at a reasonable cost;

Ball Australia, Bassett Barks, Proptec

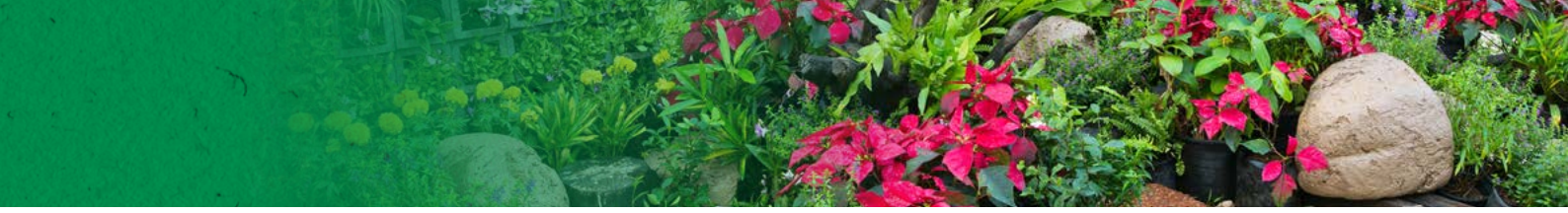
I hope everyone enjoyed themselves and we look forward to 2022. Please look out for further exciting news and information in our next Leaflet edition regarding awards in 2022.

