

# **Central Queensland Coal Project**

## **Appendix 17 - Social Impact Assessment**

**Supplementary  
Environmental Impact  
Statement**



Central Queensland Coal Project  
**Appendix 17 – Social Impact Assessment**

20 December 2018

CDM Smith Australia Pty Ltd  
ABN 88 152 082 936  
Level 4, 51 Alfred Street  
Fortitude Valley  
QLD 4006  
Tel: +61 7 3828 6900  
Fax: +61 7 3828 6999



# Table of Contents

<b>Executive Summary .....</b>	<b>1-1</b>
<b>Glossary and Abbreviations .....</b>	<b>1-1</b>
<b>1 Introduction .....</b>	<b>1-1</b>
1.1 Project Proponent .....	1-1
1.2 Project Overview .....	1-2
1.3 Objectives of the Social Impact Assessment .....	1-3
1.4 Study Area .....	1-3
<b>2 Project Details .....</b>	<b>2-1</b>
2.1 Key Project Timelines .....	2-1
2.2.1 Workforce Demand .....	2-2
2.2.2 Rosters .....	2-6
2.2.3 Workforce Accommodation Strategy .....	2-6
2.2.4 Construction and Operation Workforce Transportation .....	2-7
<b>3 SIA Methodology .....</b>	<b>3-1</b>
3.1 Scoping .....	3-2
3.2 Baseline Characterisation .....	3-3
3.3 Impact Identification and Assessment .....	3-3
3.3.1 Likelihood Assessment .....	3-4
3.3.2 Consequence Assessment .....	3-4
3.3.3 Significance of Impacts .....	3-5
3.4 Management, Mitigation and Enhancement Measures .....	3-5
<b>4 Legislative Context .....</b>	<b>4-1</b>
4.1 State Legislation, Programs and Plans .....	4-1
4.1.1 Planning Act 2016 .....	4-1
4.1.2 Strong and Sustainable Resource Communities Act 2017 .....	4-1
4.1.3 Regional Planning Interests Act 2014 .....	4-2
4.1.4 Environmental Protection Act 1994 (EP Act) .....	4-2
4.1.5 Relevant Programs and Plans .....	4-3
4.1.6 Relevant Guidance Documents .....	4-7
<b>5 Existing Social Environment .....</b>	<b>5-1</b>
5.1 Local Area and Nearby Rural Centres .....	5-1
5.1.1 Livingstone Shire Council - Ogmore .....	5-1
5.1.2 Livingstone Shire Council - Marlborough .....	5-2
5.1.3 Isaac Regional Council - St Lawrence .....	5-4
5.1.4 Isaac Regional Council - Clairview .....	5-5
5.2 Local Region .....	5-6
5.2.1 Livingstone Shire Council .....	5-6
5.2.2 Rockhampton Regional Council .....	5-6
5.2.3 Isaac Regional Council .....	5-6
5.2.4 Regional Development Australia .....	5-7
5.2.5 Mining Projects .....	5-9
5.3 Livingstone Shire Council .....	5-9
5.3.1 Demographics .....	5-9
5.3.2 Housing and Accommodation .....	5-12
5.3.3 Education .....	5-13
5.3.4 Cultural and Ethnic Characteristics .....	5-14
5.3.5 Community Services and Facilities .....	5-14

5.3.6	Law and Order .....	5-15
5.3.7	Disaster Management.....	5-16
5.3.8	Defence Acquisition of Land .....	5-16
5.4	Rockhampton Regional Council.....	5-16
5.4.1	Demographics .....	5-16
5.4.2	Housing and Accommodation .....	5-19
5.4.3	Education .....	5-20
5.4.4	Cultural and Ethnic Characteristics.....	5-21
5.4.5	Community Services and Facilities.....	5-21
5.4.6	Law and Order .....	5-23
5.4.7	Disaster Management.....	5-23
5.5	Isaac Regional Council .....	5-23
5.5.1	Demographics .....	5-23
5.5.2	Housing and Accommodation .....	5-26
5.5.3	Education .....	5-28
5.5.4	Cultural and Ethnic Characteristics.....	5-28
5.5.5	Community Services and Facilities.....	5-28
5.5.6	Law and Order .....	5-29
5.5.7	Disaster Management.....	5-30
<b>6</b>	<b>EIS Community Consultation and SIA Stakeholder Engagement .....</b>	<b>6-1</b>
6.1	Engagement Communities.....	6-1
6.1.1	Project Location.....	6-1
6.2	Stakeholder Groups .....	6-2
6.3	Consultation Objectives .....	6-3
6.4	Stakeholder Engagement and Community Consultation Program.....	6-4
6.4.1	Terms of Reference Consultation.....	6-4
6.4.2	Ongoing Consultation during EIS Development .....	6-5
6.4.3	EIS Notification and Submissions .....	6-7
6.4.4	Additional Consultation and Engagement.....	6-9
6.4.5	Consultation Beyond EIS Stage .....	6-9
<b>7</b>	<b>Community Consultation Findings .....</b>	<b>7-1</b>
7.1	Property Owners .....	7-1
7.2	Local Communities .....	7-1
7.3	Relevant Councils .....	7-3
7.3.1	Livingstone Shire Council .....	7-3
7.3.2	Advance Rockhampton Region - Rockhampton Regional Council.....	7-4
7.4	Indigenous Response.....	7-4
<b>8</b>	<b>Social Impacts.....</b>	<b>8-1</b>
8.1	Summary of Social Impacts .....	8-1
8.2	Analysis of Social Impacts.....	8-6
8.2.1	Population Change and Demographics.....	8-6
8.2.2	Environmental Impacts .....	8-6
8.2.3	Impacts on Rural Properties .....	8-7
8.2.4	Impacts on Public Infrastructure .....	8-7
8.2.5	Housing.....	8-7
8.2.6	Community Values.....	8-8
8.2.7	Workforce Families .....	8-8
8.2.8	Impacts on Disadvantaged Groups.....	8-8
8.2.9	Impacts on Indigenous Communities.....	8-9
8.2.10	Opportunities for Employment.....	8-9
8.2.11	Potential Business Opportunities .....	8-9
8.2.12	Transport and Site Access Issues .....	8-9

8.2.13	Local Traffic .....	8-10
8.2.14	Exclusion of the Community.....	8-10
8.2.15	Disruption to Community Cohesion.....	8-10
8.2.16	Increased Demand on Community and Essential Services .....	8-11
<b>9</b>	<b>Management, Mitigation and Enhancement Measures .....</b>	<b>9-1</b>
9.1	Demographic and Demographic Change .....	9-1
9.2	Indigenous Community.....	9-1
9.3	Housing and Accommodation .....	9-2
9.4	Residential Amenity .....	9-2
9.5	Employment, Education and Training.....	9-2
9.5.1	Local Economic Conditions.....	9-3
9.6	Health and Safety.....	9-3
9.7	Local Traffic .....	9-4
9.8	Health and Community Infrastructure.....	9-4
9.9	Social Identity and Cohesion .....	9-5
<b>10</b>	<b>Social Impact Management Strategies.....</b>	<b>10-1</b>
10.1	Social Management Strategies .....	10-1
10.1.1	Workforce Management Strategy .....	10-1
10.1.2	Local Business and Industry Content Strategy.....	10-5
10.1.3	Health and Community Wellbeing Strategy.....	10-7
10.1.4	Housing and Accommodation Strategy.....	10-8
10.2	Action Plans.....	10-9
10.3	Summary of Key Commitments .....	10-19
<b>11</b>	<b>Cumulative Impact Assessment.....</b>	<b>11-1</b>
11.1	Beneficial Cumulative Impacts.....	11-1
11.2	Adverse Cumulative Impacts .....	11-1
<b>12</b>	<b>Monitoring, Reporting and Review.....</b>	<b>12-1</b>
12.1	Monitoring Program .....	12-1
12.1.1	CQC Stakeholder Engagement Group .....	12-1
12.1.2	Workforce Reporting.....	12-1
12.1.3	Use of Secondary Data.....	12-1
12.2	Reporting.....	12-2
12.3	Review .....	12-2
12.4	Action Plan Update.....	12-2
<b>13</b>	<b>Stakeholder Engagement Plan .....</b>	<b>13-1</b>
13.1	Aims and Outcomes .....	13-1
<b>14</b>	<b>Conclusion.....</b>	<b>14-1</b>
<b>15</b>	<b>References.....</b>	<b>15-1</b>

## List of Figures

Figure 1-1	Primary study area relevant to the Project.....	1-5
Figure 1-2	Relevant Local Government Areas.....	1-6
Figure 2-1	Indicative Project development schedule.....	2-1
Figure 2-2	Indicative construction workforce for Open Cut 2 and eastern infrastructure .....	2-3
Figure 2-3	Indicative construction workforce for Open Cut 1 and western infrastructure .....	2-3
Figure 2-4	Indicative operational workforce.....	2-5
Figure 3-1	Social Impact Assessment model.....	3-1

Figure 5-1 Regional Development Australia boundaries .....	5-8
Figure 5-2 Current mining and resource projects near the Project site.....	5-9
Figure 5-3 Population pyramid LSC (S) LGA and Queensland as at 30 June 2016.....	5-10
Figure 5-4 Median value of residential dwelling sales – LSC.....	5-12
Figure 5-5 Median rent of three-bedroom house (2006-2018) – LSC.....	5-13
Figure 5-6 Population pyramid Rockhampton (R) LGA and Queensland as at 30 June 2016.....	5-17
Figure 5-7 Median value of residential dwelling sales – RRC.....	5-19
Figure 5-8 Median rent of three-bedroom house (2006-2018) – RRC.....	5-20
Figure 5-9 Population pyramid Broadsound-Nebo Statistical Area (SA2) and Queensland as at 30 June 2017-24	
Figure 5-10 Median value of residential dwelling sales – Broadsound-Nebo Statistical Area.....	5-26
Figure 5-11 Median rent of three-bedroom house (2006-2018) – Broadsound-Nebo Statistical Area .....	5-27
Figure 6-1 Percentage of submissions per EIS chapter .....	6-7

## List of Tables

Table 2-1 Indicative workforce numbers .....	2-2
Table 2-2 Jobs by occupation for the construction phases.....	2-4
Table 2-3 Jobs by occupation for operations phases .....	2-5
Table 3-1 Ratings for likelihood of occurrence .....	3-4
Table 3-2 Consequence ratings.....	3-4
Table 3-3 Significance Assessment Matrix.....	3-5
Table 5-1 House listings - Ogmore .....	5-2
Table 5-2 House sales per annum - Ogmore.....	5-2
Table 5-3 House listings - Marlborough.....	5-3
Table 5-4 House sales per annum - Marlborough.....	5-3
Table 5-5 House listings – St Lawrence.....	5-4
Table 5-6 House sales per annum – St Lawrence.....	5-4
Table 5-7 House listings – Clairview.....	5-5
Table 5-8 House sales per annum – Clairview .....	5-6
Table 5-9 Estimated resident population – LSC .....	5-9
Table 5-10 Indigenous population (regional, state, national) as at 2016 census – LSC .....	5-10
Table 5-11 Projected population – LSC .....	5-11
Table 5-12 Median age – LSC.....	5-11
Table 5-13 Place of usual residence in 2011 compared to 2016 – LSC.....	5-11
Table 5-14 Household composition as at 2016 census – LSC.....	5-12
Table 5-15 Median incomes v mortgage repayment as at 2016 census – LSC .....	5-13
Table 5-16 Bond lodgements and median weekly rent (12 months ending 31 March 2018) – LSC .....	5-13
Table 5-17 Highest level of education as at 2016 census – LSC.....	5-14
Table 5-18 Country of birth and English proficiency as at 2016 census – LSC .....	5-14
Table 5-19 Community Services and Facilities as at 30 June 2016 – LSC.....	5-14
Table 5-20 Reported offences for 2016/17 period – LSC.....	5-15
Table 5-21 Estimated resident population – RRC .....	5-16
Table 5-22 Indigenous population (regional, state, national) as at 2016 census – RRC .....	5-17
Table 5-23 Projected population – RRC .....	5-17
Table 5-24 Median age – RRC .....	5-18
Table 5-25 Place of usual residence in 2011 compared to 2016 – RRC .....	5-18
Table 5-26 Household composition as at 2016 census – RRC.....	5-18
Table 5-27 Median incomes v mortgage repayment as at 2016 census – RRC.....	5-19
Table 5-28 Bond lodgements and median weekly rent (12 months ending 31 March 2018) – RRC.....	5-20
Table 5-29 Highest level of education as at 2016 census – RRC .....	5-20

Table 5-30 Country of birth and English proficiency as at 2016 census – RRC .....	5-21
Table 5-31 Community Services and Facilities as at 30 June 2016 – RRC .....	5-21
Table 5-32 Reported offences for 2016/17 period – RRC .....	5-23
Table 5-33 Estimated resident population – Broadsound-Nebo Statistical Area.....	5-24
Table 5-34 Indigenous population (regional, state) as at 2016 census – Broadsound-Nebo Statistical Area.....	5-24
Table 5-35 Projected population – Broadsound-Nebo Statistical Area .....	5-25
Table 5-36 Median age – Broadsound-Nebo Statistical Area .....	5-25
Table 5-37 Place of usual residence in 2011 compared to 2016 – Broadsound-Nebo Statistical Area .....	5-25
Table 5-38 Household composition as at 2016 census – Broadsound-Nebo Statistical Area .....	5-26
Table 5-39 Median incomes v mortgage repayment as at 2016 census – Broadsound-Nebo Statistical Area.....	5-27
Table 5-40 Bond lodgements and median weekly rent (12 months ending 31 March 2018) – Broadsound-Nebo Statistical Area.....	5-27
Table 5-41 Highest level of education as at 2016 – Broadsound-Nebo .....	5-28
Table 5-42 Country of birth and English proficiency as at 2016 census – Broadsound-Nebo .....	5-28
Table 5-43 Community services and facilities – Broadsound-Nebo.....	5-28
Table 5-44 Reported offences for 2016/17 period – Broadsound-Nebo .....	5-30
Table 6-1 Stakeholders .....	6-2
Table 8-1 Potential adverse impacts.....	8-2
Table 8-2 Potential beneficial impacts.....	8-4
Table 8-3 Hospital data .....	8-11
Table 8-4 Emergency waiting times.....	8-12
Table 10-1 Workforce Management Strategy framework.....	10-1
Table 10-2 Local Business and Industry Content Strategy .....	10-6
Table 10-3 Health, Social, Family and Community Wellbeing Strategy .....	10-8
Table 10-4 Housing and Accommodation Strategy.....	10-9
Table 10-5 Action Plan: Housing and Accommodation.....	10-11
Table 10-6 Action Plan: Employment, Training and Local Economy .....	10-12
Table 10-7 Action Plan: Social Identity and Cohesion.....	10-15
Table 10-8 Action Plan: Health and Community Infrastructure.....	10-16
Table 10-9 Key commitments .....	10-19



## Executive Summary

CDM Smith were commissioned by Central Queensland Coal Pty Ltd (Central Queensland Coal) to complete a Social Impact Assessment (SIA) and associated Social Impact Management Plan (SIMP) for the proposed Central Queensland Coal Project (the Project).

The SIA involves the identification and analysis of demographic and social characteristics of the study area against the Project activities to determine the potential social impact of the Project. Mitigation and management measures relating to both positive and negative Project impacts are provided in the associated SIMP which presents action plans relating to respective impact categories.

The key objectives guiding the completion of the SIA have been to:

- Fulfil all requirements outlined in the Terms of Reference (ToR) for the Project;
- Provide a definition of the social and cultural area of influence (social environment) through the collation and analysis of primary and secondary data;
- Identify the nature and extent to which Project related effects may directly, indirectly or cumulatively impact on the defined social environment;
- Provide recommendations for the enhancement of positive impacts and the mitigation of negative impacts on the social environment;
- Contribute to the establishment of a continued partnership between the Project and community stakeholders, enabling a collaborative approach to maximise the positive social outcomes associated with the Project; and
- Provide a sound basis for planning, consultation, ongoing strategy development, performance monitoring and reporting and assist the Project to become a valued component of the social and economic fabric of the community.

The SIA considers key aspects of the social environment of the primary and secondary study areas. These include:

- Demographics and Demographic Change;
- Housing and Accommodation;
- Residential Amenity;
- Employment, Education and Training;
- Local Economic Conditions;
- Health and Safety;
- Community Infrastructure and Social Services; and
- Social Identity and Cohesion.

The Project is comprised of several phases. The first is the construction and operation of the mine infrastructure and pit on the eastern side of the Bruce Highway. The second is the construction and

operation of mine infrastructure and pit on the western side of the Bruce Highway. The final phase is decommissioning and rehabilitation of the site.

There are two distinct construction phases. The first phase (construction of the eastern infrastructure) will occur in 2019 – 2022 and requires a peak workforce of 275 personnel. The second phase (construction of the western infrastructure) is planned to occur in 2027 – 2029 and requires a peak workforce of 175 personnel. The skill sets required for each construction phase are expected to be similar.

The workforce required to operate the mine builds up relatively quickly as the eastern infrastructure and Open Cut 2 become operational. After reaching an initial peak of 250 personnel in Year 2023, the operations workforce then grows again to 500 in 2030 as the western infrastructure and Open Cut 1 come online. From 2031 the operational workforce decreases from 250 to 167 at cessation of mining.

