



Penrith CBD
CORPORATION

AUGUST - SEPTEMBER 2021

PENRITH PULSE

Supporting Local Business

How much can change in such a short time? Our last newsletter we were moving forward and recognising changes in business and business practices by hosting the Federal Treasurer and a group of local industry experts creating a clear path forward and now we are reassessing the impact of COVID 19 again.

Let us face the fact that June 26th and the prevailing weeks have been another period of STOP, RETHINK, ADAPT and do it QUICKLY, but as many small business owners know – that is part of owning and moulding a small business.

We want to congratulate you on your adaptability and assure you that you are not alone and this edition of Penrith Pulse will provide you with relevant pieces of information, links and general news to ensure you are moving forward equipped with as much information as we could find to help you.

THUMBS UP CAMPAIGN

This initiative has remained throughout the CBD during the past 19 months. We have revitalised it as we have taken delivery of new Social Distancing sticker for you to use in your premises FREE. Please contact our office to order yours.

Not all small businesses have the opportunity to work with a Board of Directors which can be of benefit when facing uncertainty or even just to run a feasibility study on ideas and changes – you can look at us as an Alternative Board, NO we don't have the answer to every question but we may just know the experts who do and who often generously provide their assistance Free of Charge – Thumbs Up to Penrith Community.



GIVE A “THUMBS UP” TO LOCAL BUSINESS

#SupportLocal #PenrithCBD #TogetherWeCare #ThumbsUp

Tune in, listen or read about local info and deals

www.penrithcbd.com.au



the western
weekender



Penrith CBD
CORPORATION

CBD Membership

Unlock the opportunities
for your business

4722 5556

MONTHLY COFFEE CATCH UP

BOOK IT IN YOUR CALENDARS!

First Wednesday of every month

FREE at Penrith RSL 7.30am

RSVP admin@penrithcbdcorp.com.au

We will
be back
soon

HRSUCCESS
success through people



GOVERNMENT SUPPORT

What is available

To find what assistance is available you sometimes have to search – check out the following link to ensure you are getting the assistance available. This site provides information on how to develop a COVID _19 Safety Plan.

- A Business concierge to guide you through the rules and regulations
- Business Support Services for Free
- Guide to continuing your business

Go to: <https://www.nsw.gov.au/working-and-business>

Further information on individual support payments will be available at Services Australia <https://www.servicesaustralia.gov.au/individuals/news/financial-help-if-youre-affected-covid-19> and information on business support payments at Service NSW <https://www.service.nsw.gov.au/covid-19-business-support-2021>

GRANTS AND OPPORTUNITIES

Yes, we have had other opportunities since this new wave of COVID but there were other grants given that you may not have applied for when business looked like it was returning to normal such as the **\$1500 small business fees and charges rebate has been extended to June 2022.** <https://www.service.nsw.gov.au/small-business-fees-and-charges-rebate>



Service NSW



MYTHBUSTERS

Having supported local businesses with their HR needs for close to 15 years, here at HR Success we're very much aware of the myths about what you can do and can't do in terms of managing people in a small business.

So we're here to help bust some of the most prominent HR myths! Check out the HR Mythbusters below, and be sure to sign up to our social pages for more:

<https://www.facebook.com/HRSuccess4u>

<https://www.linkedin.com/company/7668967>

You can just sack people during probation

No – MYTH BUSTED! Whilst a person who's employment is terminated in the early stages of their employment may be restricted in terms of making a claim for Unfair Dismissal, they may be able to make a General Protections claim – if they feel they have been terminated for a "protected reason" under the Fair Work Act.

Protected reasons include exercising a workplace right (like wanting to join a union or making a query or complaint about working conditions), discrimination, and being absent due to illness or injury.

The message is: if you're looking to terminate for ANY reason, even within the probation period, do some checks and balances first! Call us for support or check www.fairwork.gov.au for further info.

People need to be given 3 warnings prior to termination

Not necessarily... the legislation does not prescribe the number of warnings that need to be given. MYTH BUSTED! What's appropriate will depend on a range of things, including:

- the seriousness of the poor performance and/or misconduct
- the actual or potential consequences of the poor performance and/or misconduct
- the provisions of any internal policies
- any previous warnings, and
- the employee's length of service.

Call us if you need support with a potential termination.

With part-time employees, you just need to advise of the total hours per week

Not usually – MYTH BUSTED!

