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Please share this newsletter with other local businesses, become a member of the Hawkesbury Business Hub (it's free!) and please tell me what you think by contacting me on 4560 4437 or 0418 296 579 or email Amanda.Kearney@hawkesbury.nsw.gov.au

From Mayor Conolly's Desk

With Spring now in the air, there is also a sense of hope that we can start to see a way out of these lockdowns. While reopening will be a gradual and careful process, the Federal and State Governments have identified vaccinations as the primary path to ending lockdowns and reopening our economy. If you haven't already done so, I encourage you to consider being vaccinated, and talk to your local medical professional if you have any questions or concerns.

There is still a lot of support and guidance being offered by the government, which is shared in this newsletter. For all businesses continuing to do it tough, and looking forward to opening up once more, please keep up to date with the information about how to do so safely.

And as we look to increased freedom of movement, the Hawkesbury is extremely well-placed to capture tourists who will be looking to get out and stretch their legs after months of lockdown. Council is here to

support your efforts however we can to kickstart our economy and make the Hawkesbury a great place to do business.

COVID-19 Update



Restrictions Eased in LGAs of Concern

Restrictions in local government areas of concern have begun to ease as vaccination rates continue to rise in Sydney's West and Southwest.

From Monday, 20 September the following restrictions were eased in [LGAs of concern](#):

- No limit on the duration of outdoor exercise and recreation (previously a two-hour limit);
- Outdoor gatherings of up to five fully vaccinated people (not including children aged 12 and under) will be allowed in a person's LGA or within 5km of home (previously only fully vaccinated household members could gather outdoors, or up to two fully vaccinated people from different households);
- Shopping, exercise and outdoor recreation can be done 5km from home or within your LGA (previously only 5km from home);
- Attend a [small wedding](#) (maximum 11 people) in Greater Sydney as a guest (previously only allowed in their LGA); and
- A person's single's bubble buddy can live in Greater Sydney (previously must have resided within 5km of a person's home). A person from a LGA of concern can also now be a buddy for someone in Greater Sydney.

Nearly all restrictions in the LGAs of concern are now aligned with other lockdown areas, with the main differences being authorised [worker conditions](#) and [travel permit](#) requirements which remain in place in the LGAs of concern.

You can stay up to date with the latest NSW restrictions and COVID-19 news by visiting the [NSW Government website](#).



Reopening NSW Roadmap

NSW will start to reopen, with stay-at-home orders lifted, the Monday after the state passes its 70% double vaccination target.

- Only fully vaccinated people and those with medical exemptions will have access to the freedoms allowed under the Reopening NSW roadmap
- Non-vaccinated young people aged under 16 will be able to access all outdoor settings but will only be able to visit indoor venues with members of their household.
 - Examples of indoor venues that they can only attend if they are with a vaccinated member of their household include: an indoor hospitality venue, entertainment facilities and major recreation facilities.
- Employers must continue to allow employees to work from home if the employee is able to do so.
- There will be revised guidance on isolation for close and casual contacts who are fully vaccinated, with details to be provided closer to the reopening date.
- When NSW hits the 80% double dose target, the government intends to open up further freedoms around international travel, community sport, major events and other areas.

[\[View the NSW Roadmap\]](#)



Let's Do This Together

With the promise of eased restrictions and more freedoms, there is no better time to get vaccinated. Protect yourself and your loved ones by booking your vaccination appointment today.

Preparing for your COVID-19 vaccination

COVID-19 vaccination – Preparing for COVID-19 vaccination | [FACT SHEET](#)

Draft version #4 | Last updated: 30/09/2021

COVID-19 vaccine information for teens and parents/guardians | [FACT SHEET](#)
How to speak to kids about COVID-19 vaccines | [FACT SHEET](#)

About the vaccines

Comirnaty (Pfizer) | [FACT SHEET](#)

AstraZeneca | [FACT SHEET](#)

Spikevax (Moderna) | [FACT SHEET](#)

[\[Book your vaccination appointment\]](#)

Free Advice on Vaccination and other Employee Issues

Small businesses can apply to receive free advice on employee pay and entitlement issues, including those that relate to vaccination, through the Fair Work Ombudsman's Employer Advisory Service (EAS).