It is anticipated that the Project will commence mine closure and final rehabilitation in 2036, with the workforce reducing to 20 personnel by 2037. This workforce number will remain stable during the final mine closure and rehabilitation activities through 2038.

The operations workforce is comprised of three primary sectors:

- Operations management and supervision;
- Open cut mine operations; and
- Balance of workforce.

Impacts which the Project may have upon the social environment were identified through several concurrent processes including direct engagement with potentially affected stakeholders, the analysis of Project impacts and the knowledge and experience of the Project team. A technically appropriate impact assessment methodology (significance assessment) was employed to identify and evaluate social impacts associated with the Project.

Central to the assessment method was the identification of intrinsic social values associated with the potentially affected community. Intrinsic social values are any attributes of the community, which residents consider important and can range from physical spaces or places to less tangible attributes such as community cohesion, friendliness or character.

Potential measures which manage, mitigate or enhance identified impacts were derived through direct consultation with the community and key stakeholders, further examination of Project impacts in the context of existing social conditions and through dialogue with the Project proponent and key personnel involved in mining operations. Mitigation measures were identified for all impacts on the social environment, which were assessed as having a moderate, high or very high level of significance.

The SIA has informed the development of draft Action Plans. The draft Action Plans provide specific mitigation and management measures relating to identified impact categories. The draft Action Plans are:

- Draft Action Plan: Housing and Accommodation;
- Draft Action Plan: Employment, Training and Local Economy (addressing workforce management and local business and industry procurement);

- Draft Action Plan: Social Identity and Cohesion (addressing Health and community well-being); and
- Draft Action Plan: Health and Community Infrastructure (addressing Health and community well-being and Workforce Management).

Key to the effectiveness of any mitigation or management measure is implementation by the relevant responsible party or parties. Many issues and impacts associated with the social environment may only be effectively mitigated through a collaborative approach to implementation. Identification of the appropriate entity for implementation of mitigation and management measures has also been completed.

The final stage of the SIA was the assessment of residual impacts following the assumed effective implementation of mitigation and management strategies. In assessing residual impacts, consideration is made as to how the proposed mitigation affects the sensitivity of the value and the magnitude of the impact to derive an overall indication as to the significance of the residual impact.

This assessment concluded that the mitigated impacts which retained a 'moderate' level of significance related to the influx of the Project workforce into the town and included an increased demand on health and emergency services. However, if the Marlborough, and Ogmoo Areas reduce in population any further, which is now inevitable with the ADF Land Acquisition Program, there is a strong likelihood of a reduction or even the removal of services currently provided.

Cumulative impacts were considered; however, in the absence of projects under planning, construction or operation in the area, no detailed analysis was undertaken. Rather, potential issues were identified that may arise should one or more projects be proposed in addition to the Central Coal Project. These potential issues would be monitored as part of the monitoring and review processes that will be implemented by the Project.

Significant positive impacts in Marlborough and Ogmoo, along with other regional centres such as The Caves, Yeppoon, St Lawrence and Clairview, include the generation of employment, injection of wealth and vitality, the stimulation of education and training, and the provision of opportunities for Indigenous peoples. It is assessed that following the application of appropriate mitigation and management measures, the Project will have a generally positive social effect on the local and regional area.

## Glossary and Abbreviations

Abbreviation/Acronym	Definition
ABS	Australian Bureau of Statistics
ATP	Authority to Prospect
CAPEX	Capital Expenditure
CHMP	Cultural Heritage Management Plan
CHPP	Coal Handling and Preparation Plant
DAF	Department of Agriculture and Fisheries
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships
DEOs	Desired Environmental Outcomes
DES	Department of Environment and Science
DIDO	Drive-in Drive-out
DLGP	Department of Local Government and Planning
DME	Department of Minerals and Energy
DNRME	Department of Natural Resources, Mines and Energy
DotEE	Department of the Environment and Energy
DROs	Desired Regional Outcomes
DSDMIP	Department of State Development, Manufacturing, Infrastructure and Planning
DTMR	Department of Transport and Main Roads
EA	Environmental Authority
EIS	Environmental Impact Statement
EP Act	<i>Environmental Protection Act 1994</i>
EPC	Exploration Permit for Coal
Fairway Coal	Fairway Coal Proprietary Limited
FiFo	Fly-in Fly-out
FTE	Full-time equivalent
HSSE	Health, Safety, Security and Environment
IAP2	International Association for Public Participation
ICN	Industry Capability Network
IRC	Isaac Regional Council
Km	Kilometre
LDMG	Local Disaster Management Group
LGA	Local government area
LSC	Livingstone Shire Council
MDL	Mineral Development Licence

Abbreviation/Acronym	Definition
MRC	Mackay Regional Council
Mt	Million tonne(s)
Mtpa	Millions tonne(s) per annum
Planning Act	<i>Planning Act 2016</i>
Pty Ltd	Proprietary Limited
QAS	Queensland Ambulance Service
QFES	Queensland Fire and Emergency Services
QGSO	Queensland Government Statistician's Office
QPS	Queensland Police Service
QR	Queensland Rail
QRC	Queensland Resources Council
RDAFCW	Regional Development Australia Fitzroy and Central West Region
RDAMIW	Regional Development Australia Mackay-Isaac-Whitsunday
RPI Act	<i>Regional Planning Interests Act 2014</i>
RRC	Rockhampton Regional Council
RTO	Registered Training Organisation
SEIS	Supplementary Environmental Impact Statement
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SP Act	<i>Sustainable Planning Act 2009</i>
SPP	State Planning Policy
SSCC	Semi-soft coking coal
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2016</i>
t	Tonne(s)
The Project	Central Queensland Coal Mine Project
The Regional Plan	<i>Mackay, Isaac and Whitsunday Regional Plan 2012</i>
TLF	Train Loadout Facility
ToR	Terms of Reference
Waratah Coal	Waratah Coal Pty Ltd

# 1 Introduction

CDM Smith were commissioned by Central Queensland Coal Pty Ltd (Central Queensland Coal) to complete a Social Impact Assessment (SIA) for the Central Queensland Coal Project (the Project). The Project is proposed to be developed by Central Queensland Coal in the Styx Basin in Queensland.

A SIA identifies and considers the impact an organisation, or any of its major initiatives, has upon host communities and stakeholders. Through the collection of quantitative and qualitative data, the SIA identifies and compares impacts likely to eventuate across the life of a project, together with community perceptions about those impacts. This enables a proponent to ascertain its host community's priorities and understand the effects associated with a project which need to be appropriately managed. With a greater understanding of the community's expectations, values and perceptions, the project will be better able to mitigate negative impacts and enhance opportunities to make a positive contribution to the community. The SIA is an important reference for Central Queensland Coal when developing its social performance framework and future communication and engagement approaches, as well as providing a benchmark against which to measure and report the company's social performance in the future.

The SIA process incorporates analysis of the demographic and social characteristics of the study area against the Project activities to determine the potential social impact of the project. Existing research and documentation available from regional councils, the Queensland Government and other sources, details of the Project, stakeholder interviews and community consultations undertaken by Central Queensland Coal, have been used to inform this SIA.

The assessment has considered the nature of the Project in the context of the social environment in which it will operate. Recommendations are provided regarding measures to enhance the potential benefits and to mitigate any potentially negative impacts arising from the Project. An assessment of residual impacts following the effective implementation of proposed mitigation measures has then been undertaken.

## 1.1 Project Proponent

The Project will be developed and operated by Central Queensland Coal and Fairway Coal Proprietary Limited (Fairway Coal). Both companies are associates of Waratah Coal Pty Ltd (Waratah Coal), which has over 25 years' experience developing, funding and managing a range of major resource projects.

Waratah Coal is an Australian coal exploration and coal development company. Waratah Coal holds extensive mining concessions within the rich mineral basins of Laura, Bowen, Galilee, Surat, Moreton, Maryborough, Nymboida and the Northern Territory, in addition to the Styx Basin. Waratah Coal has been operating for over 10 years and has formed major international alliances in China and domestically during this time. From 2005 to 2009, Waratah Coal was dual-listed on the Toronto Stock Exchange and Australian Stock Exchange. In 2009, Waratah Coal was privatised and incorporated into Mineralogy Pty Ltd.

Waratah Coal is committed to the economic development of regional Queensland through the growth of mineral wealth, while operating with an excellent record in the area. Waratah Coal aims to be a valued member of the local community and to openly engage and build trust and respect in Queensland over time.

Central Queensland Coal and Fairway Coal jointly own mineral development licence (MDL) 468 which will form the Project. Both Fairway Coal and Central Queensland Coal are registered as suitable operators with DES (#701901 and #686364, respectively), meaning the company is registered as being suitable to carry out industrial activities requiring an EA.

Further information regarding the overarching company, Waratah Coal, can be obtained from the following website: <http://waratahcoal.com/>.

## 1.2 Project Overview

Central Queensland Coal and Fairway Coal (the joint Proponents), propose to develop the Project. As Central Queensland Coal is the senior Proponent, Central Queensland Coal is referred to throughout this SIA. The Project comprises the Central Queensland Coal Mine where coal mining and processing activities will occur along with a train loadout facility (TLF).

The Project is located 130 km northwest of Rockhampton in the Styx Coal Basin in Central Queensland. The Project is located within the Livingstone Shire Council (LSC) Local Government Area (LGA). The Project is generally located on the “Mamelon” property, described as real property Lot 11 on MC23, Lot 10 on MC493 and Lot 9 on MC496. The TLF is located on the “Strathmuir” property, described as real property Lot 9 on MC230. A small section of the haul road to the TLF is located on the “Brussels” property described as real property Lot 85 on SP164785.

The Project will involve mining a maximum combined tonnage of up to 10 million tonnes per annum (Mtpa) of semi-soft coking coal (SSCC) and high grade thermal coal (HGTC). The Project will be located within Mining Lease (ML) 80187 and ML 700022, which are adjacent to MDL 468 and Exploration Permit for Coal (EPC) 1029, both of which are held by the Proponent. It is intended that all aspects of the Project will be authorised by a site specific environmental authority (EA).

Development of the Project is expected to commence in 2019 with initial early construction works and extend operationally for approximately 19 years until the depletion of the current reserve, and rehabilitation and mine closure activities are successfully completed.

The Project consists of two open cut operations that will be mined using a truck and shovel methodology. The run-of-mine (ROM) coal will ramp up to approximately 2 Mtpa during Stage 1 (2019 to 2022), where coal will be crushed, screened and washed to SSCC grade with an estimate 80% yield. Stage 2 of the Project (2023 to 2038) will include further processing of up to an additional 4 Mtpa ROM coal within another coal handling and preparation plant (CHPP) to SSCC and up to 4 Mtpa of HGTC with an estimated 95% yield. At full production two CHPPs, one servicing Open Cut 1 and the other servicing Open Cut 2, will be in operation. Rehabilitation works will occur progressively through mine operation, with final rehabilitation and mine closure activities occurring between 2036 to 2038.

A new TLF will be developed to connect into the existing Queensland Rail North Coast Rail Line. This connection will allow the product coal to be transported to the established coal loading infrastructure at the Dalrymple Bay Coal Terminal.

Access to the Project will be via the Bruce Highway. The Project will employ a peak workforce of approximately 275 people during construction and between 100 (2019) to 500 (2030) during operation, with the workforce reducing to approximately 20 people during decommissioning. Central Queensland Coal will manage the Project construction and ongoing operations with the assistance of contractors.

## 1.3 Objectives of the Social Impact Assessment

The purpose of the SIA is to define the existing social environment, identify and consider the potential positive and negative social impacts of the Project and to recommend ways to manage and mitigate negative impacts and enhance positive benefits.

The key objectives guiding the completion of the SIA have been to:

- Fulfil all requirements outlined in Terms of Reference (ToR) for the Project;
- Provide a definition of the social and cultural area of influence (social environment) through the collation and analysis of primary and secondary data;
- Identify the nature and extent to which Project related actions may directly, indirectly or cumulatively impact on the defined social environment;
- Provide recommendations for the enhancement of positive impacts and the mitigation of negative impacts on the social environment;
- Contribute to the establishment of a continued partnership between the Project and community stakeholders, enabling a collaborative approach to maximise the positive social outcomes associated with the Project; and
- Provide a sound basis for planning, consultation, ongoing strategy development, performance monitoring and reporting and assist the Project to become a valued component of the social and economic fabric of the community.

The SIA includes the characterisation of the social environment (social baseline), impact assessment, mitigation and management measures and an assessment of residual impacts. The SIA technical report informs the development of the associated Social Impact Management Plan (SIMP), which presents action plans relating to key areas of impact on the social environment.

## 1.4 Study Area

The Project is located in the Styx Basin, approximately 130 kilometres (km) northwest of the major regional central of Rockhampton in Central Queensland. The social impacts of the Project have been assessed at different geographic levels, which are identified in the following sections.

**Local Area** – The nearest town to the Project is Ogmore, located approximately 10 km to the north of the Project. Marlborough, another nearby town, is located approximately 25 km to the southeast. Both townships are within the LSC LGA. As these townships are the only populated areas within a reasonable commuting distance (i.e., less than 40 minute drive from the Project), these townships are defined as the local communities, being the primary social and cultural area of influence relating to the Project. Employees from these towns are considered as local-commuters.

**Nearby Rural Centres** – Outside of Marlborough and Ogmore, residents from other regional areas may choose to seek employment at the Project. There is potential for employees to be sourced from Yaamba, The Caves, St Lawrence and Clairview. These communities are within 55 minutes drive from the Project.

**Nearby Urban Centres** – Similarly, residents of others regional centres such as Yeppoon and Rockhampton (155 km and 129 km by road, respectively) may also seek employment opportunities. Rockhampton is the second largest city in central Queensland with a population of around 81,000.



It is a major service centre and transport hub and is well known for beef cattle production. Tourism and education are also important industries.

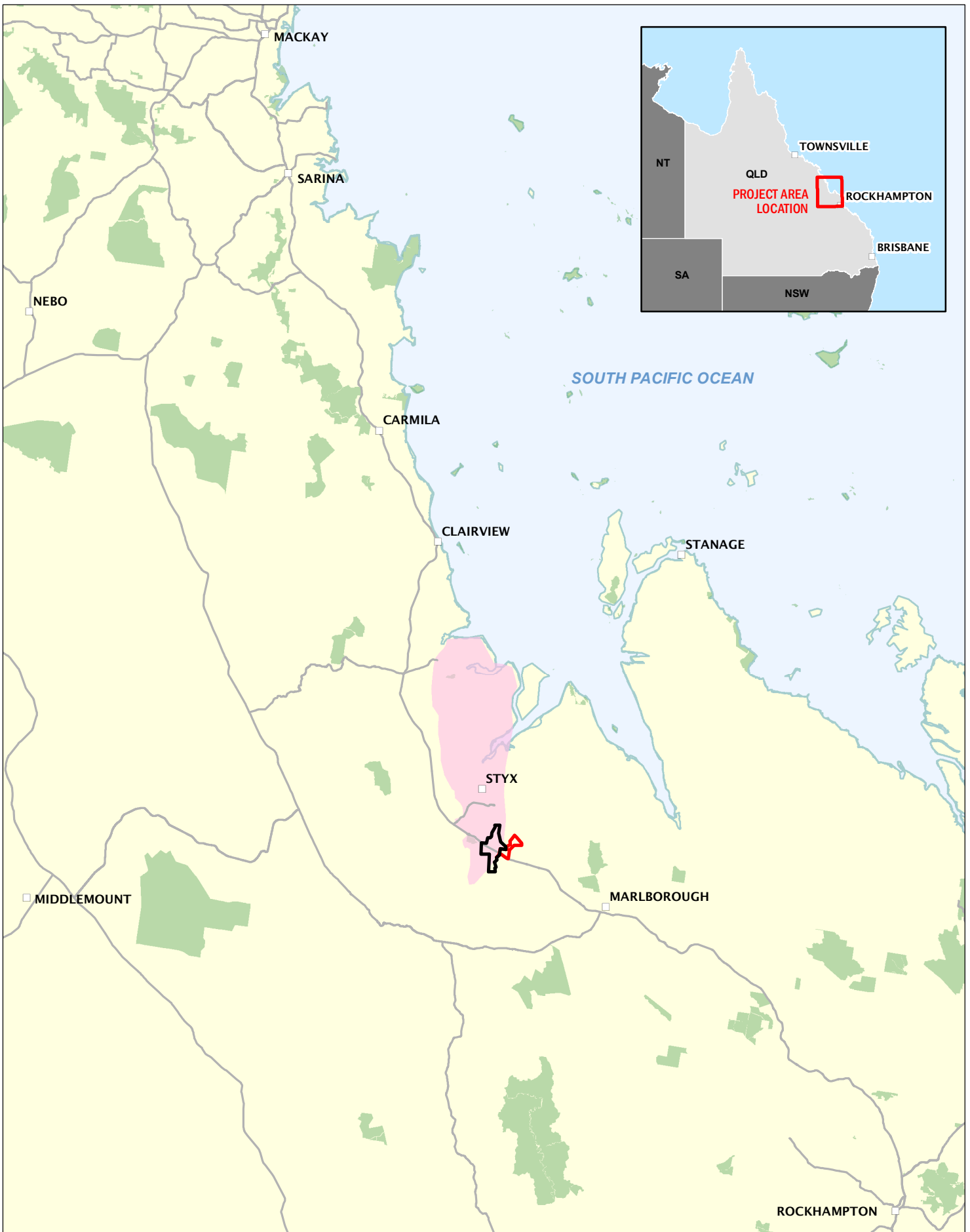
The location of these townships to the Project area are shown at Figure 1-1.