Lots of people think that part time employment means both permanency and flexibility, but without paying a casual loading. That's not necessarily the case. Most Modern Awards have quite specific requirements when it comes to part time employees – so it's important to know:

- a) Which (if any) Award applies to your part time employee, and
- b) What any relevant Award clauses say.

In most Awards, it's a requirement that the person's initial part time contract specify the number of hours per week to be worked, the actual days of work and the start and finish times on each work day. Overtime rates may apply for

work outside of these hours, even if your part-timer still works less than a full-time staff member. Managing part time employment can be tricky – reach out if you need help.

You don't need to give your workers payslips

That's not correct – MYTH BUSTED! The Fair Work Act requires that all employees be given a pay slip within 1 working day of pay day, even when an employee is on leave. The Act is also quite clear about what details the pay slip needs to contain (tip: while it's not a requirement to include leave balances on the pay slip, it is seen as best practice).

If employees aren't given pay slips in the required form, Fair Work Inspectors can issue employers with hefty infringement or penalty notices. Call us or check www.fairwork.gov.au for further info.




HRsuccess
success through people.

Thank you, HR Success. For relevant up to date information go to: <https://www.hrsuccess.com.au/eblog/responding-to-covid-lockdowns>

Create a Comfortable Life

So as we now adapt again to a longer lockdown, dusting ourselves off, making changes and adjustments where necessary – I would advise to stop for a while and look deep down inside yourself.

It is very important to remember with everything going on around us that:

- The Real World is the present - it is not your future
- The past is not you
- The future is in your vision

It is vital that you look to see what Emotional State are you in when you reopening or readjusting your business or sit down to put in place your goals to help move yourself and your business forward.

It is shown that the higher the Emotional State you are in - the more the universe will open up to you and show you the infinite possibilities.

BE VERY WARY OF 'UNCONSCIOUS SUCCESS STRATEGY KILLERS'

What unconscious success strategies killers do we employ in our life - it all falls back to Emotional State once again.

You might be feeling some of these below in a reaction to the lockdown and what it has done to your businesses, your mindset and whether or not you believe in the lockdown and perhaps how it was handled.

A feeling of Desperation

Examples:

I can't believe that this has happened again! How can I start over again? I am not sure there is any other changes I can make in my business – this won't work etc.

A feeling of Fear

When in fearful emotional state you go into Fight or Flight mode.

Often we fall into the flight very easily and begin to avoid things. This is not the time for it. It is time to stop, take stock of where you are and go into fight mode.

Take a stand and hold yourself accountable.

Make a choice e.g. from right now I will (you fill in the blank), I am responsible for moving myself and my business forward and this will make me stronger.

A feeling of Anger

When in this emotional state you will find yourself blaming things (e.g. if we hadn't had another lockdown, the government should have done this and that) and you don't see things clearly.

You are not looking out into the world, you are looking into the contents of your mind.

The world will respond to you differently if you work from the anger and a blaming emotional state and you may just find everything will work against you.

So you have a choice, it is up to you.

What Emotional State are you going to work from? A Higher Emotional State, that takes commitment, a change of mindset and continually looking towards your vision or the alternative.

Remember these small words with a powerful punch:

I am - what are you going to place after those words?

What you do will determine your future....

The Choice is Yours



A Totally Proven Online Business
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Are you aware of these changes:

- Employer superannuation guarantee will increase from 9.5% to 10%
- Superannuation pre-tax (concessional) contribution caps increase to \$27,500 per year
- Superannuation after tax (non-concessional) contribution caps increase to \$110,000 per year
- Company tax rate now 25%



1300 707 766

info@judgeaccountants.com.au
www.judgeaccountants.com.au



OPEN FOR BREAKFAST, LUNCH, AND DINNER (AS SOON AS WE CAN)



While we are all drawn to try something new and exciting, especially when it comes to the pleasures found in new restaurants and bars there is always the comfort of a familiar location. This is why the totally revamped and refreshed Henry's Bar and Restaurant situated on Henry Street, adjacent to the Court House is the perfect addition to our growing gastronomic culture.

Opened in 2021, Henry's Bar & Restaurant is built on the philosophy of bringing people together and creating experiences and memories that last much longer than the moment they are created.

We have a passion for innovating with every dish we create whilst creating a world of exploration in every corner you see.

We are always creating a space for people to come and share a meal, experience, and celebration.

Henry's sits on heritage but is engulfed with fresh ingredients and greenery. Immersed in an old church that was constructed in 1861, we have created the perfect space that nods to our history but also our ethos.