Recently launched, the EAS provides small businesses with up to four hours of free legal advice. Minimum conditions to access the service are:

- the employer is covered by the Fair Work system and has less than 15 employees at the time of the enquiry
- the enquiry relates to pay and entitlements under the National Employment Standards or award provisions
- the employer is happy for an EAS adviser to contact them and discuss their enquiry in more depth.

For more information, visit the [EAS home page](#).

Resources for Employers

Information is available to help you understand workplace laws, obligations and entitlements in relation to COVID-19 vaccination.

Fair Work Ombudsman

The Ombudsman helps stakeholders understand their rights and responsibilities at work during the coronavirus pandemic. The ombudsman has a special [COVID-19 micro-website](#) that covers workplace laws, obligations and entitlements in relation to vaccination.

Safe Work Australia

Safe Work has developed specific industry [COVID-19 vaccine information hubs](#) with information for employers, small businesses and workers on the COVID-19 vaccines.

COVID-19 Support



COVID-19 Support Payments Expanded

The NSW Government has announced an additional \$287.5 million in COVID-19 financial support to assist workers and vulnerable communities in metropolitan, regional and rural NSW.

The additional funding will see emergency hardship payments, test and isolate support payments and community empowerment grants expanded across the State.

Extreme Hardship Support Program

The Australian Red Cross has received funding from the NSW Government to provide emergency financial relief for people in New South Wales to help meet their basic needs, such as food, medicine and shelter. This is specifically for those who do not have access to Commonwealth income support (including Job Seeker and SRSS).

[\[Find out more\]](#)

Test and Isolate Support Payment

If you need to self-isolate and are unable to work while waiting for your coronavirus (COVID-19) test result, you may be eligible for the COVID-19 Test and Isolate support payment.

NSW workers can apply for the \$320 payment if they:

- Meet the [eligibility criteria](#)
- Agree to follow [NSW Health self-isolation guidelines](#) while waiting for their COVID-19 test result

Note: you will need to apply for the payment within 7 days of having the test.

[\[Find out more\]](#)



Assistance Measures for Small Businesses

COVID-19 Business Grant

If you're a business, sole trader or not-for-profit organisation in NSW and you've been impacted by the recent COVID-19 restrictions, you may be eligible for a one-off grant of \$7,500, \$10,500 or \$15,000.

The 2021 COVID-19 business grant provides support for businesses that experienced reduced demand or had to close due to the public health orders. It will provide businesses across NSW with cash flow support for the first 3 weeks of the restrictions (26 June to 17 July 2021).

For eligibility criteria and to apply, visit [Apply for the 2021 COVID-19 business grant](#).

Micro-Business Grant

If you are a micro-business with an annual turnover between \$30,000 and \$75,000 and have been impacted by the recent lockdown and restrictions, you may be eligible to receive a fortnightly payment of \$1,500.

For more information and to apply, visit [Apply for the 2021 COVID-19 micro-business grant](#).

Small Business Fees and Charges Rebate Scheme

Small businesses are encouraged to take apply of the NSW Government's \$1,500 rebate scheme to help cover the cost of NSW and local government fees and charges. The rebate is open to small businesses that have a total wages bill below the new 2020-21 \$1.2 million payroll tax threshold. The rebate is available until 30 June 2022, for eligible fees and charges due and paid from 1 March 2021. Click [HERE](#) for more information.

Tax Relief

Tax relief support is available for New South Wales businesses impacted by COVID-19.