**Local Region** – The broader local region is considered in the assessment. The local region is defined as the LSC, Rockhampton Regional Council (RRC) and Isaac Regional Council (IRC). The LSC, RRC and IRC LGAs are shown at Figure 1-2.

**State level** – Data will be presented, and assessments undertaken at the state level for comparative purposes.

Several Indigenous groups have traditional links to the areas that shall contain Project facilities. These include the Barada Kabalbara Yetimarala group for the mine and part of the TLF haul road and the Darumbal group for the TLF and remaining part of the TLF haul road. Information is presented for each Indigenous group and impacts specified separately where appropriate. In other circumstances, more general information is provided on a geographical basis which includes both Indigenous and non-Indigenous populations.

The social and cultural area of influence will be described in more detail in Section 5 – Existing Social Environment.



**Figure 1-1**  
Primary study area relevant to the Project



0 10 20 km

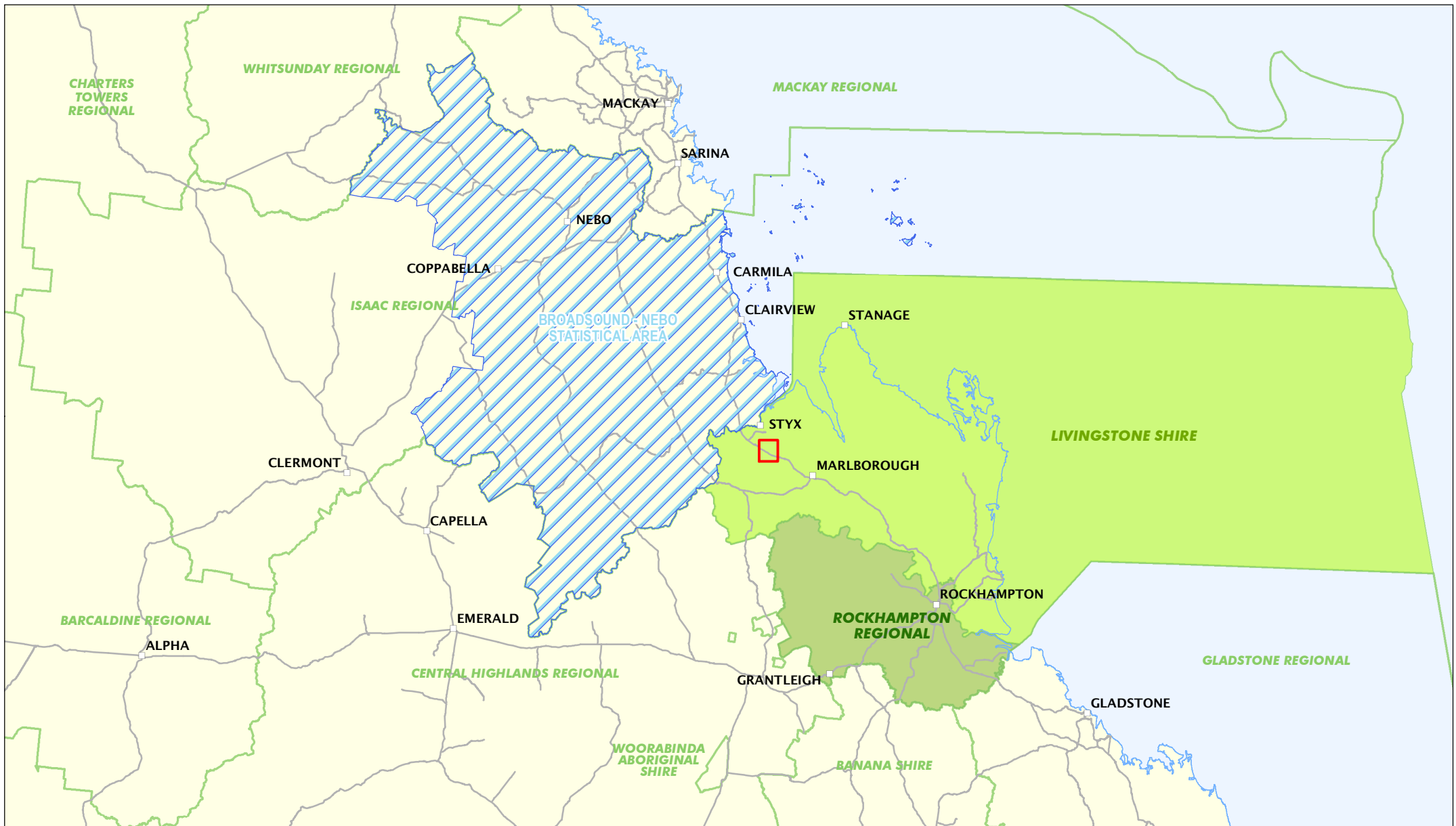
**Legend**

- ML 80187
- ML 700022
- Styx Coal Basin

Scale @ A4 1:1,050,000  
Date: 22/11/18  
Drawn: Gayle B.

DATA SOURCE  
Waratah Coal, 2018  
QLD Open Source Data, 2018





**Figure 1-2**  
Relevant local government areas




0 25 50 km


Scale @ A4 1:2,550,000  
Date: 22/11/18  
Drawn: Gayle B.


**Legend**

 Project Area

**Study Areas**

 Livingstone Shire

 Surrounding LGA boundaries

 Broadsound – Nebo Statistical Area Level 2 (SA2)

 Main road

DATA SOURCE  
QLD Open Source Data, 2018  
Australian Bureau of Statistics, 2011



## 2 Project Details

This section describes aspects of the Project which will influence the direct or indirect affects the Project may have on the social and cultural environment. In particular, this relates to Project timeframes, the required workforce and financial characteristics of the Project.

The section provides:

- Key Project timeframes;
- A profile of required workforces for the construction, operations and decommissioning phases of the Project;
- Accommodation and transportation arrangements for the workforce; and
- An overview of key financial characteristics of the Project.

### 2.1 Key Project Timelines

The development and operation of the Project is comprised of a number of phases. The first is the construction and operation of the eastern infrastructure and Open Cut 2. The second is the construction of the western infrastructure and Open Cut 1. The timing for the Project development, current as of November 2018, is shown at Figure 2-1.

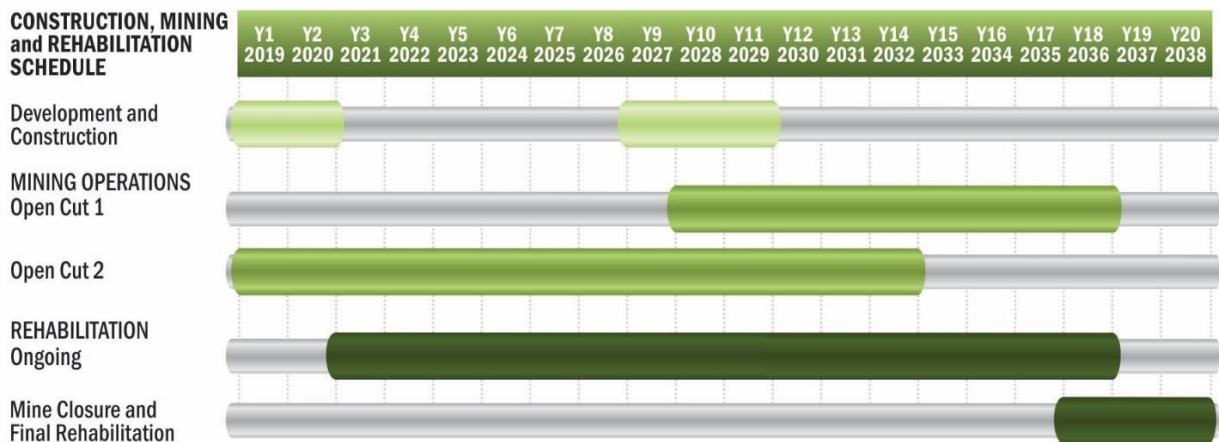


Figure 2-1 Indicative Project development schedule

### 2.2 Workforce

The Project is in its design stage, and while it is possible to predict the skills required in both construction and operation workforces, workforce requirements are indicative only. Workforce numbers have been developed to allow for the assessment of social impacts to take place at this early stage of the Project. Changes in workforce requirements are expected to be minor and not likely to affect the overall conclusions of the assessment.

## 2.2.1 Workforce Demand

A construction workforce for the Project of approximately 275 people will be required for the initial construction period of 2019 – 2020. The construction workforce will be a combination of local workers and Drive-in Drive-out (DiDo) workers. The initial construction period is for the development of the infrastructure associated with Open Cut 2 and mining operations on the eastern side of the Bruce Highway. A second construction period in 2027 – 2029 will be required for the development of the infrastructure associated with Open Cut 1 and mining operations on the western side of the Bruce Highway. The maximum construction workforce for the Open Cut 1 development will be 175, occurring in 2028.

A proposed operational workforce of between 100 (2019) to 500 (2030) employees will be required during the mine operations. The Project's operational labour resources will be sourced from within the general local area (Marlborough, Ogmoo, St Lawrence, Clairview, Yaamba and The Caves) as a commute workforce. Where there are shortages in the number of the operational workforce being drawn from the local area, workers will be sourced from the local region including from Rockhampton, Yeppoon and Emu Park. A workforce of approximately 20 will be required during decommissioning.

The development of the Project is expected to operate with construction workers on a two shift, seven days rotating roster. Once operational, management staff will be on a five days on and two days off roster, and the operational workforce will be structured based on production requirements and will eventually move to a two shift, seven-day rotating roster, when in full production.

Indicative workforce numbers for each phase of the Project are shown at Table 2-1.

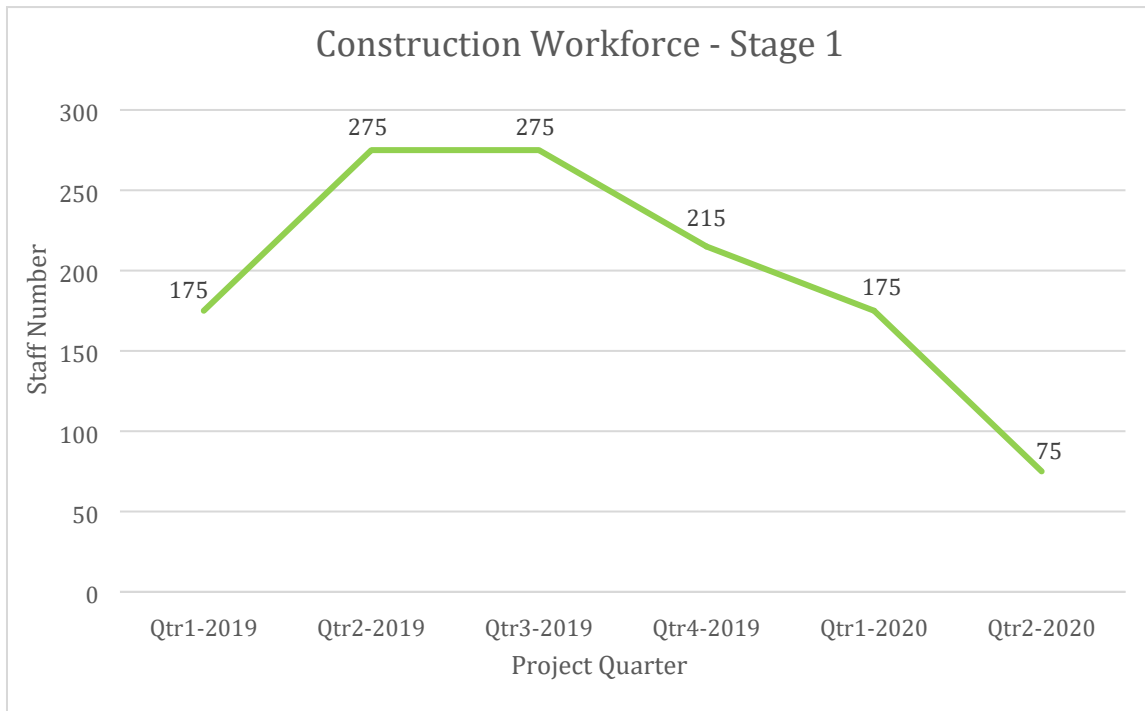
**Table 2-1 Indicative workforce numbers**

Year	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Construction	275	275	-	-	-	-	-	-	50	175
Operation	100	167	167	167	250	250	250	250	250	250
Total	375	442	167	167	250	250	250	250	300	425
Year	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038
Construction	30	-	-	-	-	-	-	-	-	-
Operation	350	500	250	250	167	167	167	167	-	-
Decommissioning	-	-	-	-	-	-	-	20	20	20
Total	380	500	250	250	167	167	167	187	20	20

Central Queensland Coal commits to providing the Queensland Police Service and the Queensland Ambulance Service, prior to the commencement of construction activities, information about the expected maximum population of the workforce (fixed and mobile) at peak construction and operational periods.

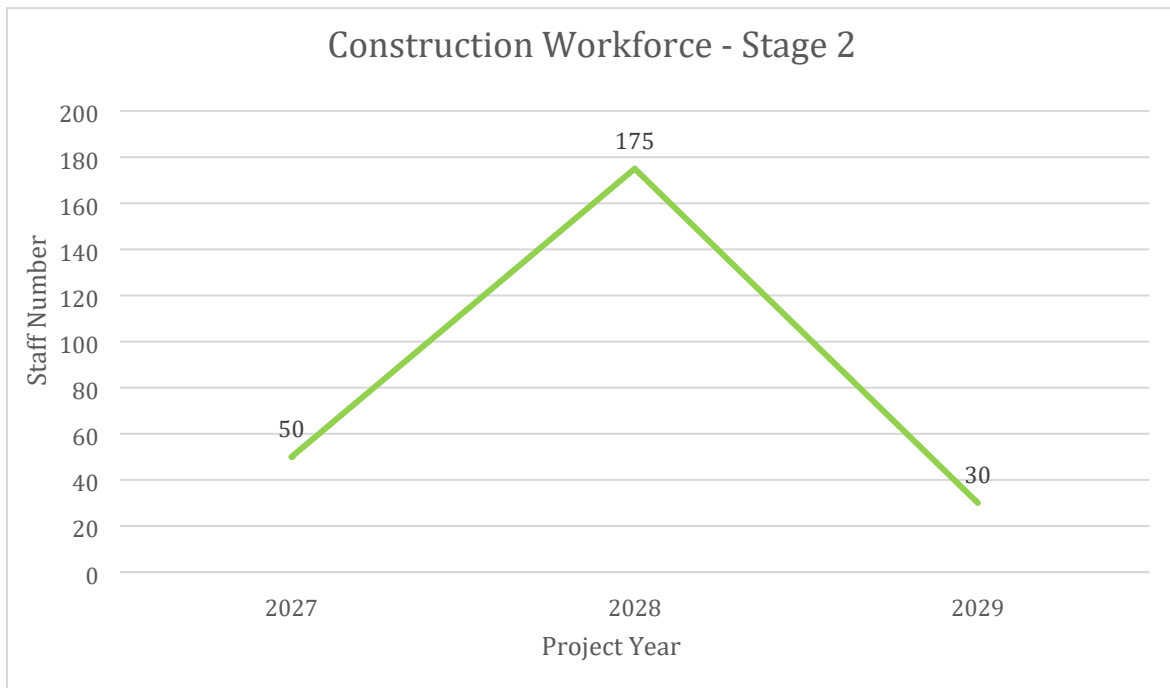
### 2.2.1.1 Construction Workforce Profile

There are two distinct construction phases. The first construction phase (construction of the eastern infrastructure and Open Cut 2) is estimated to have a duration of 18 months commencing in 2019 and concluding in 2020. The construction activities will require a peak workforce of 275 personnel. An overview of the anticipated construction workforce required for the development of the eastern infrastructure and Open Cut Pit 2 is shown at Figure 2-2.



**Figure 2-2 Indicative construction workforce for Open Cut 2 and eastern infrastructure**

The second construction phase (construction of the western infrastructure and Open Cut 1) is planned to commence in 2027 and conclude in 2029. The construction activities will require a peak workforce of 175 personnel. An overview of the anticipated construction workforce required for the development of the western infrastructure and Open Cut Pit 1 is shown at Figure 2-3.



**Figure 2-3 Indicative construction workforce for Open Cut 1 and western infrastructure**

The skill sets required for each of the two construction workforces are expected to be relatively similar. An estimate of the specific occupations which will comprise the construction workforce is provided in Table 2-2.