Amy Carter
NGIQ Events





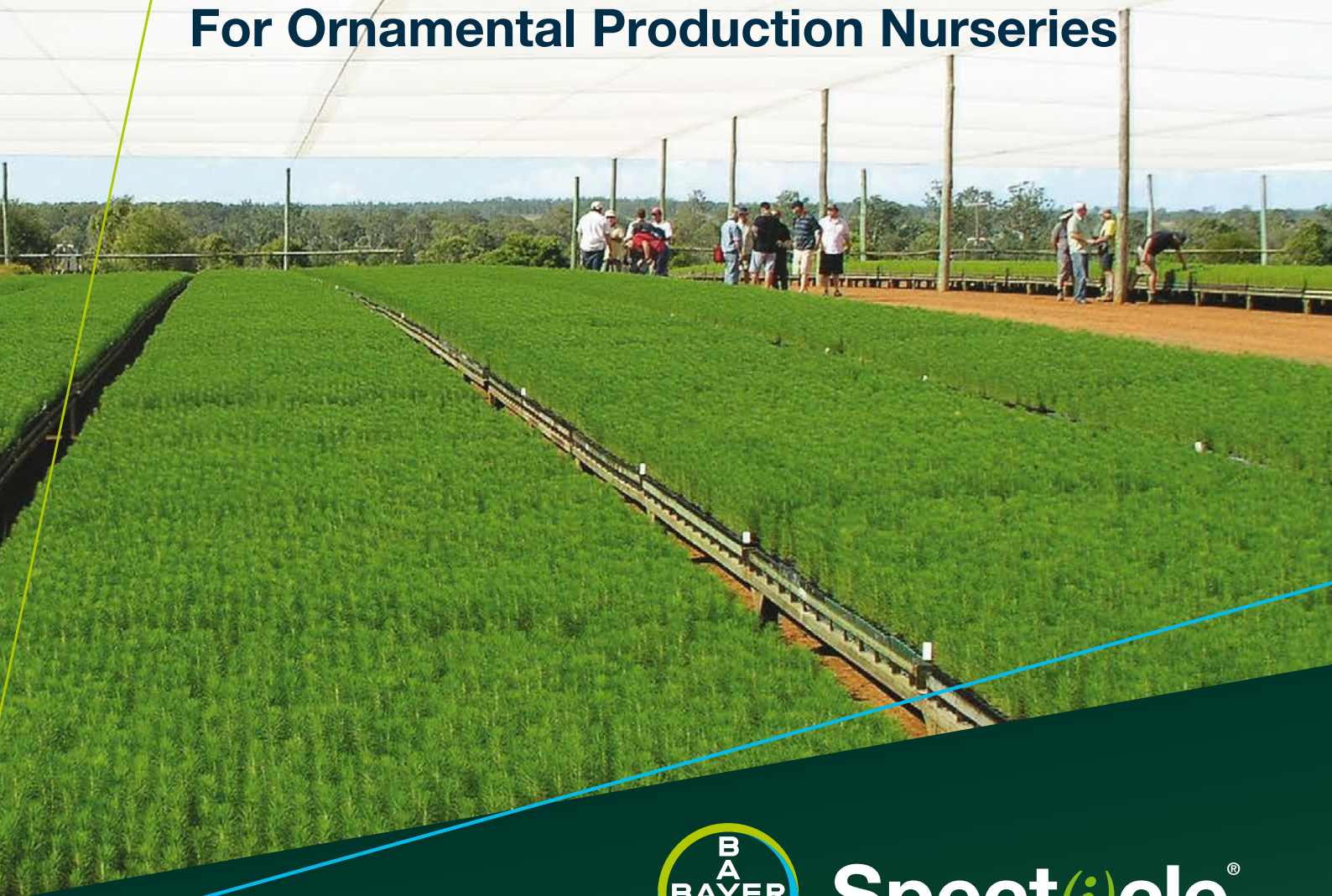
Covid Risk Matrix



Covid Risk Matrix



Innovative Weed Management Tool For Ornamental Production Nurseries



Spect*i*cle®

Apply less. Achieve more.

- // Pre-emergent weed control in bareground areas of ornamental production nurseries
- // Registered for over 30 annual grasses and broadleaf weeds
- // A new level of performance that helps break the cycle of difficult to control weeds
- // Long-lasting control – up to 8 months – reducing labour and lowering costs for ornamental nursery managers
- // Specticle has been trialled in nursery situations in Australia with excellent long-term weed control achieved in a number of different settings, validating the strong value that Specticle can provide for ornamental nursery managers



Major reform provides funds to Queensland growers for drought preparation and resilience

The biggest reform to Queensland's drought assistance in generations will help Queensland primary producers (including production nurseries) improve their management of future droughts. New drought assistance programs will focus on greater preparedness and business resilience. It is jointly funded by the Queensland and Federal Governments.

Under the new drought assistance guidelines, growers will no longer need a drought declaration to access drought preparedness assistance, it will be available anytime. Nurseries will need to have a Farm Business Resilience Plan or equivalent that identifies activities to improve resilience when applying for the drought preparedness grants or loans.

Growers can attend a Farm Business Resilience Program workshop or training run by industry organisations (including QFF/NGIQ) or the Department of Agriculture and Fisheries (DAF) to help develop and implement a plan, write a plan themselves, or engage professional assistance. All grants and loans will be administered by the Queensland Rural and Industry Development Authority (QRIDA).

For more information about the new drought assistance, including templates, checklists and tutorial videos visit www.daf.qld.gov.au/drought

What is the aim of the new assistance?

The new drought assistance will help Queensland primary producers better manage future droughts through new preparedness measures including tailored training, grants, loans and support in preparing farm business plans. The drought program reforms are the Queensland Government's response to the Queensland Drought Program Review and will also deliver Queensland's obligations under the National Drought Agreement.

What are the new drought preparedness measures?

New drought assistance programs focus on fostering greater preparedness and business resilience for a broader range of eligible Queensland primary producers. The measures that will be available in any year, regardless of drought status, include:

Farm Business Resilience Program; Provides information and training to improve drought preparedness, including help with a Farm Business Resilience Plan. This program will be delivered through partnerships with the Department of Agriculture and Fisheries (DAF) and industry.

Farm Management Grants; Provide a rebate of 50 per cent to a maximum of \$2,500 to primary producers for the cost of professional assistance to develop a Farm Business Resilience Plan for their property.