2021 payroll deferral

- Payroll tax customers have the option of deferring their payroll tax payments until 14 January 2022
- All customers are still required to lodge the 2020/21 annual reconciliation by the due date, which has been extended to 14 January 2022
- In addition, customers have the option of deferring their payments for the July to December 2021 return periods until 14 January 2022
- Customers will have the option of paying all of their outstanding liability in full or entering into a new Support Payment Arrangement
- If customers choose to enter into a 2021 Support Payment Arrangement, they will have the option to include tax payable from the 2020/21 annual reconciliation and any monthly liabilities for the July to December 2021 return periods

Reduction in 2021/22 payroll tax liability

A 50% reduction in payroll tax liability is available to businesses whose total grouped Australian wages for the 2021/22 financial year are \$10 million or less who experience a 30% decline in turnover.

Commercial Lease Protections

The NSW Government has introduced protections to mandate rent relief for commercial tenants impacted by the COVID-19 lockdown and supports for landlords who provide that relief.

The Retail and Other Commercial Leases (COVID-19) Regulation 2021 has been amended to mandate rent relief for eligible tenants and the prescribed period extended to 13 January 2022. The Regulation requires landlords to provide rent relief in proportion to their tenant's decline in turnover.

Tenants and landlords unable to reach agreement on rent relief are required to take part in mediation conducted by the NSW Small Business Commission.

Land tax relief is available for landlords who have reduced their tenants' rent due to COVID-19, between 1 July 2021 and 31 December 2021. More information is available [HERE](#).

Tourism and Accommodation Support Package

The NSW Government has introduced a [tourism support package](#) which includes measures to support jobs in the accommodation, entertainment and tourism sectors. Eligible accommodation businesses with a physical location in the City of Sydney local government area can [register for the Stay & Rediscover Accommodation Voucher Scheme](#).

COVID Development Grants

Individual artists and small to medium arts and cultural organisations impacted by COVID-19 restrictions can now apply for COVID Development Grants to support the development of new work. Grants of up to \$5,000 for individuals and groups, and up to \$10,000 for small to medium organisations can be applied for through Create NSW. Applications for the [COVID Development Grants](#) are now open on the Create NSW website.

Assistance for Indigenous businesses

Indigenous Business Australia (IBA) is providing support to eligible Indigenous businesses impacted by COVID-19, including those that are not existing IBA customers. Assistance may include loan deferrals, grants or a combination of both to help with ongoing fixed costs through the COVID-19 crisis. For more information, visit [Indigenous Business Australia supporting COVID-19](#).



JobSaver Payments for Businesses and Not-for-Profits

The NSW Government's JobSaver program provides fortnightly payments to help maintain employee headcount and provide cash flow support to businesses.

How much

- Employing businesses: 40% of their weekly NSW payroll, with payments between \$1,500 and \$100,000 per week
- Non-employing business: \$1,000 per week.

Eligibility

- A revenue decline of 30% or more
- Turnover between \$75,000 and \$250 million.

JobSaver for large hospitality, tourism or recreation businesses

Fortnightly payments to help maintain employee headcount and provide cash flow support to large businesses. commencing from the 26 June 2021 lockdown only.

How much

Payments of 40% of weekly payroll prior to the 26 June 2021 lockdown, up to a maximum weekly payment per group of:

- \$300,000 for businesses with aggregated annual turnover over \$250m and up to \$500m
- \$500,000 for businesses with aggregated annual turnover over \$500m and up to \$1b.

Eligibility

A turnover decline of at least:

- 50% for businesses with aggregated annual turnover over \$250m and up to \$500m
- 70% for businesses with aggregated annual turnover over \$500m and up to \$1b.



Support for Accommodation Providers

Accommodation provider support payments will be available in late September 2021 for eligible tourism accommodation providers that have lost business during the school holiday period. Assistance will be based on the number of cancelled room nights.

How much

- \$2000 for up to 10 room nights.
- \$5000 for 11 or more room nights.

Eligibility

- For room nights lost during the 25 June to 11 July period.

- Must be able to show evidence of cancellations.