**Table 2-2 Jobs by occupation for the construction phases**

Occupation	Percentage of construction workforce
Project Management	1.7%
Health and Safety Management	2.6%
Environmental Management	2.6%
Maintenance Management	2.6%
Project Administration	2.6%
Site Supervision	3.4%
Site Engineers	1.7%
Site Surveyors	1.7%
Site Environment & Community Officers	1.7%
Civil Operators	44.0%
Maintenance Personnel	8.6%
CHPP Civil & Building	5.7%
CHPP Electrical & Mechanical Engineering	4.3%
CHPP Trades Personnel	10.0%
Site Relief Operators	6.9%
<b>Total</b>	<b>100%</b>

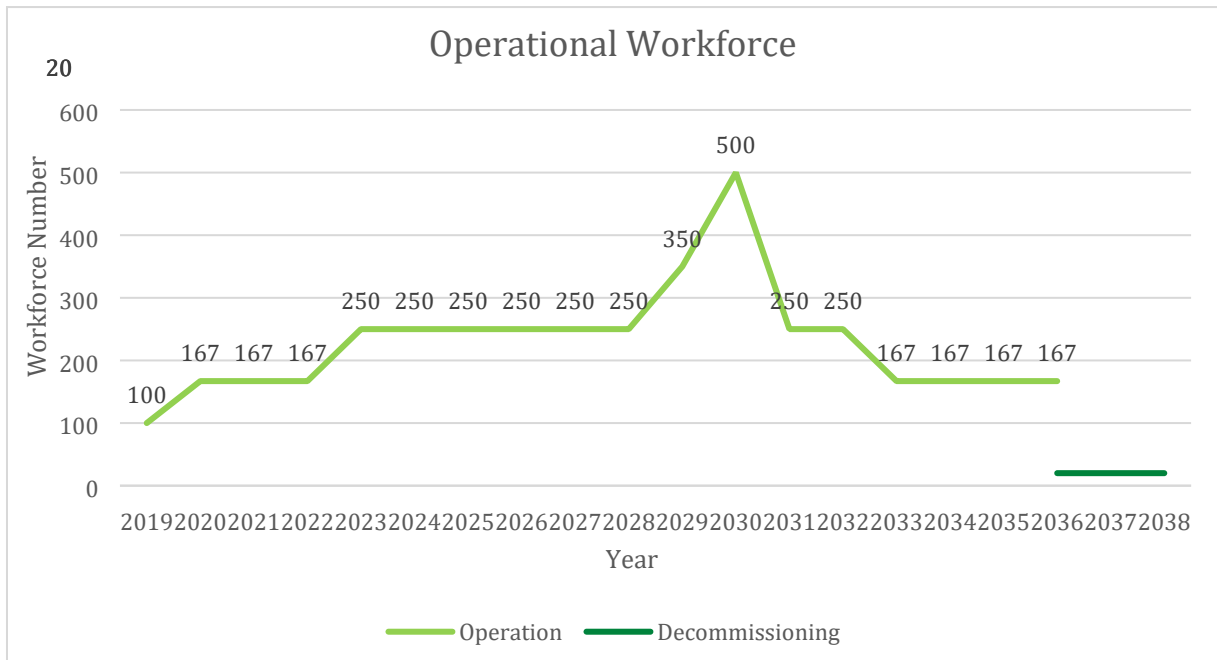
### 2.2.1.2 Operational Workforce Profile

The workforce required to operate the mine builds up relatively quickly as the mine becomes operational. After reaching an initial peak of 250 personnel in 2025, the operations workforce then grows again to 500 in 2030 as maximum output of product coal is achieved.

It is anticipated that parts of the mine will begin winding down in 2031 with the operational workforce reducing from 250 in 2030 to 20 in 2037.

Decommissioning and mine closure activities commence in 2036 and continue through to 2038 where the mine closure activities are scheduled to be completed. A workforce of 20 personnel is anticipated for each of the decommissioning years.

An overview of the anticipated operational workforce required for the Project is shown at Figure 2-4.



**Figure 2-4 Indicative operational workforce**

An estimate of the specific occupations which will comprise the operational workforce is provided in Table 2-3.

**Table 2-3 Jobs by occupation for operations phases**

Occupation	Percentage of operations workforce
<b>Central Queensland Coal Managerial and Supervisory Personnel</b>	
Site Senior Executive	4%
Mining Manager	4%
Environmental and Community Manager	4%
Health, Safety Manager	4%
Technical Support	8%
Environmental Officers	8%
Community Support Officer	4%
Engineers	8%
Metallurgists	8%
Geologists	8%
Surveyors	12%
Administration	12%
Technical Experts	16%
<b>Total</b>	<b>100%</b>
<b>Mining Contractor Personnel</b>	
Project Managers	0.4%
Electrical Engineer	0.9%
Mechanical Engineer	0.9%
HSE Manager	0.4%
HSE Supt.	0.9%
Environment and Community Manager	0.4%
Environment and Community Supt.	0.9%



Occupation	Percentage of operations workforce
Environment and Community Officers	1.7%
Technical Service Manager	0.4%
Technical Service Support.	0.9%
Geologists	1.7%
Mining Engineers	1.7%
Mine Surveyors	1.7%
CHPP Manager	0.4%
CHPP Supt	0.9%
CHPP Shift Supervisors	1.7%
CHPP Trades and Operators	5.2%
Mining Manager	0.4%
Mining Support	0.9%
Mining Supervisors	1.7%
HME Operators	38.3%
Rotating Operators and Training	5.2%
Drill and Blast	8.7%
Maintenance Manager	0.4%
Maintenance Support	0.9%
Maintenance Supervisors	1.7%
Heavy Mobile Equipment Fitters	8.7%
Electricians	2.6%
Serviceman	2.6%
Original Equipment Manufacturer Technical Experts	4.8%
Administration	1.7%
<b>Total</b>	<b>100%</b>

## 2.2.2 Rosters

Site management and support staff will work on a five day on, two days off roster. The remaining workers will operate on various rosters yet to be finalised, to eventually cover the 24/7 operations of the mine.

## 2.2.3 Workforce Accommodation Strategy

Central Queensland Coal aims to have the majority of the workforce as a commute workforce from the townships of Marlborough, Ogmoo, The Caves, Yaamba, Clairview and St Lawrence region. This approach supports the region's vision for a stronger and sustainable community. Where these towns are not able to service the workforce requirements of the Project, the Project will seek to augment the workforce with residents from the broader regional centres such as from Yeppoon and Rockhampton. Again, this approach supports the broader region's vision for a stronger and sustainable community.

Should there still be skills required that are not available through the above communities the Project will look elsewhere. Central Queensland Coal is no longer considering the establishment of an accommodation camp on the Mamelon property as overflow accommodation for non-local-commute workers. The Marlborough Caravan Park (the Caravan Park) is currently working with the LSC to add additional accommodation facilities to the Caravan Park. The Caravan Park will be used

for overflow accommodation as needed. Non-local commute workers will utilise the facilities at the Caravan Park.

To the extent possible Central Queensland Coal will encourage non-local commute employees to live locally to contribute to the vision of a strong and sustainable community. It is important to note the short duration of the Project and the potential for negative impacts through artificially inflating house prices and rents in the local communities through forcing employees to live locally.

#### **2.2.4 Construction and Operation Workforce Transportation**

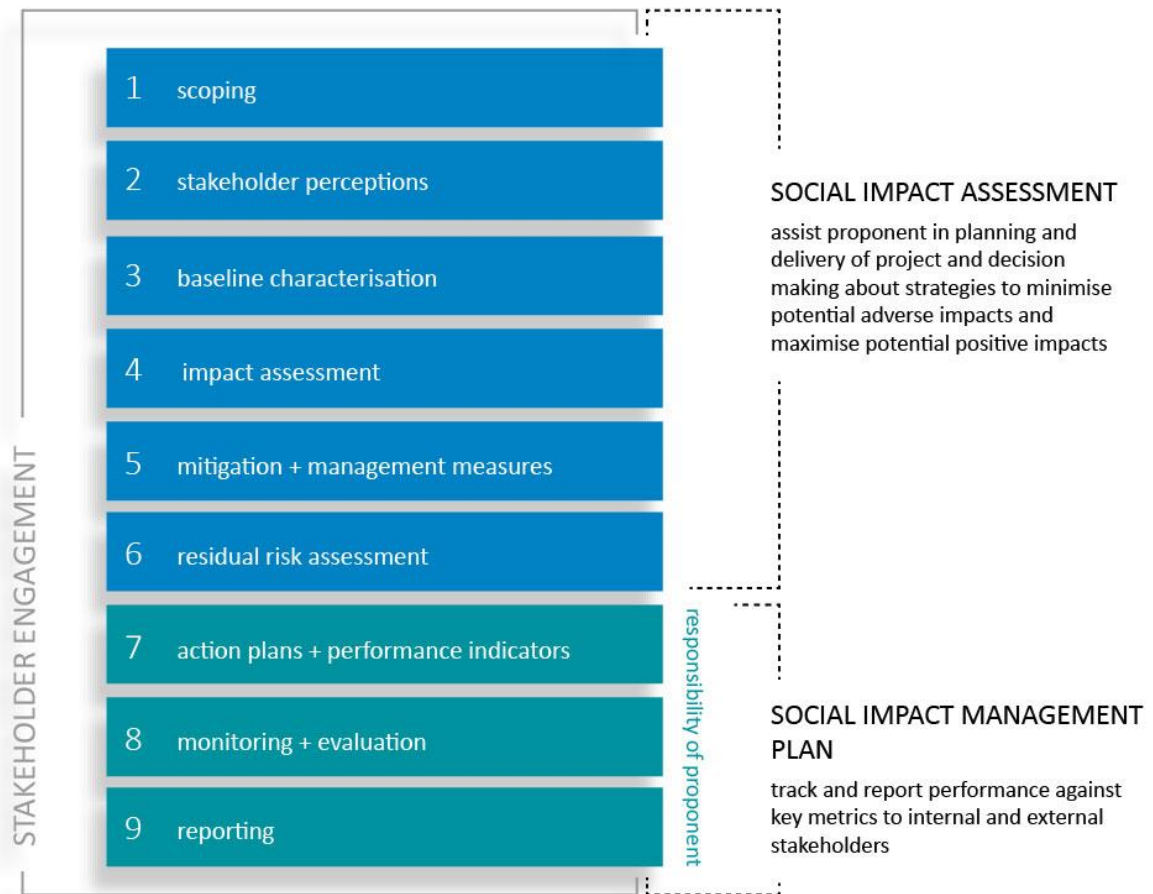
The construction and operational workforces will primarily commute to / from local communities at the start and completion of their daily shift. During Construction, it is envisaged that the Marlborough Caravan Park will be far more utilised for overflow and specialist personnel than during Operations, due to the short term nature of the work and these personnel will be bussed to and from the Caravan Park on a Daily Basis. During Operations the current plan is to employ a 100% daily commute workforce. If this is not possible, then solutions involving the use of Yeppoon and Rockhampton will be investigated.

### 3 SIA Methodology

The SIA identifies the existing baseline social conditions of the defined study area and predicts the nature and extent of impacts which the Project may have upon those conditions. These impacts may be direct or indirect, intended or unintended, positive or negative. The intent of the SIA is to use an evidence-based approach to determine the magnitude of impacts and identify practical ways to mitigate potential adverse social impacts and enhance potential Project benefits.

A depiction of the model for the SIA and the steps involved are provided in Figure 3-1. The steps involved in each stage of the model are summarised below and include:

- Scoping;
- Baseline characterisation;
- Impact identification and assessment; and
- Management, mitigation and enhancement measures.



**Figure 3-1 Social Impact Assessment model**

The SIA approach was developed following the Social Impact Assessment Guideline (March 2018) and also in consideration of the International Principles for Social Impact Assessment (Vanclay, 2003) and incorporates the elements outlined in the International Finance Corporation’s Good Practice Note, Addressing the Social Dimensions of Private Sector Projects (IFC, 2003).

This approach broadens the traditional definition of SIA beyond the identification and mitigation of adverse impacts, to the enhancement of the social performance of the Project. The approach further expands the scope and function of social assessment to include identification and assessment of positive impacts and opportunities for enhancing the socio-economic wellbeing of the people who live and work in the Project area.

The Social Impact Assessment Guideline (March 2018) identifies key matters the SIA must consider, these being:

- Community and stakeholder engagement;
- Workforce management;
- Housing and accommodation;
- Local business and industry procurement; and
- Health and community well-being.

The Stakeholder Engagement Plan for the Project is at Appendix A14 – Stakeholder Engagement Plan.

Draft Action Plans addressing the key matters identified in the Social Impact Assessment Guideline (March 2018) are at Appendix 1 of this SIA. These draft Actions Plans form the basis of the SIMP that will be finalised for the Project prior to the commencement of construction. The Draft Action Plans are:

- Draft Action Plan: Housing and Accommodation;
- Draft Action Plan: Employment, Training and Local Economy (addressing workforce management and local business and industry procurement);
- Draft Action Plan: Social Identity and Cohesion (addressing health and community well-being); and
- Draft Action Plan: Health and Community Infrastructure (addressing health and community well-being and workforce management).

The draft Action Plans should be read in conjunction with the monitoring, reporting and review processes described in Section 12 of this SIA.

Further details of the SIA steps are provided below.

### 3.1 Scoping

Scoping involves the preliminary identification of potential impacts of the Project, and the framing of the assessment to ensure the most relevant impacts are adequately considered. This has been undertaken through discussions with Central Queensland Coal, an understanding of key risks and the Project's ToR.

## 3.2 Baseline Characterisation

Baseline characterisation involves detailed profiling of the study areas. Social profiling describes the existing social context of the study areas and how the social profile may change over time.

Baseline characterisation involves investigation of a range of community characteristics, including population, demographic and economic conditions and trends, political structures, social services, infrastructure and accommodation, land tenure and use, community organisations and events, cultural and heritage matters and other factors which may influence the way local communities respond to potential changes brought about by the Project.

The baseline characterisation utilises both primary and secondary data. Primary data has been sourced through qualitative and quantitative research, a review of stakeholder interviews and consultation with the communities of Marlborough and Ogmoo and discussions with a number of businesses at Yaamba and The Caves, Clairview and St Lawrence. Secondary data was sourced from the Australian Bureau of Statistics (ABS), the Queensland Government, historical literature, maps and spatial data, and other publicly available information.

A characterisation of the existing social environment provides a baseline against which to measure changing perceptions and social performance in the future. Understanding the existing social environment enables the prediction of the capacity of the local communities to cope with the range of impacts the Project may bring, as well as a community's ability to take advantage of opportunities the Project may create.

## 3.3 Impact Identification and Assessment

The impact identification and analysis component of the SIA involves assessing the Project characteristics against the social context within which the Project will occur (i.e. the social baseline characterisation). This was done through the assessment of the Project's potential to impact the social baseline.

An initial impact scoping assessment was undertaken to identify potential impacts (positive and negative) of the Project. This was based on review of the baseline data and desktop analysis of likely impacts which could result from Project activities, and an assessment of the current impacts (real and perceived) occurring throughout the study area. A detailed study was then carried out to ascertain the likely nature, magnitude, timing and duration of potential impacts, and the population segment that could be affected, including an assessment of the affected population's capacity to adapt.

A wide variety of issues were considered in the SIA, which drew on desktop research, stakeholder engagement and the findings of other specialist studies that have been undertaken for the Project's Environmental Impact Statement (EIS), including cultural heritage, transport and traffic impacts, land use, water resources and health and safety. The assessment of identified issues has been undertaken utilising an impact significance assessment methodology. In this approach, the significance of an impact is assessed by considering the sensitivity of social values and the magnitude of a predicted impact. This approach assumes the identified impacts will occur and enables a more comprehensive understanding and assessment of the likely impacts of the Project.

Central to the assessment method is the identification of intrinsic social values associated with the potentially affected community. Intrinsic social values include the core attributes of any typical Australian community such as population, housing, environmental health, infrastructure and economic characteristics. Intrinsic values are also those values which are unique to a particular

community. These are any attributes of the community which residents consider important and can range from physical spaces or places to less tangible attributes such as community cohesion, friendliness or character. Such values can usually only be identified through consultation and engagement with residents of the community.

The intrinsic social values examined as part of the social impact assessment are the following:

- Demographics and demographic change;
- Housing and accommodation;
- Residential amenity;
- Employment, education and training;
- Local economic conditions;
- Health and safety;
- Community infrastructure and social services; and
- Social identity and cohesion.

The significance of an impact is determined by assessing the sensitivity of a social value against the magnitude of a potential impact.

### 3.3.1 Likelihood Assessment

A qualitative assessment of the possible event frequency was undertaken to assess the likelihood of an impact occurring and rated based on the ratings included in Table 3-1.

**Table 3-1 Ratings for likelihood of occurrence**

Probability	Description
Almost certain	Will almost certainly occur at either a specific phase of the Project or more broadly as a result of the Project
Likely	Probably will occur at either a specific phase of the Project or more broadly as a result of the Project
Possible	May possibly occur at either a specific phase of the Project or more broadly as a result of the Project
Unlikely	Unlikely to occur at either a specific phase of the Project or more broadly as a result of the Project.
Rare	Very unlikely to occur at either a specific phase of the Project or more broadly as a result of the Project.

### 3.3.2 Consequence Assessment

The potential level of consequence of an impact was rated in accordance with the definitions shown in Table 3-2. Each outcome has been individually assessed where a hazardous incident may have multiple impacts.