Drought preparedness grants; Provides a rebate to primary producers for on-farm capital improvements identified in their Farm Business Resilience Plan to improve the drought preparedness of their property. The Drought Preparedness Grant is up to 25 per cent of the cost of the infrastructure to a maximum of \$50,000 in a year or spread over a five-year period.

Drought Ready and Recovery Loan (available from early 2022) Provides a concessional loan of up to \$250,000 for primary producers to undertake preparedness measures identified in their Farm Business Resilience Plan to improve the drought preparedness of their property. The loan can be matched with a drought preparedness grant.

When can I access the new drought assistance?

The preparedness grants will be available from December 2021 and the loans will be available from early 2022. The Farm Business Resilience Program will offer training and workshops, including help with developing Farm Business Resilience Plans, as an on-going service.

What is a Farm Business Resilience Plan?

Farm business planning identifies goals and assesses strategies and plans to manage risks such as drought. Managing business risks impact upon the sustainability of production, natural resources and profitability. A business plan should be evidence-based, incorporate relevant learnings from training, and be tailored to the purpose of the business operation. It should outline an implementation approach and be monitored and reviewed regularly to respond to and manage changes and their impacts.

There are a number of pathways to develop a business plan, you can attend a workshop or training through the Farm Business Resilience Program, you can use professional assistance, or you can complete the template yourself. NGIQ is currently developing an industry assistance package for the wider industry. If a producer decides to get professional assistance to develop their business plan, they can apply for a Farm Management Grant to receive a 50 per cent rebate up to \$2,500 of the cost.

Producers need a Farm Business Resilience Plan that identifies activities to improve business resilience to apply for the new drought preparedness grants or loans through the Queensland Rural and Industry Development Authority (QRIDA).

Who do I contact at NGIQ to discuss my options?

Ian Atkinson
NGIQ CEO - ceo@ngiq.asn.au

North Brisbane Branch

End of Year Report



Award Plants

Award Plants hosted the NBB Christmas party this year, with a nursery visit - followed by great food and entertainment. The invitation extended to all branches and stormy weather didn't stop people travelling from all over to visit Award Plants.

This event was the perfect opportunity for all branches to come together in a great setting to socialise and enjoy what Award Plants had on offer. Alba Catering provided Japanese dishes for dinner, Nick from Greenstock ran the nights trivia and raffles, followed by a lot of dancing!



It was clear to see the dedication and commitment that Selena, Luluh and team put in every day to grow, maintain and sell such a high quality of stock. The NBB committee and the staff of Award Plants hosted a great evening and should be extremely proud of their efforts.



Special thanks must be given to the sponsors of the event, QPP, Dracaena Farm, EE Muir, Basset Barks, QPower Solutions, Plantmark, Total Water, GCP, Norwood and Fernland Agencies. Without their generous help events like this wouldn't be possible.



What's coming up

The North Brisbane Branch has had a quiet couple of months but is gearing up for an eventful 2022.

Below is a rough guideline of what the committee has in mind for next year.



January

General meeting at Caboolture Central
Guest speaker TBC

February

Nursery Visit
Greenstock Nursery, Elimbah

March

Retail visit
Theo's Garden Centre

April

General meeting at Caboolture Sports Central –
Guest speakers - agronomists from EE Muir.

May

Warehouse visit
Quality Plastic Products

June

Birthday party for Evergreen connect
NBB to host - Venue TBC

July

month off
Qld Garden Show

August

AGM
Caboolture Sports Central

September

General meeting at Caboolture Sports Central
Guest speaker TBC

October

Retail visit
Queensland Succulents - Burpengary

November

NBB Christmas party
Location TBC

December

month off
plan for 2023

Lastly, if you have any suggestions for meetings, topics you wish to have raised, recommend a guest speaker or would like to host an event at your nursery please contact Lalah from Award Plants on sales@awardplants.com.au

From everyone on the NBB committee we wish you a safe and happy Christmas.