74 Henry Street, Penrith | www.henrysbarandrestaurant.com.au

For lovers of Japanese cuisine, Okami is the place you need to be heading. Not only is this highly revered concept a favourite among foodies for being fresh, high-quality and delicious, it also offers an all-you-can-eat menu where diners can indulge in as much as they'd like within a two hour window. One of the best value options anywhere in this neck of the woods, the Okami Penrith space is a must for anyone who loves good food, wonderful service and an atmosphere that rivals the best in the city

**Ground Floor,
19 Lawson Street Penrith**
www.okamirestaurant.com.au

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Supporting Local Business



QUAKERS HILL/PENRITH



MAKE THE MOST OF LOCKDOWN!

Productivity Bootcamp is an 8-week intensive program that arms young people with the skills and work ethic required to be productive employees. Thanks to funding from NSW Government, participation in the program is FREE!

BENEFITS OF PRODUCTIVITY BOOTCAMP

- Leads to real jobs!
- Productivity Bootcamp has an approved activity ID.
- Practical, hands-on construction training by experienced Tradespeople.
- Gain basic construction skills in a wide range of trades including carpentry, plumbing, electrical, concreting, bricklaying and so much more!
- Knowledge of WHS practices specific to the industry.
- Work with the Coaches who provide support and guidance on everything else! From bank accounts to goal setting to attendance and punctuality, they are there every step of the journey.

ELIGIBILITY CRITERIA:

- Must be 17+ years old.
- Must have a genuine desire to gain employment in a trade.
- Obtain own steel cap boots, long pants and hi-vis shirt.
- Be willing and able to commit full-time for the entire 8 week period.
- Be mentally and physically capable of completing the program.

To apply, call our team on 0419 511 565 or email us at info@productivitybootcamp.com.au

With all the conflicting news and advice and the lockdowns, mental health and mental resilience can be triggered. So many are failing to deal with the new norm and the stress is putting a great strain on families, businesses and individuals. There are many Natural ways of supporting the emotions and Mental Health that support the whole body, not just the symptoms of stress. Now is the time to get support, not after mental health becomes a problem. Naturopathy has many answers.

We are here to help

For the best in Health Care - Naturally.



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Naturopath and Herbalist

The Apothecary's Pantry P/L
Tel 4721 3198 | 252 High Street, Penrith 2750
abundantlifeandhealth.com.au

Trading as Abundant Life & Health - Naturopaths and Medical Herbalists.

SUPPORTING OUR LOCAL BUSINESSES



We know this may be an extremely difficult time for some customers and we want you to know that NAB is here to support you.

At NAB Penrith Business Banking we are committed to supporting our local community, so whether you are a NAB customer or not, if you would like to have a confidential discussion to seek some guidance on what might be available to you, *please give our Business Bank Executive, Adam Buckley a call on 0410 442 073.*

The Western Weekender continues to publish during the lockdown period, providing an important outlet for businesses to advertise any of the following:

- Current trading situation
- Unique opportunities such as take-away or click and collect
- Re-opening dates
- Other important messages to customers
- Pandemic special offers

Please email sales@westernweekender.com.au or call 4722 2998 to discuss your options.

Visit corporate.westernweekender.com.au for more information.

the western
weekender

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www.highstreetmusic.com.au



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PENRITH'S HOME *of* THE EIGHTIES

What We Can Do For Your Business

At My88, We understand that sudden changes like restrictions or a stay at home order can have a huge impact on your business. Have the recent restrictions changed the way you usually operate?

With more people at home tuning into radio as a source of information during uncertain times, we're here to inform our listeners of your temporary changes, keeping your brand top of mind when they are looking for local businesses to support.

Tune in and enjoy listening to all of your 80's favourites to get you through the day.

If you're a local business and would like to get in touch with us to find out what we can do for you through this time, please contact Leona on 0411 33 22 88

FOLLOW US!



CITY PARK IS COMING

Penrith City Council is getting ready to transform the Penrith City Centre with the delivery of the new \$12 million City Park. At 7,000sq metres this vibrant park is set to create a natural retreat in the heart of the city centre which will help cool the city and provide the community with space to meet, eat, relax, be active and celebrate together.

City Park's prime location, situated near Penrith Westfield and only a short distance from Penrith Train Station and High Street, will create a welcoming, walkable environment which invites people to explore further and discover all the great shops, cafes and businesses in the city centre. These aspects are expected to strengthen its

appeal, and importantly stimulate the local economy.