**Table 3-2 Consequence ratings**

Sensitivity	Criteria
Catastrophic	Irreversible changes to social characteristics and values of the communities of interest or community has no capacity to adapt and cope with change.
Major	Long-term recoverable changes to social characteristics and values of the communities of interest or community have limited capacity to adapt and cope with change

Moderate	Medium-term recoverable changes to social characteristics and values of the communities of interest or community has some capacity to adapt and cope with change
Minor	Short-term recoverable changes to social characteristics and values of the communities of interest or community have substantial capacity to adapt and cope with change.
Insignificant	Local, small-scale, easily reversible change on social characteristics or values of the communities of interest or communities can easily adapt or cope with change.

### 3.3.3 Significance of Impacts

The significance of impacts is determined by the likelihood of impact to the social or cultural value itself and the consequence of the change it experiences. The significance assessment matrix, which considers the likelihood of impact to the value and the consequence of the impact or change, is shown at Table 3-3.

**Table 3-3 Significance Assessment Matrix**

Likelihood	Consequence					
	Catastrophic	Major	Moderate	Minor	Insignificant	Positive
Almost Certain	Extreme	Extreme	Extreme	High	Medium	Positive
Likely	Extreme	Extreme	High	Medium	Medium	Positive
Possible	Extreme	High	High	Medium	Low	Positive
Unlikely	High	High	Medium	Low	Low	Positive
Rare	Medium	Medium	Low	Low	Low	Positive

The significance of an impact derived using Table 3-3 is explained below.

**Major Impact** – Occurs when the Project will potentially cause irreversible or widespread change to a social or cultural value or characteristic of the community.

**High Impact** – Occurs when the Project will potentially affect the intrinsic characteristics and structural elements of a social or cultural value.

**Medium Impact** – Occurs when the Project will potentially impact a social value due to the scale of the impact or alter the susceptibility of a value to further change. Appropriate mitigation and management of the change is required.

**Low Impact** – Occurs where a social or cultural value is of local importance and temporary and transient changes will not adversely affect its viability provided adequate control measures are implemented.

## 3.4 Management, Mitigation and Enhancement Measures

The objective of this stage is to identify and recommend management measures and opportunity strategies to minimise the potential negative impacts of the Project and optimise positive effects. Potential measures to avoid, minimise or mitigate negative impacts and enhance positive impacts have been developed to address impacts identified as being of moderate or high significance.

Central Queensland Coal's stakeholder engagement and community consultation provided insight into community expectations in respect of ways to enhance opportunities and manage negative impacts. A series of discussions were held with Central Queensland Coal to understand the social

initiatives already being advanced by the company, and to discuss and agree on the mitigation measures that would be needed to address the impacts identified.

The mitigation and management measures form the basis of the draft Actions Plans, that together with the monitoring, reporting and reviews processes outlined in Section 9 of this SIA, will form the SIMP. The SIMP will be finalised prior to the commencement of Project construction and will be based on the Social Impact Assessment – Guideline March 2018 (DSDMIP, 2018a), and in consultation with the social impact assessment team within the Office of the Coordinator-General, Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP).

Recommendations have been made in consideration of:

- The ToR for the Project EIS;
- Central Queensland Coal’s policies and standards;
- Central Queensland Coal’s existing stakeholder engagement and socio-economic program outcomes;
- Stakeholder perceptions and suggestions;
- National and international standards and guidelines; and
- CDM Smith’s previous experience in analysing social impacts.

Stakeholder comments and aspirations, gathered during consultation activities, are detailed in Section 7 of this SIA.



## 4 Legislative Context

This section outlines the International, National, State and local legislation and policies relevant to undertaking an assessment of social impacts associated with the Project. The SIA is a component of the EIS prepared as an assessment requirement for Australian and Queensland Government approval of the Project.

### 4.1 State Legislation, Programs and Plans

The following State legislation is applicable to the Project's SIA.

#### 4.1.1 Planning Act 2016

The *Planning Act 2016* establishes a new planning system for the state and replaces the *Sustainable Planning Act 2009*. The new Act is Queensland's principal planning legislation and comprises of three main elements: plan making, development assessment and dispute resolution. The reform has consolidated similar matters and rearranged provisions to create a more streamline legislative framework for development in Queensland.

Chapter 2 of the Act provides for the establishment of State planning instruments being:

- State Planning Policy 2017 (SPP) which is provided in more detail in Section 4.1.6; and
- Regional Plans, which are covered in Section 4.1.5.

#### 4.1.2 Strong and Sustainable Resource Communities Act 2017

The *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) was assented to on 31 August 2017. This Act includes:

- Prohibitions affecting Queensland resources Projects that utilise 100 per cent fly-in, fly-out (FiFo) workers;
- Anti-discrimination provisions aimed at protecting workers in regional communities; and
- Strong powers for the Coordinator-General to administer the Act and ensure compliance.

The SSRC Act has a stated objective of supporting regional Queensland communities located near large resources Projects and seeks to ensure they benefit from these Projects. This is being achieved by limiting the use of FiFo workforces to provide employment opportunities for suitably qualified people that live in nearby communities.

The prohibition on using 100 per cent FiFo workers applies to all large resource projects in Queensland, both existing and future, that have a nearby regional community, regardless of when the resources project was approved, and public notification given of the EIS. The default definition of a 'nearby regional community' is a regional town with a resident population of at least 200 people located within a 125 km radius of the main road access of a Project site, although the Coordinator-General has discretion to determine a greater or lesser radius.

Anti-discrimination provisions in the Act also apply to all existing and future resources projects to ensure that discrimination against local workers does not occur as part of future recruitment

activities by resources projects, and to also allow FiFo workers to move into the community if they wish to.

Significantly, the Coordinator-General has been given discretion, as part of the EIS evaluation, to decide whether the provisions of the Act will extend to workers engaged for the construction phase of a project.

In anticipation of the assent of the SSRC Act, Section 9 presents a management plan framework for the social impacts associated with the Project. This framework is referred to as the Social Impact Strategy. The Social Impact Strategy will involve indicative frameworks for the management of:

- Community and stakeholder engagement;
- Workforce management;
- Housing and accommodation;
- Local business and industry content; and
- Health and community wellbeing.

The management strategies will support ongoing management of the social change processes and social impacts and benefits associated with the Project. In recognition of the changing nature of social impacts and benefits over the life of the Project, the management strategies will be built on an adaptive management approach and will include regular reviews and updates. It is anticipated that a comprehensive review of management strategies will be undertaken in consultation with stakeholders every five years in line with the release of ABS Census data.

Each management strategy framework is summarised in Section 9 and at Appendix A14 – Stakeholder Engagement Plan.

### 4.1.3 Regional Planning Interests Act 2014

The *Regional Planning Interests Act 2014* (RPI Act) was introduced by the Queensland Government to protect areas of regional interest from inappropriate development and assist with resolving land use conflict between activities contributing to the Queensland economy. The Project site will be considered an area of regional interest if defined as either a; priority agricultural area; priority living area; strategic cropping area; or strategic environmental area, which contributes or will likely contribute to Queensland’s economic, social and environmental prosperity.

The Project activities are not located within any mapped area of regional interest.

### 4.1.4 Environmental Protection Act 1994 (EP Act)

The object of the *Environmental Protection Act 1994* (EP Act) is to protect Queensland’s environment while allowing for development that improves the total quality of life and maintains ecological processes. As per Section 8 (d) of the EP Act, environment includes ‘the social, economic, aesthetic and cultural conditions’ that affect or are affected by other components of the environment, and as such bear relevance in this chapter. Additionally, EIS prepared under the EP Act are required to assess the potential adverse and beneficial environmental, economic and social impacts of the Project to effectively propose environmental management measures (s40).

In accordance with the EP Act, social and economic objectives have been set out in the ToR for the Project which requires the development to:

- In accordance with the Social Impact Assessment Guideline 2018, describe the likely social impacts (positive and negative) on affected communities considering proposed mitigation measures;
- Describe the likely impacts (positive and negative) on the economies materially impacted by the Project, both potential and direct economic impacts including estimated costs on industry and the community; and
- Identify opportunities to capture the economic benefits of the Project for local suppliers, local workers (including members of Indigenous communities and people with a disability), agricultural and tourism industries, local recruitment and training providers, and for those workers and their families who are relocating or for FiFo workers.

#### 4.1.5 Relevant Programs and Plans

The Queensland Government has developed statutory regional plans for the individual Queensland regions, with the aim of providing overarching strategic direction to achieve regional outcomes that align with the state's interest in planning and development as set out in the SPP.

##### 4.1.5.1 Central Queensland Regional Plan

The *Central Queensland Regional Plan* includes two of the three community profiles to be assessed further in this chapter regarding existing social and economic environment – LSC and RRC. Based on consultation with the Regional Planning Committee, local government, industry / community stakeholder and state agencies, the following regional policies were identified as most relevant to the region:

- Maximise the productive use of key mining resources;
- Provide for liveable communities; and
- Support the long-term viability and growth of the agricultural sector.

The local government planning schemes are designed to integrate the economic, social and environmental needs of the local community through focusing on land use, development, infrastructure and valuable features of the area (DSDMIP 2018b).

##### 4.1.5.2 Livingstone Planning Scheme 2018

The *Livingstone Planning Scheme 2018* commenced on 1 May 2018. It replaced the Livingstone Shire Planning Scheme 2005 (Reprint 7). The planning scheme sets out LSC's intention for the future development in the planning scheme area, over the next ten years. The planning scheme seeks to advance state and regional policies, including state planning policies and the Central Queensland Regional Plan, through more detailed local responses considering the local context.

##### 4.1.5.3 Livingstone Shire Council Corporate Plan 2014 – 2019

The *Livingstone Shire Council Corporate Plan 2014 – 2019* is the principal document from which the LSC plans and strategic document are developed. The Project will provide input into the implementation of the following key aspects addressed in the Corporate Plan:

- Assets – The goal is implementing reliable, durable, cost effective infrastructures and Council assets which meet the needs and aspirations of the communities of the LSC. The Proponent will contribute with this aspect through undertaking upgrades to existing infrastructures in the area in conjunction with the LSC;
- Environment – The goal is preserving an environment which is valued, sustainable and maintains a balance between the natural and built forms. The Proponent will work with the LSC to ensure environmental impacts are minimised through the implementation of management measures. These measures will reduce potential harm to the environment in the region and contribute with the LSC’s achievement strategies;
- Economy – The goal is a diverse, strong, innovative and sustainable local economy providing employment and business opportunities for residents. The Project has the potential to impact the local economy through providing employment for the local population and diversifying local economy. The Proponent will engage with the LSC to maximise these opportunities in the region;
- Community – The goal is to create diverse and unique communities which are connected with larger community to achieve a more engaged, supportive, inclusive, creative and confident Shire. The Project has the potential to enhance local communities through engagement of local work force and services. This will contribute with the LSC to achieve its goals; and
- Governance – The goal is an efficient, progressive, transparent and financially sustainable organisation which is responsive to the needs of the community through sound decision making and leadership. The Proponent will engage with the LSC to ensure that transparent and sustainable communication is achieved throughout the Project lifetime.

#### **4.1.5.4 Rockhampton Region Planning Scheme 2015**

The *Rockhampton Region Planning Scheme 2015* is a revised planning scheme for the area, replacing and consolidating the individual Fitzroy Shire, Mount Morgan Shire and Rockhampton City Planning Schemes. The Planning Scheme has been developed into an online planning and development service (RRC 2018).

#### **4.1.5.5 Rockhampton Regional Council Corporate Plan 2017-2022**

The *Rockhampton Regional Council Corporate Plan 2017 – 2022* sets the strategic direction and priorities for the Council’s five years strategic plan document which outlines the goals and outcomes to achieve the community’s expectations. This Corporate Plan is designed around five themes as follows:

- Community – The goal is to create strong communities with sense of belonging where residents will celebrate their diversity and have modern services available to support a safe, healthy and engaged lifestyle. The Project has the potential to contribute with the RRC to achieve its goal through providing better conditions to the local community residents;
- Economy – The goal is to create and nurture diverse opportunities to balance work, play and growth. The Project has the potential to improve and diversify the local economy through providing employment for residents and involve local services;
- Environment – The goal is to have an environmentally balanced and aware community, which preserves and maintains the environment and incorporates sustainability principals. The Proponent will work with the RRC to ensure environmental impacts are minimised and

sustainable practices are applied through implementation of management measures. These measures will be aligned and contribute with the RRC's achievement goal;

- Service Excellence – The goal is to focus on community outcomes that effectively balances the community's aspirations with the resources available. The Project has the potential to enhance local community through providing employment diversity and seeking local work force which will promote local economic growth. This contributes with the RRS's achievement goal; and
- Local Government Leader – The Proponent will contribute to the RRC to achieve its goal through maintaining a clear, transparent and close relationship with the RRC.

#### **4.1.5.6 Isaac Regional Council - Broadsound Shire Council Planning Scheme 2005**

The IRC was formed in 2008 from the Belyando, Nebo and Broadsound Shire Councils (IRC 2018a), as a result there are three different planning schemes across the IRC. The IRC is currently in the process for preparing a new planning scheme. The relevant planning scheme for the affected communities includes the *Broadsound Planning Scheme 2005*. The *Broadsound Planning Scheme 2005* includes Desired Environmental Outcomes (DEOs). The relevant DEOs include:

- Economic development; and
- Maintenance of cultural, economic, physical and social wellbeing of people and communities.

A review of the DEOs concluded that the Project assists council and contributes positively in meeting the objectives of the DEOs by providing the residents of the region with a range of economic development and employment opportunities if they choose to engage with the Project.

#### **4.1.5.7 Isaac Regional Council Community Strategic Plan 2015-2035**

The *IRC Community Strategic Plan 2015-2035* informs all IRC's strategic planning documents, including the Corporate Plan – Isaac 2020, the Annual Operational Plan and the Budget. The Plan identifies key themes that reinforce what the Isaac regions communities, economy, infrastructure and environment is to be in 2035 and how to measure success in each of these areas. The key themes include:

- Communities;
- Economy;
- Infrastructure; and
- Environment.

Each theme contains goals and achievement guides. For the key theme of 'communities', the Project will be able to help deliver a range of programs and services to promote community safety, health and wellbeing through the presence and location of workers. Additional workers will be able to promote and help deliver community facilities and services.

Supporting the 'economy' theme, the Project will help improve the regional economy through providing and supporting a mix of industry sectors. The Project will utilise support services located within IRC. Addressing the 'infrastructure' theme, the Project, through the requirement of IRC's infrastructure services, will allow the IRC to provide infrastructure that the region requires and needs. Considering the 'environment' theme, the Project will put in place various management measures and programmes to prevent significant and long-lasting impacts to the surrounding region.

#### 4.1.5.8 Isaac Regional Council Corporate Plan 2015-2020

IRC adopted a five-year corporate plan, the *IRC Regional Council Corporate Plan 2015-2020*, following two phases of community consultation. The Plan has five clear strategic themes that mirror those of the *IRC Community Strategic Plan 2015-2035*, with the addition of Governance as a key theme. These themes identify goals, strategies and performance indicators to show how these will be achieved for the future. Regarding the five themes, the Project will facilitate in the implementation as outlined:

- Communities – strategies involved improved engagement/partnerships in the region, as such, the Proponent will facilitate these relationships with the IRC and through Project services will be able to facilitate community services;
- Economy – strategies include proactively engaging with and supporting all industry sectors, commerce and government. The Proponent will engage with the IRC regarding opportunities to capitalise on the Project’s injection of personnel and services in the region;
- Infrastructure – strategies involve provision of roads, water, sewer and parks infrastructure. The Project through its economic injection will support the IRC with the provision of these services to the community;
- Environment – strategies involve the management of natural resources and partnering with industry to minimise environmental harm. While the Project is located in the LSC LGA, the Proponent will work with the IRC to ensure environmental impacts are appropriately managed; and
- Governance – strategies include pursuing financial sustainability through use of council’s resources and assists. The Project through its financial injection in the region will assist with providing financial sustainability through the use of IRC services and labour forces.

#### 4.1.5.9 Mackay Isaac Whitsunday Regional Plan

The *Mackay, Isaac and Whitsunday Regional Plan* includes one of the community profiles assessed, being the IRC. This Plan establishes a vision and direction for the region to 2031 (DLGP 2012) and is the pre-eminent plan for the Mackay, Isaac and Whitsunday region. The Plan identifies Desired Regional Outcomes (DROs), that articulate the preferred direction for development and land use outcomes for the Mackay, Isaac and Whitsunday region. Relevant DROs identified include:

- Environment;
- Natural resource management;
- Strong communities;
- Strong economy; and
- Transport.

Local government planning schemes refine the strategic intentions of the Regional Plan.

## 4.1.6 Relevant Guidance Documents

The following guidance documents have been considered in this assessment.

### 4.1.6.1 Queensland State Planning Policy

The most recently revised SPP commenced on 3 July 2017 and has been developed to provide a comprehensive set of principles to guide state government and local government in the planning of land use and development (DILGP 2017).

The SPP includes 17 state interests under five broad themes, with the most relevant interests in the assessment of the social and economic environment for this Project being:

- Liveable communities - planning delivers liveable, well-designed and serviced communities that support wellbeing and enhance quality of life;
- Economic growth through mining and extractive resources - support the productive use of resources, a strong mining and resource industry, economical supply of construction materials, and avoidance of land use conflicts wherever possible;
- Economic growth through development - planning supports employment needs and economic growth by facilitating a range of residential, commercial, retail and industrial development opportunities;
- Economic growth through tourism – social, cultural and natural values underpinning the tourism developments are protected to maximise economic growth;
- Safety and resilience to hazards through emissions and hazardous activities – community health and safety, sensitive land uses, and the natural environment are protected from potential adverse impacts, whilst ensuring the long-term viability of industrial development; and
- Infrastructure through strategic airports and ports; planning enables the growth and development of Queensland’s aviation industry and strategic ports.