Calculating Nursery Water Balances

your key to improved drought resilience

To maintain maximum production, it's essential the business has sufficient water security for the entire growing season. Some simple calculations can shed some light on the crop requirements for a season, and the how this aligns with water reserves or supply.



Crop water use

Water meters installed in the irrigation system can quickly and simply provide water use data for a growing season or production year. This information can often include both the crop irrigation along with other nursery water use such as washing and cleaning of beds, benches and containers.

Where a water meter is not installed it is possible to calculate water use by measuring the volume of water emitted by one sprinkler in an irrigation zone, multiplying by the number of sprinklers in that zone, and then simply multiplying by the duration the irrigation zone is operated in a year. The results from each irrigation zone can be totalled, and then added to the calculated water volume used in general hosing and cleaning in a similar time frame, providing a measure of the total water used in production in a growing season or production year.

Available water

Water has a cost to the production nursery. Reticulated town water supply has a direct cost, underground water must be brought to the surface and distributed around the nursery, and surface water has to be stored, pumped and disinfested. Town water supplies may be limited by restrictions on 'time of day' use, supply due to service pipe size, restriction on volumes available for general horticulture, and seasonal restrictions due to local conditions such as drought. Underground water may be limited by the volume of water available due to climatic conditions, local pumping competition, the aquifer recharge time, or by the water quality and the need for treating or blending the water to make it suitable for use. Surface water in storages is restricted by the physical catchment and collection infrastructure, storage volume, storage water quality, weather conditions, losses due to evaporation and seepage, recycling efficiency and filtration and disinfestation capabilities.



Water available for production and irrigation can be calculated and compared against rainfall data from normal and dry years to identify any shortfalls that may occur. This is particularly important when planning for expansion phases within a business. Water security should be addressed as part of physical or production expansion planning.



Water conservation

Several actions can be taken to improve water security in nursery production:

1. Calculate current and future water requirements to allow sensible production planning.
2. Install an efficient drainage system to ensure maximum capture of nursery wastewater.
3. Recycle nursery wastewater back onto production areas with appropriate disinfection.
4. Improve on-farm irrigation infrastructure to improve water use efficiency - improve irrigation application systems to industry BMP, upgrade application systems to more efficient techniques e.g. drip irrigation, adjust plant spacing, group like water use plants together in an irrigation zone and adjust growing media e.g. add water holding materials
5. Improve on-farm practices to improve irrigation efficiency - improve irrigation scheduling e.g. evapotranspiration based decision making, consolidate plants in zones or blocks during sales periods to facilitate turning off irrigation in areas not in use.

Water Storage

Effective production and expansion planning is not feasible without some knowledge of current and future water requirements. Contingency planning for dry years and drought periods is not possible without an understanding of the production water use requirements.



It is difficult to communicate with government or local authorities for water allocations or water access if a history of production irrigation requirements for a business is not available. Financial institutions are more comfortable in lending money if business sustainability can be documented. Local authorities often require documentation on sustainability and catchment interaction when reviewing site approval for development or construction of structures.

The information contained in an Irrigation Drainage and Energy Management Plan (IDEMP) helps to answer many of the above questions and provides a prioritised action plan to improve overall system efficiency. More information on IDEMP's can be found by contacting NGIQ or searching on the NGIQ website www.ngiq.asn.au

*Article written by former NGIQ FSMO,
Lex McMullin, for the Pipeline newsletter.*

Sunshine Coast Branch Report

It has been a very busy year for the Sunshine Coast Branch with the staging of another successful Queensland Garden Expo and several nursery visits and we would like to thank everyone who has supported these activities with both sponsorship and the behind-the-scenes organisation of them and of course those who have attended. Covid restrictions throughout the year have, at times, made organising events a bit more challenging however, we are hopeful that 2022 will see a new level of certainty in this area that makes forward planning a bit easier.