Accommodation providers are also encouraged to check their eligibility and apply for other [business support](#), including the COVID-19 business grant, JobSaver, COVID-19 Micro Business Grants and payroll tax reductions.

Hawkesbury News



Hawkesbury's Online Christmas Markets - Apply Now to be a Stallholder

This Christmas Hawkesbury City Council is launching an online Christmas market to support our local businesses.

We would like to invite you to sign up to be a part of this fantastic opportunity which will be promoted via Council's website, social media pages (Hawkesbury City Council, Hawkesbury Events and Discover the Hawkesbury) and additional media opportunities throughout November and December.

It's time to bounce back after a challenging 2 years. Fires, Floods and the Pandemic have all had an impact on our local economy and we want to help you recover.

It's easy and FREE to sign up.

1. Fill in the application form via the QR code (below). Make sure your description of the products is enticing and creative
2. Attach a photo of the items you are selling (this should be a very appealing of your products)
3. Include a direct link where people can purchase the products from – either a social media account or website
4. Council will upload your information to our online Christmas Markets landing page which will be on discoverthehawkesbury.com.au
5. Council will contact you once the market stall is live
6. Then Council will promote, promote, promote and also ask you to share the direct link on you socials.

The Christmas Online Market will go live on the 15th November and run until 17th December.

Applications close Friday, 29 October.



Hawkesbury City Council Local Jobs Board

If you have a local job available for a local person, please advertise to the local business community via our new Local Jobs board!

Advertising is FREE and applications can be found via the link below.

[Jobs board form | Resources \(nsw.gov.au\)](#)

If you require any assistance in creating your job advertisement, please feel welcome to contact Cemre Aydemir on 02 4560 5272 or send an email to business@hawkesbury.nsw.gov.au



Hawkesbury Local Heritage Assistance Fund 2021/2022

Hawkesbury City Council and Heritage NSW are jointly funding the Hawkesbury Local Heritage Assistance Fund 2021/2022.

The Funding Program recognises the importance of conserving, protecting and caring for heritage listed properties within the Hawkesbury Local Government Area and will provide funding assistance for minor maintenance/conservation works.

Council is now inviting applications from owners or managers of local heritage listed properties within the Hawkesbury Local Government Area seeking financial assistance under the Local Heritage Assistance Fund 2021/2022. Funding is offered to successful applicants on a dollar for dollar basis (\$1 of grant funding for each \$1 of private funding). The maximum funding available for any one applicant/property is \$2,000 (including GST).

Applications are open until **Monday, 4 October 2021**.

[Guidelines for Applicants – Hawkesbury Local Heritage Assistance Fund 2021/2022 \(PDF\)](#)

[Examples of Projects from Local Heritage Assistance Fund 2020/2021 \(PDF\)](#)

[\[Download the Application Form\]](#)

Business News



NSW Business Conditions Survey

To get a better understanding of your current business environment and what is needed to help you get back on track and gain the most from re-opening safely, NSW Business is conducting a survey.

They intend to use this feedback to inform key decision makers on the best ways to support businesses in NSW.

[\[Complete the survey\]](#)



DSSN Online Tourism Symposium

The Destination Sydney Surrounds North (DSSN) Tourism Symposium will be held online on Wednesday, 6 October 2021 at 10:00am.

Hear updates from DSSN Chair David Fellows, as well as Destination NSW CEO Steve Cox, Tourism Australia CEO Pip Harrison, and many more industry partners. In addition, learn how operators successfully re-opened post 2020 lockdown, and how to prepare your operation post this 2021 lockdown to maximise the benefits in a safe manner for your staff and visitors.