### 4.1.6.2 Social Impact Assessment Guidelines

The Queensland Government *Social Impact Assessment Guideline 2018* applies to projects assessed under the EP Act and complements the streamlined environmental impact assessment process. The purpose of the Guideline is to assist Proponents in assessing the social aspect of their projects, using a risk-based approach to social impact assessment. The Guideline states the details that must be included in a Social Impact Assessment (SIA). The Guideline covers the identification and assessment of potential social impacts, as well as their management and monitoring.

The Guideline is a statutory instrument for resource projects and has been made by the Coordinator-General in accordance with section 9(4) of the SSRC Act.

The Guideline identifies the following principles that are to inform the development of an SIA:

- Lifecycle-focused: an SIA is to consider the full lifecycle of the project;
- Reasonable: an SIA is to be commensurate with the nature and scale of the project, the sensitivity of the social environment, and the likely scope and significance of the resultant project related social impacts;
- Participatory: engagement for an SIA is to be inclusive, respectful, meaningful and tailored to the needs of potentially impacted individuals and groups;

- Rigorous: an SIA is to be based on objective, comprehensive social impact analysis, incorporating the most up to date information on the communities affected and the project;
- Effective management: an SIA is to include effective social management measures that enhance potential benefits and mitigate potential negative impacts; and
- Adaptive: management measures are to be monitored, reviewed, and adjusted to ensure ongoing effectiveness.

The core principles outlined in the Guidelines were taken to be the core principles for this assessment.

#### **4.1.6.3 Resources and Energy Sector Code of Practice for Local Content 2013**

The *Queensland Resources and Energy Sector Code of Practice for Local Content 2013* (the Code) is referred to in the ToR as a guiding policy document when developing strategies to ensure local suppliers of goods and services receive full, fair and reasonable opportunity to tender for work throughout the Project lifecycle. Whilst compliance with the Code is voluntary, its use as a guiding policy is strongly encouraged by key industry peak body Queensland Resources Council (QRC 2017). More specifically related to this chapter, successful implementation of this policy can achieve broader social and economic benefits of:

- Employment and business growth in Queensland and the region;
- Long-term sustainability of local economies; and
- Achieving a consistently renewed social licence to operate.



## 5 Existing Social Environment

This section presents an overview of the social characteristics of the study area. It includes a detailed quantitative profile along with a synopsis of the qualitative values expressed by members of the community during community consultation and stakeholder engagement undertaken for the Project. The section identifies and describes social parameters at a point in time to define a social baseline from which an assessment of Project related impacts may be advanced.

The baseline report profiles a range of relevant social characteristics at the following geographical areas:

- Townships in the Local Area and Nearby Rural Centres;
- The Local Region – LSC, RRC and IRC LGAs; and
- The State of Queensland.

### 5.1 Local Area and Nearby Rural Centres

Analysis of the social baseline for the Local Area and Nearby Rural Centres is provided below for the following townships:

- Ogmore;
- Marlborough;
- Clairview; and
- St Lawrence.

#### 5.1.1 Livingstone Shire Council - Ogmore

The Project is located approximately 10 km south of the township of Ogmore, which is the nearest town. Ogmore is located approximately 154 km to the north of Rockhampton. The township was originally named Hartley but was renamed in 1933 to avoid confusion with Hartley in New South Wales (DNRM 2017). The Ogmore State School was originally named the Hartley Provisional School and was opened in 1924. Following the closure of the Styx mines in the 1960s and the removal of Queensland Rail Workers in the 1990s, the population of the town has declined (Conaghan 2015). The primary school closed in 1999 (Queensland Family History Society 2010).

Ogmore had an approximate population of 105 people in 2016. This population figure is based on the state suburb of Ogmore which includes much of the rural area around the township (QLD, State Suburb) (ABS 2016b). There is limited census data available for the suburb of Ogmore because of this low population.

Of the 105 residents of the suburb of Ogmore, 55% were male and 45% were female. The median age of residents was 52 years, reflecting the lower proportion of young adults in the local area (ABS 2016b).

The median total family income for the suburb of Ogmore was \$1,375 per week, while the total household income was \$724 per week (personal income was not available). These income levels were very low compared to the figures for Queensland. Just 51 residents were in the labour force.

The unemployment rate in Ogmore was 6.0% in 2016 with a labour force participation rate of around 60%. Anecdotally, there are limited employment opportunities in the town.

Most of the workforce worked in the agriculture (entirely in beef cattle farming), forestry and fishing industry, and a small number of residents (around five workers) worked in the mining industry or contracted to the local government according to census numbers (ABS 2016b). Most of the workforce worked close to home in 2016, however a small number of workers (around five workers) travelled to the south west towards Blackwater (ABS 2016b). This may mean there is limited capability within the local population to contribute to the mine workforce or benefit through supply arrangements.

Around 44% of dwellings in Ogmore were owned outright in 2016, around 28% were owned with a mortgage and 25% were rented.

There was just one dwelling listed for sale in Ogmore at the time of the analysis, and over the preceding twelve months, just two dwellings were listed for sale (Table 5-1). On average, over the past ten years, there have been around two dwellings sold in Ogmore each year (Table 5-2). Overall, the property market in Ogmore demonstrates little residential market activity, this may have implications for prices if there was a sudden increase in demand for properties depending on the availability of land for development.

**Table 5-1 House listings - Ogmore**

Township	Total Dwelling (No.)	Total New Listings (past 12 months (No.))	Median Value (No.)	Currently Listed (No.)
Ogmore	45	2	-	1

Source: Corelogic 2018

**Table 5-2 House sales per annum - Ogmore**

Township	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Ogmore	2	1	5	1	1	3	3	2	1	n/a

Source: Corelogic 2018

### 5.1.2 Livingstone Shire Council - Marlborough

Marlborough is located within the LSC area, approximately 25 km south east of the Project, and approximately 107 km north of Rockhampton. It was established in 1856, and is a small service centre town for surrounding pastoralists.

Marlborough had an approximate population of 149 people in 2016. This population figure is based on the state suburb of Marlborough which includes much of the area around the township (QLD, State Suburb) (ABS 2016b). Of residents, 53% were male and 47% were female with a median age of 46 years (ABS 2016b).

The median total family income for the suburb of Marlborough was \$1,325 per week, the median total household income was \$1,187 per week, and the median total personal income was \$706 per week. There were around 85 residents in the labour force in 2016. The unemployment rate in Marlborough was 3.4% in 2016 with a labour force participation rate of 70.6%.

Of the 85 residents in the workforce, around 40 residents worked in the agriculture, forestry and fishing industry (almost all in beef cattle farming), around 10 residents in accommodation and food services, 8 residents in mining, and small numbers in manufacturing, retail trade and education and training (ABS 2016b). Most of the workforce worked close to home in 2016 around (ABS 2016b).

Around 34% of dwellings in Marlborough were owned outright in 2016, around 23% were owned with a mortgage and 33% were rented.

There was just one dwelling listed for sale in Marlborough at the time of the analysis, and over the preceding twelve months, just two dwellings were listed for sale (Table 5-3). On average, over the past ten years, there have been 0-2 dwellings sold in Marlborough each year (Table 5-4). Overall, the property market in Marlborough demonstrates little residential market activity, this may have implications for prices if there was a sudden increase in demand for properties depending on the availability of land for development.

**Table 5-3 House listings - Marlborough**

Township	Total Dwelling (No.)	Total New Listings (past 12 months (No.))	Median Value (No.)	Currently Listed (No.)
Marlborough	32	2	-	1

Source: Corelogic 2018

**Table 5-4 House sales per annum - Marlborough**

Township	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Marlborough	0	0	1	1	2	0	1	1	n/a	n/a

Source: Corelogic 2018

The town provides fuel and accommodation for the isolated stretch of highway that spans from Rockhampton to Mackay. The township itself is located just off the Bruce Highway. Marlborough provides a post office, state primary school, hotel, caravan park, general store, swimming pool, mechanics business, local museum, town hall and service station. The swimming pool and town hall are both maintained by the LSC. The Marlborough State School opened in 1917 and provides schooling from kindergarten to year 6. The school had just 38 students in 2018 (Department of Education 2018). There is a police station and ambulance station located at Marlborough.

The township has a number of places for travellers and workers to stay, including:

- Marlborough Motel and Caravan Park – This park includes motel rooms, cabins and camping facilities and is located on the Bruce Highway away from the town. The park has seven motel rooms, 16 workers accommodation and 10 non-ensuited budget rooms for rent and also includes a restaurant and a laundry;
- Marlborough Hotel – This hotel includes hotel rooms and a camping area and is located in the township. This park includes a bar and lounge dining room. The hotel offers nine rooms for nightly rent;
- Puma Roadhouse, Bruce Highway – This roadhouse located around 5 km south of the Marlborough town centre on the Bruce Highway. It provides a restaurant, showers; however, no accommodation is available; and
- Puma Roadhouse, Perkins Road – This roadhouse is located just off the Bruce Highway outside of the township. It provides showers; however, no accommodation is available.

### 5.1.3 Isaac Regional Council - St Lawrence

St Lawrence is located within the IRC area, approximately 50 km north of the Project, approximately 160 km south of Mackay and 185 km north of Rockhampton. St Lawrence was settled in the 1860s and was originally established to maintain the Customs Office for the Port of St Lawrence (IRC 2018c).

St Lawrence had an approximate population of 235 people in 2016. This figure relates to the state suburb of St Lawrence which includes a large area around the township (QLD, State Suburb) (ABS 2016d). Of the 235 residents, 59% were male and 41% were female, with a median age of 55 years (ABS 2016d).

The median total family income for St Lawrence was \$1,312 per week, the median total household income was \$827 per week, and the median total personal income was \$464 per week. These income levels were very low compared to the figures for Queensland. The unemployment rate in St Lawrence was 9.4% in 2016 which was a high unemployment rate, however this represented just around 10 residents. The area also had a low labour force participation rate of 33.8%, meaning there were just 104 people in the workforce.

Of the 104 people in the workforce, around 35 workers were employed in the agriculture, forestry and fishing industry (almost entirely in beef cattle farming), around 18 workers in the public administration and safety industry, around seven workers in the transport, postal and warehousing industry, around six workers in the mining industry, and small numbers in a range of other industries.

Around 52% of dwellings in St Lawrence were owned outright in 2016, around 22% were owned with a mortgage and 23% were rented. During the community engagement sessions, it was identified that a number of IRC and QR accommodation assets were empty and would be able to potentially support the Project.

There were six dwelling listed for sale in St Lawrence at the time of the analysis, and over the preceding twelve months, just three dwellings were listed for sale (Table 5-5). On average, over the past ten years, there have been around three dwellings sold in St Lawrence each year (Table 5-6). Overall, the property market in St Lawrence is larger than some of the other rural centres, but still demonstrates little residential market activity, this may have implications for prices if there was a sudden increase in demand for properties depending on the availability of land for development.

**Table 5-5 House listings – St Lawrence**

Township	Total Dwelling (No.)	Total New Listings (past 12 months (No.))	Median Value (No.)	Currently Listed (No.)
St Lawrence	114	3	\$140,573	6

Source: Corelogic 2018

**Table 5-6 House sales per annum – St Lawrence**

Township	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
St Lawrence	4	1	5	4	4	4	2	4	4	2

Source: Corelogic 2018

The small rural town was the administrative centre of the former Broadsound Shire (Centre for the Government of Queensland 2015), and the current Isaac Regional Council maintain a council administration office there. The township includes a bowling club, post office, a primary school, a hotel which offers eight rooms for rent and a public hall (Centre for the Government of Queensland

2015). The town hall is maintained by the IRC. The St Lawrence State School had just nine students in 2018 (Department of Education 2018).

St Lawrence has a number of State Heritage Listed places including:

- Christ Church Anglican Church;
- Police Station and former Courthouse and Cell Block; and
- Meatworks and Wharf Site (former).

#### 5.1.4 Isaac Regional Council - Clairview

Clairview is located within the IRC area, approximately 75 km north of the Project, and approximately 117 km south of Mackay. Clairview is a coastal town and a caravan park, post office, and community centre is located there.

The suburb of Clairview has a population of around 145 people (QLD, State Suburb) (ABS 2016c). Of this population, 58% are male and 42% are female, with a median age of 59 years (ABS 2016c). This older median age reflects the significant proportion of the area that is aged 55 years or older (at around 60% of the total population).

The median total family income for the population of the suburb of Clairview was \$777 per week, the median total household income was \$731 per week, and the median total personal income was \$387 per week. These median incomes were significantly lower than for Queensland. The unemployment rate in Clairview was 6.5% in 2016, and the labour force participation rate was 51.0%. There were just 41 people in the workforce in 2016.

Of the 41 people in the workforce in 2016, around nine workers were employed in the accommodation and food service industry, eight workers in the health care and social assistance industry, five workers in other services, four workers in the agriculture, forestry and fishing industry, four workers in public administration and safety, and small numbers of workers in a range of other industries.

Of the 104 people in the workforce, around 35 workers were employed in the agriculture, forestry and fishing industry (almost entirely in beef cattle farming), around 18 workers in the public administration and safety industry, around 7 workers in the transport, postal and warehousing industry, around 6 workers in the mining industry, and small numbers in a range of other industries.

Around 57% of dwellings in Clairview were owned outright in 2016, around 18% were owned with a mortgage and 12% were rented. A low proportion of dwellings were rented.

There were four dwelling listed for sale in Clairview at the time of the analysis, and over the preceding twelve months, just two dwellings were listed for sale (Table 5-7). On average, over the past ten years, there have been around 1-4 dwellings sold in Clairview each year (Table 5-8). Overall, the property market in Clairview is larger than some of the other rural centres, but still demonstrates little residential market activity, this may have implications for prices if there was a sudden increase in demand for properties depending on the availability of land for development.

**Table 5-7 House listings – Clairview**

Township	Total Dwelling (No.)	Total New Listings (past 12 months) (No.)	Median Value (No.)	Currently Listed (No.)
Clairview	124	2	\$324,118	4

Source: Corelogic 2018

**Table 5-8 House sales per annum – Clairview**

Township	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Clairview	4	1	3	2	3	1	2	4	3	1

Source: Corelogic 2018

Clairview was once serviced by the Clairview railway station. Clairview was serviced by the Flaggy Rock Creek State School that closed in 1996 (Queensland Government 2017). Clairview is recognised as a coastal town that provides a location for travellers and recreational users to stay overnight or for an extended period.

The BarraCrab Caravan Park is situated in Clairview. This park provides bungalows which consist of ensuite and non-ensuite rooms. The park provides 20 non-ensuited bungalows and seven ensuited bungalows for rent and also includes kitchen and dining facilities, a bar and convenience store (BarraCrab Caravan Park 2018).

## 5.2 Local Region

The Local Region has been segmented into the LSC (local council area) and the IRC and RRC (surrounding local council areas). The surrounding local council areas have been included as it is expected that support will be sourced from these areas in relation to major infrastructure including airports, supply chain support, and to source locally skilled workers. The council areas relevant to the Project are shown in Figure 1-2.

### 5.2.1 Livingstone Shire Council

The Project is located near the township of Ogmore, which is in the LSC LGA. The LSC is located within the Fitzroy Region of Central Queensland, covering 11,784 km<sup>2</sup>, and home to close to 37,450 residents (QGSO 2017a). The Shire is made up of the townships of Byfield, Cawarral, Emu Park, Farnborough, Keppel Sands, Marlborough, Ogmore, Stanage Bay, The Caves, Yaamba and Yeppoon (LSC 2017b). The council sits within the Regional Development Australia Fitzroy and Central West region (RDAFCW 2017).

### 5.2.2 Rockhampton Regional Council

The Project site is also near the RRC boundaries, located in Central Queensland and 600 km north of Brisbane. The RRC has an estimated resident population of 83,309 people (QGSO 2017b, RRC 2017a). The council consists of the main townships of Bajool, Bouldercombe, Glenlee, Gracemere, Mount Morgan, North Rockhampton and Rockhampton (RDAFCW 2017). The council sits within the RDAFCW.

### 5.2.3 Isaac Regional Council

The Project is located near the IRC south eastern boundaries. The population of the IRC is 24,215 people (IRC 2017). The IRC consists of the main townships of Clermont, Coppabella, Dysart, Glenden, Middlemount, Moranbah, Nebo and St Lawrence. The IRC sits within the Regional Development Australia Mackay-Isaac-Whitsunday (RDAMIW) region.

The regional community profile for the Broadsound-Nebo Statistical Area is presented as this is considered most relevant and useful to consider social impacts relevant to the IRC. The decision was taken to use this specific Statistical Area, rather than the entire IRC data set, given the very small section from within the overall IRC that would potentially contribute staff and services to the

Project. It was also considered that the data for the overall IRC would not truly reflect the circumstances of the Broadsound-Nebo Statistical Area noting the extent to which existing and proposed mining projects located within the northern Galilee and Bowen Basins, both of which would have very minor if any influence on the Broadsound area, would skew the data, particularly in respect of accommodation, values, employment values and social infrastructure and services.