We wrapped the year up with our Christmas function at Surf Air Marcoola. A great location, good food and lots of fun and again we would like to thank everyone who supported the event.

Queensland Garden Expo 2022 is in full swing, and we are planning for another great gardening event.

Our next event is looking very positive, and we hope that through the Expo we can maintain the momentum with the many people who came to enjoy gardening for the first time in 2020/2021.

In mid-November we opened site bookings and to date we have had a record number of applications for sites and quite a few of these are booking larger sites. There is certainly a feeling of renewed confidence in longer term planning. With the support of Sunshine Coast Council and event sponsors we are planning on introducing several new features to the event in 2022.

We will be kicking off the New Year with our first branch meeting to be hosted by Fernland Agencies on Thursday 3rd of February. This will include a tour of their Yandina facility and a preview of their expansion plans.

The New Year will present a host of exciting new challenges that we are all very excited about. We wish you all a Merry Christmas and a happy, healthy, and prosperous year ahead.



Toowoomba Branch Report

NGIQ Toowoomba Branch Christmas Function was held at the Royal Hotel on Ruthven Street in Toowoomba on the 2nd December.

It was a very enjoyable social evening as people caught up with each other around the long tables discussing the events of the past year, hopes for 2022 and plans for the various family Christmas celebrations.

Branch president, Greg O'Sullivan circulated amongst the guests, extending a warm welcome to everyone in attendance. NIGQ Life member Malcolm Sypher spoke about his retirement from growing plants and his 'growing' wood and metal work hobby filling his sheds. Peter MacQueen, branch secretary, from the local TAFE,

spoke about current student opportunities and the potential healthy student enrolment for 2022.

Matthew and Lorelei from Highfields Garden Centre were deep in discussion on the challenging sales history over the last couple of years in the Toowoomba region, a region affected by drought, small block turnkey housing developments, covid-19, and the current green drought.

Jason and Rhiana from Brisbane Valley Nursery reviewed this past year and their exciting business development plans. A few social drinks, a hearty meal, and great company provided a fitting end to the 2021 Toowoomba Branch activities.



NGIQ works on review of Horticulture VET

A few notes on the recent review of the AHC 'Horticulture' qualifications. Big picture I note that one of the unfortunate outcomes of the current funding models (in particular the focus on Certificate III level qualifications) is that if someone does the Cert III Horticulture because they are unsure about doing a specialisation eg Nursery, or Arboriculture, they are not eligible for funding to do another Cert III. That said someone can do a Cert IV Nursery Operations under an Apprenticeship, but who offers this? Which is another function of the funding model I think funding models are a bigger problem than the qualifications. *Ian Atkinson, CEO*

Why should NGIQ get involved in the Hort quals review?