The local community has played an important role in shaping the final design of City Park. Key features include themed gardens, water features, more natural shade, public artwork and a large central lawn for people to enjoy a variety of activities.



TIMELINE

- **Early August:** Construction of temporary car park on Woodriff Street starts
- **September:** Temporary car park on Woodriff Street opens
 - Submit your ideas for Council's City Park Activation Plan
- **October:** Small section of Allen Place carpark closes
 - Temporary fencing installed
 - Demolition work commences
- **Late 2021:** Remediation work commences
- **Early 2022:** Construction work commences
- **Early 2023:** City Park set to open

MORE INFORMATION

If you have any questions please contact us on **4732 8270**. To find out more about the City Park project, please visit yoursaypenrith.com.au/penrith-city-park and keep up to date at penrith.city/citypark.

PENRITH
CITY COUNCIL

HOARDING

Temporary fencing panels, also known as hoarding, will be installed around the City Park site in October. Council has commissioned an original artwork by a local artist to feature on the hoarding, the artwork will be eye-catching and represents the City Park project.

This hoarding is the first of its kind for Penrith's City Centre and follows the adoption of Council's Hoarding Policy in early 2020. The Hoarding Policy is in place to ensure temporary structures around construction sites are safe, have limited impacts on people using the city centre and are visually appealing to improve amenity and experience for our community.

DEMOLITION AND REMEDIATION

The Development Application for the demolition and remediation work has been approved, and Council will soon advertise the tender for this work. This stage of the project is due to start in October. We acknowledge the work will be periodically disruptive and will be working closely with local businesses, the Penrith CBD Corporation and the appointed contractor to minimise the impact to businesses, shoppers and visitors.

Some of upcoming changes around the City Park site include:

- Temporary fencing installed to separate work site from traffic and pedestrians.
- Entry into Allen Place car park from Station Street closed from early October.
- Exit from Allen Place car park into Station Street remains open.

PARKING

A small number of car spaces at Allen Place car park will be removed in the construction of City Park. The remaining car spaces at Allen Place car park will be available for one and two-hour parking. To help offset this loss, Council is building a new temporary car park on Woodriff St. Construction is due to commence in August, and the car park is expected to open in September.

The informal car park at Woodriff St will be upgraded into a sealed car park with line markings to maximise the number of car spaces on site. The existing informal car park will remain open and work will take place in stages to minimise disruption to the existing car park users. When complete the car park at Woodriff St will provide approximately 159 parking spaces in a mix of all day, one and two-hour time limits.



Alternative parking options can be found by downloading the ParkPenrith App and using the interactive parking map at penrith.city/parking.

PENRITH
CITY COUNCIL

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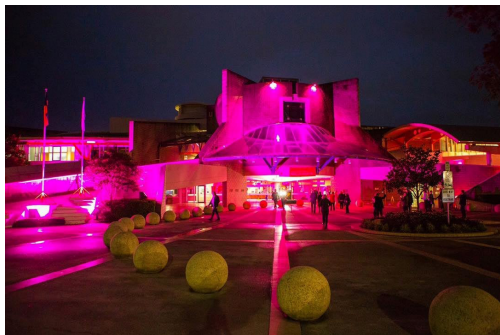


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up**

Penrith



After having the privilege of the local Community support the past three years, we now have three permanent McGrath Breast Care nurses at Nepean Hospital! Raising in excess of \$150,000.

And if you are wondering if this is a big deal, then count yourself extremely lucky that you or one of your family or friends have not had to find out how much more difficult it is suffering through the enormity of heartache, despondency and tragedy cancer can bring to any family and how those who have been fortunate enough will tell you whole heartedly that having a McGrath Breast care nurse has made a positive impact on their ability to cope.

HOW CAN YOU GET INVOLVED THIS OCTOBER?

Join in one of our events (When it is COVID Safe)

They will be listed on the Pink Up Penrith website from mid-August.

www.pinkuppenrith.com.au

Register online and organise:

- A cake sale at work or home
- A fun run
- Petition your school to hold a mufti day
- Make pink cocktails with your friends
- Hold a High Tea
- Wear a piece of pink and donate a \$1 a day

Please email for more information

admin@penrithcbdcorp.com.au

For further information for these events or membership info, contact Penrith CBD Corporation.

PO Box 505 Penrith NSW 2751 | www.penrithcbdcorp.com.au | E: admin@penrithcbdcorp.com.au | P: 02 4722 5556