## 5.2.4 Regional Development Australia

### 5.2.4.1 Fitzroy and Central West Region

Regional Development Australia Fitzroy and Central West Region (RDAFCW) is a regional association developed through a partnership between the Australian Government and a group of local governments in the region. LSC and RRC are two of the twelve regional councils that make up the RDAFCW region. The aim of the RDAFCW is to support the growth and development of the region through creating and nourishing relationships with governments, regional development associations, local businesses, community groups and other key regional stakeholders (RDAFCW 2017).

### 5.2.4.2 Mackay-Isaac-Whitsunday Region

Regional Development Australia Mackay-Isaac-Whitsunday (RDAMIW) is comprised of these three large councils. Whilst this regional association has the same aims as RDAFCW, this region differs in the environment which boasts one of Australia's most significant natural assets, the Great Barrier Reef, thus attracting the economic benefits of the tourism industry (RDAMIW 2017).

The mining sector is a key economic driver of the Mackay-Isaac-Whitsunday Region, specifically coal mining. Mackay-Isaac-Whitsunday Region holds the largest coal mining deposits in Australia in the Bowen and Galilee Basins areas. The Agribusiness sector is another strong driver of the regional economy as the region is the Nation's largest sugar and bio commodity producer and has a significant production of grain, beef and winter produce. As previously mentioned in the EIS, the region also attracts a significant number of people for the specific purpose of visiting the nature-based attractions, tourism activities also contribute significantly to the regional economy.

The RDA boundaries relative to the Project site are presented in Figure 5-1.

### 5.2.4.3 The Northern Queensland Strategy

The RDAFCW and RDAMIW make up one half of four RDAs in Northern Queensland who have taken a consolidated approach to the development of strategic initiatives specific to their section of Australia. The Final Report of the Northern Queensland Strategy was released in June 2014, and the main three recommendations focus on funding infrastructure to support economic growth. The main three recommendations are:

- Governments support funding to upgrade Northern Queensland roads to support freight movements and promote tourism between rural industries and ports;
- Develop government taskforce to develop strategy to improve direct shipping capacity and air freight capacity; and
- Develop regional aviation strategy to encourage investment in regional airport development, improvement of services, and develop policy for local provision of services to mining (RDANQ 2014).



**Figure 5-1**  
Regional Development Australia boundaries

Scale @ A4 1:2,550,000  
Date: 21/07/17  
Drawn: Gayle B.

**Legend**

- Project Area
- Main road

**Study Areas**

- Fitzroy and Central West RDA
- Mackay-Isaac-Whitsunday RDA



DATA SOURCE  
QLD Spatial Catalogue (QSpatial), 2017



## 5.2.5 Mining Projects

Mining projects that are currently operating in the broader region are shown at Figure 5-2. Current active mining projects, including mines under construction, are represented by a square box which is filled, with the grey boxes representing active coal mines, and the other coloured boxes representing other active metals and mineral mines.



Figure 5-2 Current mining and resource projects near the Project site

## 5.3 Livingstone Shire Council

This section details the most relevant regional community profile for the LSC area, provides a comparison of the demographic profile against Queensland and Australia, and provides trend information on other integral aspects of the community.

### 5.3.1 Demographics

#### 5.3.1.1 Population

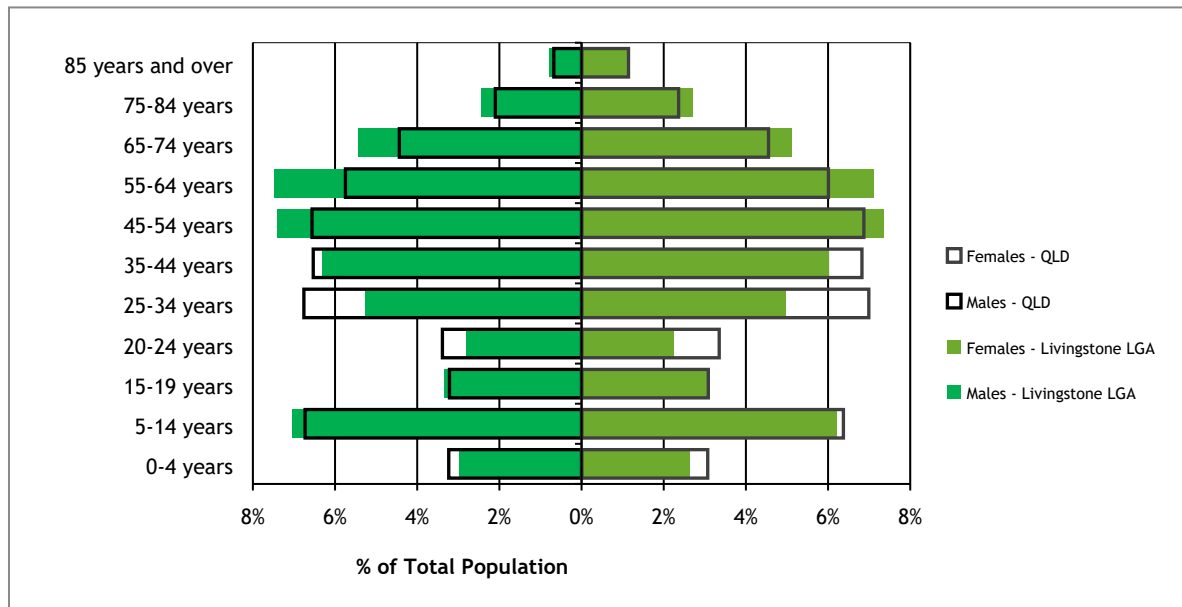
The LSC area population has grown relatively strongly over the last decade, increasing from around 30,630 people in 2007 to 37,390 people in 2017 (refer to Table 5-9). The average annual growth rate was 1.7% over the last five years and 2.0% over ten years. This was a slightly higher growth rate compared to Queensland. Population growth was lower in the last 5 years in both areas (refer to Table 5-9). In terms of size, the LSC area population represents 0.76% of the total Queensland population as at 30 June 2017.

Table 5-9 Estimated resident population – LSC

Area	Population as at 30 June 2017			Average annual growth rate (%)	
	2007	2012	2017	2007-2017	2012-2017
Livingstone Shire Council (S)	30,629	34,404	37,393	2.0	1.7
Queensland	4,111,018	4,569,863	4,928,457	1.8	1.5
Australia	20,827,622	22,742,475	24,598,933	1.7	1.6

Source: QGSO 2018

Figure 5-3 depicts the population pyramid for the LSC area, and shows the 45-64-year-old age bracket made up the highest percentage of the population for both males and females, and this age range made up a higher proportion of the LSC area population than for Queensland. Conversely, the 0-4, 20-24 and 25-34-year-old age brackets included lower proportions of the LSC area population compared to Queensland. This may reflect the types of learning and employment opportunities available in the LSC area and nearby regions, and the attraction of larger cities for this age group.



Source: ABS 2016i

Figure 5-3 Population pyramid LSC (S) LGA and Queensland as at 30 June 2016

### 5.3.1.2 Indigenous Population

The number of Indigenous persons, including both Aboriginal and Torres Strait Islander people, living in each geographical area is reported in 2016 census data (refer to Table 5-10). There were 1,607 Indigenous people residing in the LSC area in 2016 and these people made up 4.4% of the population, which was a slightly higher proportion than for Queensland (at 4.0%).

Table 5-10 Indigenous population (regional, state, national) as at 2016 census – LSC

Area	Indigenous Population as at 2001 census	%	Indigenous Population as at 2016 census	%	Total change 2001-2016 (%)
Livingstone Shire Council (S)	764	2.9	1,607	4.4	110.3
Queensland	112,772	3.1	186,482	4.0	65.4
Australia	458,520	2.4	649,171	2.8	41.6

Source: QGSO 2018

### 5.3.1.3 Projected Population

The Queensland Government Statistician’s Office (QGSO) generate population projections by applying assumptions such as future trends in fertility, mortality and migration, as well as considering current planning and development trends and opportunities. The ABS make similar assumptions in their provision of population projections (ABS 2016b). Based on these projections, the LSC area is expected to continue to grow at a faster rate than Queensland and Australia to 2036, and an increase of 15,600 people in the 15 years between 2021 and 2036 (refer to Table 5-11).

**Table 5-11 Projected population – LSC**

Area	Projected population as at 30 June		Average growth rate (%) 2021-2036
	2021	2036	
Livingstone Shire Council (S)	41,427	57,042	2.2
Queensland	5,250,292	6,763,153	1.7
Australia	26,452,147	32,426,009	1.4

Source: ABS 2016b and QGSO 2018

### 5.3.1.4 Median Age

The LSC area had a particularly high median age compared to Queensland and Australia, at around 42 years in 2016, and has experienced steady population ageing between 2006 and 2016 at almost twice the rate that of the State average and slightly higher than for Australia (refer to Table 5-12).

**Table 5-12 Median age – LSC**

Area	Median age (years) as at 30 June 2016			change (years) 2006-2016
	2006	2011	2016pr	
Livingstone Shire Council (S)	40.1	41.1	41.9	1.8
Queensland	36.1	36.6	37.0	1.0
Australia	37.4	37.9	38.8	1.4

Source: ABS 2016g, QGSO 2018

### 5.3.1.5 Migration

The usual address of residents in 2016 and 2011 is compared in Table 5-13. For the LSC area, 39.6% of residents moved during this five year period, which was a low proportion compared to Queensland.

**Table 5-13 Place of usual residence in 2011 compared to 2016 – LSC**

Area	Same address	Different address				Proportion with Different Address	Total persons
		Within QLD	Rest of Australia	Overseas	Total		
	No.	No.				(%)	No.
Livingstone Shire Council (S)	16,996	11,565	1,250	557	13,574	39.6	34,236
Queensland	2,118,153	1,170,509	220,316	228,095	1,942,926	44.1	4,406,728

Source: QGSO 2018

### 5.3.1.6 Household Composition

Family households represent close to three quarters of total households in the LSC area; lone person households represent one quarter; and group households make up less than three per cent (refer to Table 5-14).

**Table 5-14 Household composition as at 2016 census – LSC**

Area	One family households		Multiple family households		Group households		Lone person households		Total households
	No.	%	No.	%	No.	%	No.	%	No.
Livingstone Shire Council (S)	9,118	72.1	196	1.5	333	2.6	3,006	23.8	12,654
Queensland	1,159,697	70.0	30,156	1.8	77,899	4.7	389,078	23.5	1,656,831
Australia	5,751,633	69.4	155,992	1.9	354,911	4.3	2,023,542	24.4	8,286,077

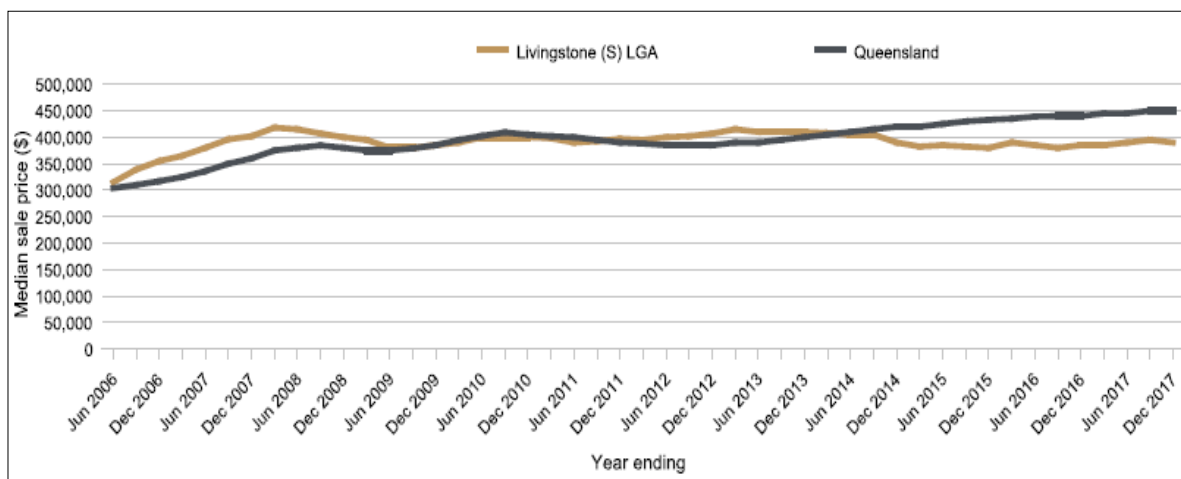
Source: ABS 2016b and QGSO 2018

## 5.3.2 Housing and Accommodation

### 5.3.2.1 Overall Market Trend

Regional Queensland on average has experienced falling property values, especially for local government areas with strong links to the mining and resources industry. The marked slowdown in activity in this industry can be attributed to the move from an exploration and construction phase towards a production phase (DNRM 2016).

The median residential dwelling sale prices in the LSC area and Queensland are identified in Figure 5-4. The median sale price in the LSC area has been reasonably stable at around \$400,000 since 2008. The median sale price dropped around December 2014, whereas the Queensland median sale price has steadily increased since December 2014.



Source: QGSO 2018

**Figure 5-4 Median value of residential dwelling sales – LSC**

### 5.3.2.2 Median Income and Mortgage Commitments

Median incomes and median mortgage repayments for the LSC area are presented in Table 5-15. The median total household income in the LSC area was slightly lower to that of Queensland and Australia. This is also true for median total personal income. The median mortgage repayment in the LSC area was slightly higher than State and national medians. As a result, the median mortgage repayment as a percentage of the median household income is higher than for Queensland and Australia (33.3%, compared to 28.5% for Queensland and 28.2% for Australia).

**Table 5-15 Median incomes v mortgage repayment as at 2016 census – LSC**

Area	Median mortgage repayment (\$/month)	Median total household income (\$/week)	Median total personal income (\$/week)	Mortgage as % of median household income
Livingstone Shire Council (S)	396	360	360	33.3%
Queensland	300	360	360	28.5%
Australia	282	360	360	28.2%

Area	Median mortgage repayment (\$/month)	Median total household income (\$/week)	Median total personal income (\$/week)	Mortgage as % of median household income
Livingstone Shire Council (S)	1,875	1,300	618	33.3
Queensland	1,733	1,402	660	28.5
Australia	1,755	1,438	662	28.2

Source: ABS 2016b and QGSO 2018

### 5.3.2.3 Property Prices

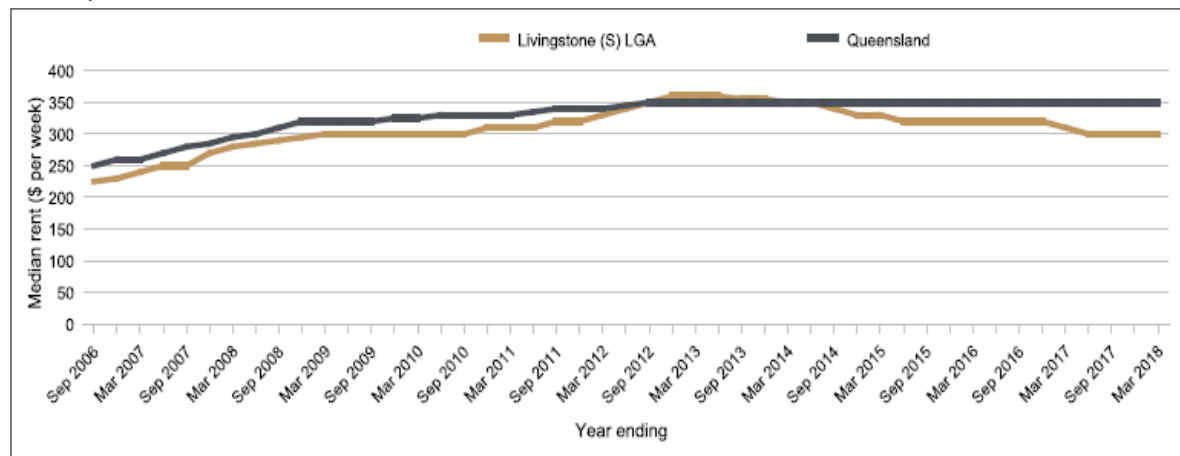
Table 5-16 identifies bond lodgements and median rents for different dwelling types in the LSC area in the 12 months ending 31 March 2018. 4-bedroom houses had the highest number of new bond lodgements with 548 lodgements, followed by 3-bedroom houses with 371 lodgements.

Figure 5-5 shows that the median rent for a three-bedroom house in the LSC area has been less than the Queensland median weekly rent since 2006, except for the period of 2013 and the first quarter of 2014 when the median weekly rent was slightly higher in the LSC area than Queensland. From September 2014, the LSC area median weekly rent started to decrease, while the median rent for Queensland remained steady. In March 2018, the Queensland median weekly rent was \$350, while the LSC median weekly rent was \$300.

**Table 5-16 Bond lodgements and median weekly rent (12 months ending 31 March 2018) – LSC**

Area	New Bond Lodgements				Median Rent (for dwellings where a new bond is being lodged)			
	1 bedroom flat/unit	2 bedroom flat/unit	3 bedroom house	4 bedroom house	1 bedroom flat/unit	2 bedroom flat/unit	3 bedroom house	4 bedroom house
Livingstone Shire Council (S)	100	216	371	548	210	270	300	360
Queensland	26,765	56,370	51,346	51,451	310	350	350	420

Source: QGSO 2018



Source: QGSO 2018

**Figure 5-5 Median rent of three-bedroom house (2006-2018) – LSC**

### 5.3.3 Education

Census data provides an overview of the educational attainment for the population of the LSC area (refer to Table 5-17). The LSC area had a lower proportion of residents with a bachelor degree or above, and higher proportion of residents who had completed Year 10 or below.