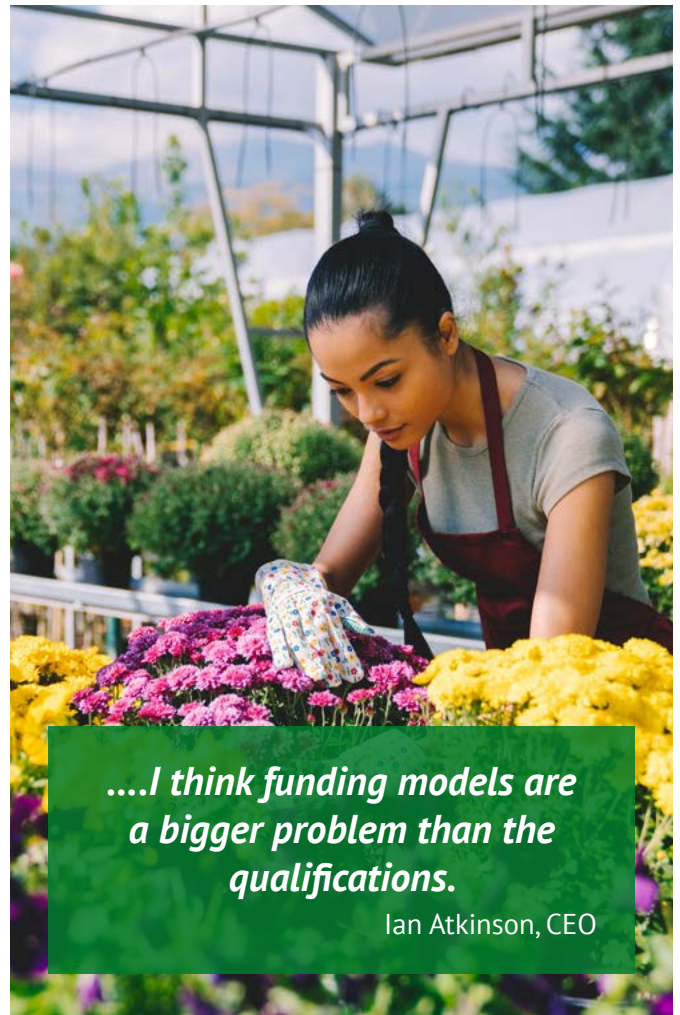
The review includes Hort. Cert's 1, 2, 3, 4 and the Diploma. Our specialist qualifications are Nursery Operations Certificate's 2, 3, 4 and were previously reviewed. The Horticulture qualifications are very broad but sensible for us to be involved even if only for;

- Cert 1 Horticulture is important because it is primarily used by schools. A potential feeder into our industry either direct or via Cert 3.
- Diploma in Horticulture has potential as a course for Nursery Supervisor/Managers which is a large shortages here in Queensland. The review worked on this and the proposal is to re-name it as Diploma in Horticulture Management, with the core made up of management units.

Further we have an opportunity to adjust Cert 3 Horticulture to reduce the ability of some RTO's to deliver a qualification that maximises their profit but delivers little if any work outcome for the student. The review has increased the core units, including key multi-industry skills such as the units needed for Ag-Chem, reduced the range of electives (down from 61), and made it much more about plants (Horticulture huh). If these changes are adopted we are more likely to get employable people for our industry than before (should they choose to do Cert 3 Hort).

Does Certificate Horticulture III belong to any one industry?

No one body owns it, but everyone wants a piece of it because it is popular, and because they want it as an option when employing people. For instance, in the workshops the Parks and Garden contact said they preferentially employ Certificate III in Parks and



....I think funding models are a bigger problem than the qualifications.

Ian Atkinson, CEO

Gardens (their trade Cert 3) but they will employ Cert 3 Hort if they have right electives ... Similar story from Sports Turf, and Arboriculturists. Same for us of course.

What's the purpose of Certificate III Horticulture if it's not a Trade qualification?

This was widely debated in these workshops, Skills Impact did an excellent job of bringing focus to the issue. It is designed for students who have not made a decision about which specialisation they want to pursue out of nursery, landscape, sports turf, arboriculture, etc but know they want to do something in amenity horticulture. The options for students in current Horticulture III are so very broad as to almost meaningless. They can do a Cert 3 that means they are a suitable employee for us (or any other sector) by selection of the correct electives, but they often don't! It can't be a Trade qual without making the Core and Electives specifically focussed on a sector. Amenity horticulture is not one sector but a conglomeration of many.



Student options for Certificate III Qualifications in the amenity Horticulture industries