[\[register now\]](#)

Education and Training



Australian Taxation Office Business Workshops

October Workshops

Cash Flow for Small Business Success

Thursday, 7 October 2:00pm | [More information](#)

Strategies for Improving your Cash Flow

Thursday, October 14 2:00pm | [More information](#)

Running a Home-based Business

Thursday, October 21 2:00pm | [More information](#)

Budgeting for your Commitments

Thursday, October 28 2:00pm | [More information](#)



Western Sydney Business Centre: Small Business Workshops, Training and Events

The Western Sydney Business Centre delivers workshops for new and existing business owners on fundamental topics related to your small business. They are low cost, practical, and run by experts who can provide real-world information on how to build a successful and profitable small business.

October Workshops

Communication skills for building your business

Wednesday, 6 Oct 10:00am | [More information](#)

Setting up an online business to avoid common costly mistakes

Monday, 11 Oct 10:00pm | [More information](#)

Marketing Your Value – NDIS

Monday, 11 Oct 2:00pm | [More information](#)

How to Plan Your Social Media Content to Grow Your Business

Tuesday, 12 Oct 10:00am | [More information](#)

Tools to help you reinvent your business post COVID-19 and beyond

Wednesday, 13 Oct 10:00am | [More information](#)

The Importance of Protecting Your Intellectual Property an Introduction to I/P

Friday, 15 Oct 10:00am | [More information](#)

Tuesday, 19 Oct 10:00pm | [More information](#)

Contracts and Legal Matters

Monday, 18 Oct 10:00am | [More information](#)

Website Design to Build Credibility and Convert Sales

Monday, 18 Oct 6:00pm | [More information](#)

Get Set On Social

Tuesday, 19 Oct 2:00pm | [More information](#)

Small Business Productivity

Monday, 25 Oct 10:00am | [More information](#)

Stories on Social Media that help you Sell

Tuesday, 26 Oct 10:00am | [More information](#)

Google Ad Words How to get leads on tap from Google

Wednesday, 27 Oct 5:00pm | [More information](#)



NSW Government Assistance for Western Sydney and Blue Mountains

The current COVID-19 pandemic and recent natural disasters has hit hard on thousands of businesses in NSW and none more than those within the Western Sydney and Blue Mountain areas.

Training Services NSW and Astute Training have combined forces to deliver a unique **FULLY SUBSIDISED online training program** focused on helping local Councils, businesses, and community-based organisations, including business groups and networks to build better business resilience.

The **BUSINESS CONTINUITY & EMERGENCY RESPONSE PLANNING** program is **FULLY SUBSIDISED** and has been designed for individuals and teams whose duty, responsibility or role is to develop and implement Business Continuity, Interruption and Emergency Response Management plans. It is offered to businesses from all sectors, regardless of size.

This short 8-week course is fully accredited, delivered 100% online and will be facilitated by some of Australia's leading experts who subscribe to a best practice approach.

At the end of the program participants will walk away with a robust Business Continuity and Emergency Response Plan specific to their business. A plan designed to build organizational resilience, plan for business interruptions and disasters and be able to effectively react in an emergency and designed to assist meet statutory and regulatory obligations.

Commencing 14th October and with interest high, applications will be based on a first-come, first-serve basis. More than one participant from the same organisation can attend.

You can view the course brochure [HERE](#).

[\[Register now\]](#)

Mental Health Support for Businesses



Mental Health at Work

The NSW Government's [Mental Health at Work](#) website outlines important information on mental health training as well as work, health and safety advice.

You can get advice on improving mental health in your workplace, access free training and coaching, understand your legal obligations and hear stories from people making a difference.

COVID-19 Mental Health at Work Resource Kit

COVID-19 continues to change the way we live and work. These changes may cause frustration, stress and anxiety and impact our mental health. It is important for business owners and leaders to provide a mentally healthy work environment to ensure everyone stays physically and mentally healthy.

[\[View the resource kit\]](#)

Training for Employers

The free 'Leading a Mentally Healthy Workplace' training is for employers and executive leaders who want to learn practical strategies to provide a safe working environment, meet your WHS obligations, boost productivity and save your business money.

[\[Learn more and register\]](#)