Qualification	Industry sector job description	Qualification Description	Is this an Apprenticeship with a Trade outcome?
Certificate III in Parks and Gardens	Gardener, Groundsman; plant, cultivate, maintain, plan and construct parks, gardens and landscapes, and inspect, diagnose and treat trees and shrubs.	This qualification provides a vocational outcome in parks and gardens. The parks and gardens industry expects this qualification to be achieved to meet job outcomes at this level.	Yes
Certificate III in Sports Turf Management	Greenkeeper, Groundsman, Pitch Curator; establish and maintain fine turf, grassed areas and synthetic surfaces used for sporting events.	This qualification provides a general vocational outcome in greenkeeping. The sports turf industry expects this qualification to be achieved to meet job outcomes at this level.	Yes
Certificate III in Arboriculture	Arborist, Tree Surgeon, Arboriculturist; Maintains and cares for trees and shrubs by lopping limbs and shaping branches, treating trees with fertilisers and insecticides, removing dead or decaying trees, and advising on general tree care.	This qualification describes the skills and knowledge for trade level roles in the arboriculture industry, including, climbing arborist, EWP arborist, crane specialist, environmental arborist and an arborist works coordinator.	Yes
Certificate III in Nursery Operations	Nurserypersons (Production); propagate and cultivate trees, shrubs, and ornamental and flowering plants in plant nurseries. Nurseryperson (Retail) maintaining plants in retail setting, selecting plants, advising customers on plant care and performing retail tasks.	This qualification describes the skills and knowledge for trade level roles carried out under broad supervision in the nursery production, and retail nursery industry.	Yes
Certificate III in Landscape Construction	Landscaper, Landscape Gardener; Plans and constructs garden landscapes.	This qualification provides a general vocational outcome in landscape construction.	Yes
Certificate III in Horticulture	Non-trade level positions in all of the above industries. For example in Nursery industry the roles are more likely Nursery Hand, an entry level position.	This qualification provides a general vocational outcome in amenity horticulture.	No

Avoid \$3,600 On the Spot Fine

Are your SDS up to date?



(a) Advancing opportunities for increased profitability of Members through promotion of their business activities;



Current activities

Facilitate marketing of members products and services through NGIQ events;

- Brisbane and Regional Trade Days (generally monthly)
- Green Expo on the Gold Coast (yearly)
- Queensland Garden Expo held in Nambour (yearly)
- Other events as opportunities arise

(b) Offering networking opportunities for Members;



Current activities

In addition to the events above, support member networking through;

- Sunshine Coast Branch meetings and events
- North Brisbane Branch meetings and events
- South Brisbane Branch meetings and events
- Gold Coast Branch meetings and events
- North Queensland Branch meetings and events (infrequent)
- Other events as required (eg workshops)

(c) Providing education and skills development training targeted towards the specific needs of the Industry;



Current activities

Provide support and conduct training for specific industry needs including;

- AgChem Storage, Handling & Use
- Workplace, Health & Safety
- Lean business strategies (in planning)

Encourage participation in government programs such as ‘Boosting Apprenticeship Commencements’ and school based traineeships.

(d) Providing a range of Member services and programs;



Significant funding for technical support to industry (not just members) on issues such as disaster recovery, energy and water, comes from contract projects with state government agencies.

These have been a direct result of NGIQ/QFF lobbying, and an excellent track record of project delivery.

Current activities

Provide targeted information to members through our communications program;

- Leaflet magazine (6 issues per year)
- Specific email blasts via Mailchimp
- NGIQ website (includes member only area)
- NGIQ Facebook page (not restricted to members)

Deliver the pot levy funded projects for state and national industry benefit including NY18008, Nursery Industry Natural Disaster Risk Mitigation and Recovery Plan project.

Deliver collaborative projects with QFF and other partners, including;

- QFF Farm Business Resilience Program (DAF funded, drought focussed)
- QFF Sector Climate Adaptation Plan + Co-investment Program Project

When required deliver 'Disaster Recovery & Resilience Programs' for DAF & QRIDA and in particular employ Recovery Officers and assist businesses in those regions badly affected by cyclones and other disasters.

(e) Supporting Members through communication and training on WHS, and employment legislation;



Current activities

*Member only communications on specific WHS and IR issues as they arise.

*Routine phone and email support to members for WHS and IR enquiries.

(f) Represent members and the wider industry on various forums pertinent to above items and more.



Particularly interested in opportunities for industry growth, either existing businesses getting bigger or development of new.

Current activities

- ✓ Participation in Queensland Farmers Federation including Water & Energy Policy Committee, and Rural Jobs and Skills Alliance (also linked to DEBST)
- ✓ Active participation on Biosecurity Forums, particular effort devoted to 'Red Imported Fire Ant Eradication Program' as it affects many businesses.
- ✓ Participation in 'Qld Department of Agriculture and Fisheries' Forums and similar (mostly concerning growers).
- ✓ Participation in 'Qld Department of Employment, Small Business and Training' Forums including the 'Qld Small Business Industry Roundtable'.
- ✓ Participation on Rural Industries Sector Committee @ WHS Queensland, QFF rep
- ✓ Ad hoc work with local government on issues such as regional development, weed lists, and planning regulations.

Gold Coast and South Brisbane Branch Report

A celebratory crowd of around forty people gathered at Loganholme for a combined Gold Coast and South Brisbane Branch Christmas party. Well attended by all categories of member the evening was a great success. Thanks to the evenings sponsors, Quality Plastic Products and Garden City Plastics.

On the evening Keiran King (former President of GC Branch) spoke about how it has been a successful but exhausting year or so for everyone and hoped that everyone got a chance to take a break over Christmas. Dave Weber (President of SB Branch) reminded those present that this was his 12th and last year in the role and we needed to be looking amongst ourselves for the new leadership.



Dave Weber (Pallara Trees), South Brisbane Branch President, enjoyed the evening



Klara Smart from Bamboo Down Under accepts the generous GCP door prize from Russel Hart (GCP) and Keiran King (Rocky Point).



JANUARY

Monday 3	New Years Day Public Holiday
Wednesday 19	BRISBANE TRADE DAY Redland Showgrounds
Wednesday 26	Australia Day Public Holiday
Wednesday 27	North Brisbane Branch Sandstone Point Hotel

FEBRUARY

Thursday 3	Sunshine Coast Branch Meeting Fernland Agencies, Yandina
Thursday 10	South Brisbane and Gold Coast Branch Meeting
Wednesday 16	BRISBANE TRADE DAY Redland Showgrounds
Wednesday 16	Toowoomba Branch Meeting Toowoomba
Wednesday 23	North Brisbane Branch Greenstock Nursery, Elimbah

MARCH

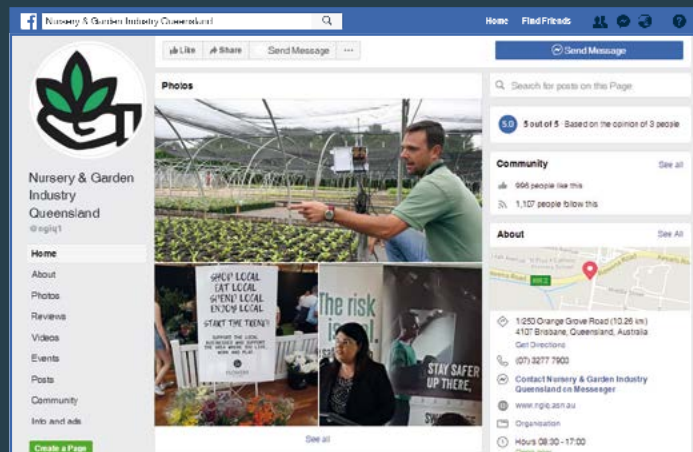
Wednesday 16	BRISBANE TRADE DAY Nambour Showgrounds
Wednesday 29	North Brisbane Branch Theo's Garden Centre

APRIL

Wednesday 6	BRISBANE TRADE DAY Redland Showgrounds
Thursday 7	Sunshine Coast Branch Meeting
Wednesday 20	Toowoomba Trade Day TAFE Toowoomba
Friday 15	Good Friday Public Holiday
Monday 18	Easter Public Holiday
Monday 25	Anzac Day Public Holiday



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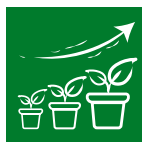
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