**Table 5-17 Highest level of education as at 2016 census – LSC**

Area	Year 10 or Below	Year 11 or 12	Certificate or Diploma	Bachelor Degree and Above
Livingstone Shire Council (S)	15.2	12.8	18.5	53.5
Queensland	12.5	11.5	19.5	56.5

	No.	%	No.	%	No.	%	No.	%
Livingstone Shire Council (S)	7,225	25.1	5,359	18.6	8322	28.9	3599	12.5
Queensland	763,930	20.7	789,353	21.4	1021909	27.7	693412	18.8
Australia	3,584,228	19.4	3935628	21.3	4697493	25.4	4181406	22.6

Source: ABS 2016b and QGSO 2018

### 5.3.4 Cultural and Ethnic Characteristics

A significantly lower proportion of residents of the LSC area were born overseas compared to Queensland and Australia (refer to Table 5-18). Only 2.7% of LSC residents spoke a language at home other than English. This reflects the lower proportion of residents who were born overseas in non-English speaking countries. In the LSC area, the top languages spoken at home (other than English) were German, Afrikaans, Japanese, Spanish and Tagalog (QGSO 2018).

**Table 5-18 Country of birth and English proficiency as at 2016 census – LSC**

Area	Born in Australia		Born overseas		Speaks language at home other than English		Persons <sup>(a)</sup> No.	Top non-English languages spoken
	No.	%	No.	%	No.	%		
Livingstone Shire Council (S)	29,404	81.1	3,651	10.1	995	2.7	36,272	1. German (0.3%) 2. Afrikaans (0.2%) 3. Japanese (0.1%) 4. Spanish (0.1%) 5. Tagalog (0.1%)
Queensland	3,343,819	71.1	1,015,875	21.6	564,196	12.0	4,703,193	1. Mandarin (1.5%) 2. Vietnamese (0.6%) 3. Cantonese (0.5%)
Australia	15,615,531	66.7	6,163,667	26.3	4,871,627	20.8	23,401,892	1. Mandarin (2.5%) 2. Arabic (1.4%) 3. Cantonese (1.2%)

Note: (a) Includes not stated responses.

Source: ABS 2016b and QGSO 2018

### 5.3.5 Community Services and Facilities

The LSC area is well serviced with schools, police and ambulance services, aged care services, and access to one hospital (refer to Table 5-19).

**Table 5-19 Community Services and Facilities as at 30 June 2016 – LSC**

Area	Police stations	Ambulance stations	Fire stations	Schools	Hospitals	Aged care services
Livingstone Shire Council (S)	3	3	2	17	1	6
Queensland	336	290	242	1,820	307	954

Source: QGSO 2018

The coastal towns of Yeppoon and Emu Park are the largest in the LSC area, with populations of 18,107 and 5,466 respectively as at the 2016 census (ABS 2016a). Consequently, most services are concentrated around these towns.

#### **Essential Services**

The main hospital for the LSC is the Capricorn Coast Hospital and Health Service, which is in Yeppoon (QH 2018) approximately 82 minutes drive from the Project area. The Capricorn Coast Hospital maintains 22 beds and employs two doctors. The Hospital provides wide ranging medical services, including programs delivered through allied health services.

The LSC has 17 schools throughout the region, 14 are primary schools, one is a junior/senior secondary school and two are non-government secondary schools (QGSO 2018).

The nearest police station and ambulance stations to the Project are located at Marlborough, approximately ten minutes drive from the Project location and five minutes to the Marlborough Caravan Park. The Station is open irregularly and on an as needed basis. Other stations are located at Emu Park and Yeppoon (QLD Police 2012 and QAS 2013) approximately 93 and 83 minutes drive respectively. Fire stations are located at Emu Park and Yeppoon only (QFES 2016).

There are six aged care service providers in the area with a total of 310 available places across community care and residential aged care; however, there are no transitional care places available (QGSO 2018).

### **Local Infrastructure**

The closest airport is Rockhampton Airport, located in the RRC, approximately 80 minutes drive from the Project site.

### **Local Projects**

The most significant local development underway in LSC is the Yeppoon Foreshore and Town Centre Revitalisation, which is jointly funded by Federal, State and Local Government. This development will update significant public spaces to increase local utilisation and attract tourists. The Project is expected to generate 681 additional ongoing jobs post construction and \$6 million in additional tourism revenue to LSC (LSC 2018a).

Regarding larger infrastructure projects, the Gateway project will see the construction of a 56-hectare master-planned business and industry park which will offer the most accessible and sought-after industrial lots in Central Queensland (LSC 2018a).

## **5.3.6 Law and Order**

The proportion of offences against the person in the LSC area is similar to Queensland. The percentage of offences against property is slightly lower compared to Queensland, and other offences slightly higher compared to Queensland. The rate of offences per 100,000 residents in the LSC area was significantly lower than for Queensland (this could reflect lower rates of crime or fewer resources to detect crime). The total number of offences in the LSC area represent 0.5% of the total offences in Queensland (refer to Table 5-20).

**Table 5-20 Reported offences for 2016/17 period – LSC**

Area	Offences against person		Offences against property		Other offences		Total	Rate (p/100,000 persons)
	No.	%	No.	%	No.	%		
Livingstone Shire Council (S)	170	6.4	1,116	42.4	1,348	51.2	2,634	7,039
Queensland	34,349	6.9	230,473	46.2	233,510	46.9	498,332	10,142

Source: QGSO 2018

### 5.3.7 Disaster Management

A Local Disaster Management Group, Local Disaster Coordination Centre and Local Disaster Management Plan support disaster management and disaster resilience for the LSC area population. There are also a multitude of fact sheets, emergency plans and forms available to residents via the LSC website. A cyclone shelter has been constructed in the largest township of Yeppoon. In this area, flood and cyclone season is between the months of November and April (LSC 2018b).

### 5.3.8 Defence Acquisition of Land

The buy-up of grazing land in the Marlborough district as part of the Shoalwater Bay Training Area expansion by the Department of Defence (Defence) is seen by some locals as a significant externality that will place pressure on the local community. With the acquisition of the properties by Defence (estimated by one local to be between 15 – 25 properties), the local population is expected to significantly decrease over a very rapid period of time once the properties are taken over by Defence for use as buffer areas.

## 5.4 Rockhampton Regional Council

This section details the most relevant regional community profile for the RRC area, provides a comparison of the demographic profile against Queensland and Australia, and provides trend information on other integral aspects of the community.

### 5.4.1 Demographics

#### 5.4.1.1 Population

The RRC area population has grown from 75,195 people in 2007 to 81,446 people in 2017. The average annual growth rate was 0.2% over the last five years and 0.8% over ten years (refer to Table 5-21). The RRC area growth rate has been significantly lower compared to Queensland over the last ten years. The RRC area population represents 1.7% of the total Queensland population as at 30 June 2017.

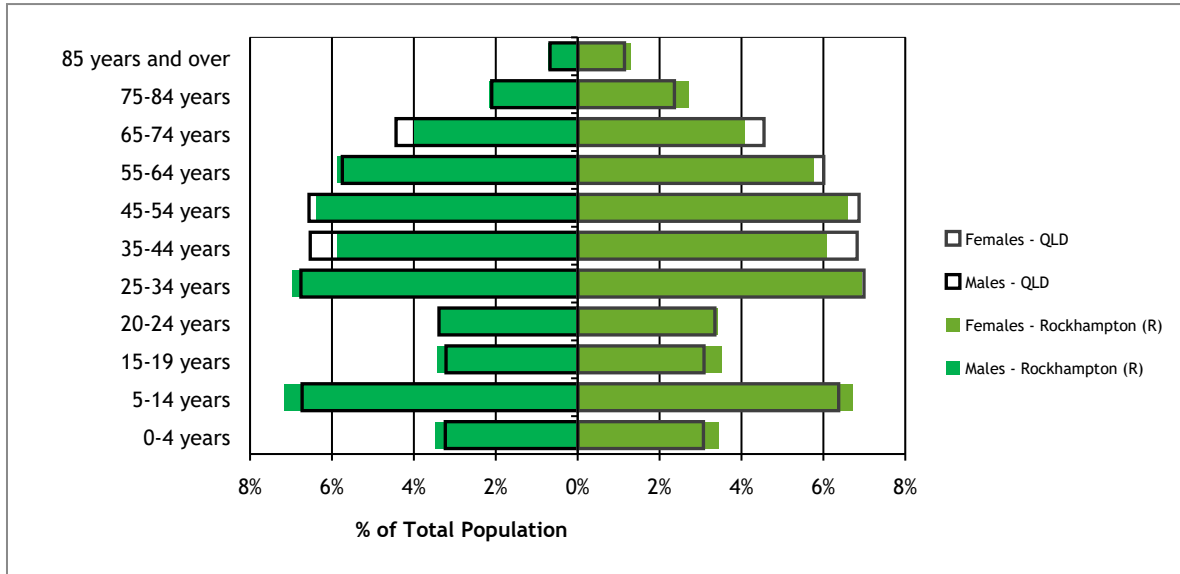
**Table 5-21 Estimated resident population – RRC**

Area	Population as at 30 June 2017			Average annual growth rate (%)	
	2007	2012	2017	2007-2017	2012-2017
Rockhampton Regional Council (R)	75,195	80,617	81,446	0.8	0.2
Queensland	4,111,018	4,569,863	4,928,457	1.8	1.5
Australia	20,827,622	22,742,475	24,598,933	1.7	1.6

Source: ABS 2016b and QGSO 2018b

The RRC's population profile was similar to Queensland (refer to Figure 5-6); however, with slightly higher proportions of children (0-19 years of age) and lower proportions of adults aged 35-74 years.





Source: ABS 2016g

**Figure 5-6 Population pyramid Rockhampton (R) LGA and Queensland as at 30 June 2016**

### 5.4.1.2 Indigenous Population

There were 5,874 Indigenous people, including both Aboriginal and Torres Strait Islander people, living in the RRC area (refer to Table 5-22). Indigenous people made up 7.4% of the total RRC area population, which was a higher proportion than for Queensland at 4.0% and Australia at 2.8%.

**Table 5-22 Indigenous population (regional, state, national) as at 2016 census – RRC**

Area	Indigenous Population as at 2001 census	%	Indigenous Population as at 2016 census	%	Total change 2001-2016 (%)
Rockhampton Regional Council (R)	3,626	5.2	5,874	7.4	61.9
Queensland	112,772	3.1	186,482	4.0	65.4
Australia	458,520	2.4	649,171	2.8	41.6

Source: ABS 2016b and QGSO 2018b

### 5.4.1.3 Projected Population

The QGSO generate population projections by applying assumptions such as future trends in fertility, mortality and migration, as well as considering current planning and development trends and opportunities (QGSO 2018b). The ABS make similar assumptions in their provision of population projections (ABS 2016b). Based on these projections, the RRC area is predicted to grow at a lower rate than for Queensland and Australia, however this growth still represents an increase in the population of around 14,000 people in the 15 years between 2021 and 2036 (refer to Table 5-23).

**Table 5-23 Projected population – RRC**

Area	Projected population as at 30 June		Average growth rate (%) 2021-2036
	2021	2036	
Rockhampton Regional Council (R)	90,013	104,100	1.0
Queensland	5,250,292	6,763,153	1.7
Australia	26,452,147	32,426,009	1.4

Source: ABS 2016b and QGSO 2018b

#### 5.4.1.4 Median Age

The RRC area population had a similar median age to Queensland in 2006. However, unlike Queensland, the RRC area population has not experienced significant population ageing over the past 10 years with the median age still around 35 in 2016 (refer to Table 5-24). The median age for the Queensland population in comparison has increased by one year during this period.

**Table 5-24 Median age – RRC**

Area	Median age (years) as at 30 June 2016			% change (years) 2006-2016
	2006	2011	2016	
Rockhampton Regional Council (R)	35.2	35.1	35.3	0.1
Queensland	36.1	36.6	37.0	1.0
Australia	37.4	37.9	38.8	1.4

Source: ABS 2016g and QGSO 2018b

#### 5.4.1.5 Migration

The usual address of residents in 2016 and 2011 is compared in Table 5-25. For the RRC area, 41.3% of residents have moved during this period, which was a slightly lower proportion than for Queensland at 44.1%.

**Table 5-25 Place of usual residence in 2011 compared to 2016 – RRC**

Area	Same address	Different address				Proportion with Different Address (%)	Total persons No.
		Within QLD	Rest of Australia	Overseas	Total		
	No.	No.					
Rockhampton Regional Council (R)	37,361	26,310	1,744	1,765	30,648	41.3	74,217
Queensland	2,118,153	1,170,509	220,316	228,095	1,942,926	44.1	4,406,728

Source: QGSO 2018b

#### 5.4.1.6 Household Composition

In the RRC area, family households represent 70.1% of total households; lone person households represent 26.3% of total households; and group households make up 3.6% (refer to Table 5-26). The RRC area had a higher proportion of lone person households (26.3%) compared to Queensland (23.5%) and Australia (24.4%).

**Table 5-26 Household composition as at 2016 census – RRC**

Area	One family households		Multiple family households		Group households		Lone person households		Total households
	No.	%	No.	%	No.	%	No.	%	No.
Rockhampton Regional Council (R)	19,510	68.8	378	1.3	1,009	3.6	7,470	26.3	28,374
Queensland	1,159,697	70.0	30,156	1.8	77,899	4.7	389,078	23.5	1,656,831
Australia	5,751,633	69.4	155,992	1.9	354,911	4.3	2,023,542	24.4	8,286,077

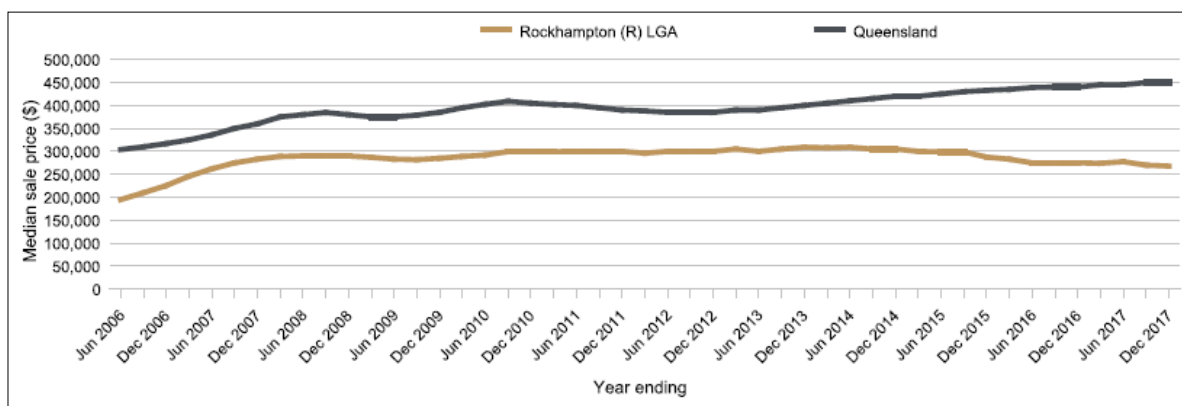
Source: ABS 2016b and QGSO 2018b

## 5.4.2 Housing and Accommodation

### 5.4.2.1 Overall Market Trend

Regional Queensland on average has experienced falling property values, especially for local government areas with strong links to the mining and resources industry. The marked slowdown in activity in this industry can be attributed to the move from an exploration and construction phase towards a production phase (DNRM 2016).

The median residential dwelling sale prices in the RRC area and Queensland are identified in Figure 5-7. The median sale price in the RRC area has been well below the price for Queensland throughout this period (since 2006), and has been slowly declining since June 2015. The Queensland median sale price has been steadily increasing since June 2014. The difference in median sale prices has therefore started to increase, with the median sale price for the RRC area around \$200,000 less than for Queensland.



Source: QGSO 2018b

**Figure 5-7 Median value of residential dwelling sales – RRC**

### 5.4.2.2 Median Income and Mortgage Commitments

Median incomes and median mortgage repayments for the RRC area, Queensland and Australia are presented in Table 5-27. The median total household income in the RRC was lower than the Queensland and Australian medians. Additionally, the median mortgage repayment in the RRC was lower than for Queensland and Australia. As a result, the median mortgage repayment as a percentage of the median household income of this area was slightly lower sitting at 27.9%, compared to 28.5% for Queensland and 28.2% for Australia.

**Table 5-27 Median incomes v mortgage repayment as at 2016 census – RRC**

Area	Median mortgage repayment (\$/month)	Median total household income (\$/week)	Median total personal income (\$/week)	Mortgage as % of median household income
Rockhampton Regional Council (R)	1,517	1,255	626	27.9
Queensland	1,733	1,402	660	28.5
Australia	1,755	1,438	662	28.2

Source: ABS 2016b and QGSO 2018b

### 5.4.2.3 Property Prices

Table 5-28 identifies bond lodgements and median rents for different dwelling types in the RRC area in the 12 months ending 31 March 2018. 3-bedroom houses were the most common dwelling type

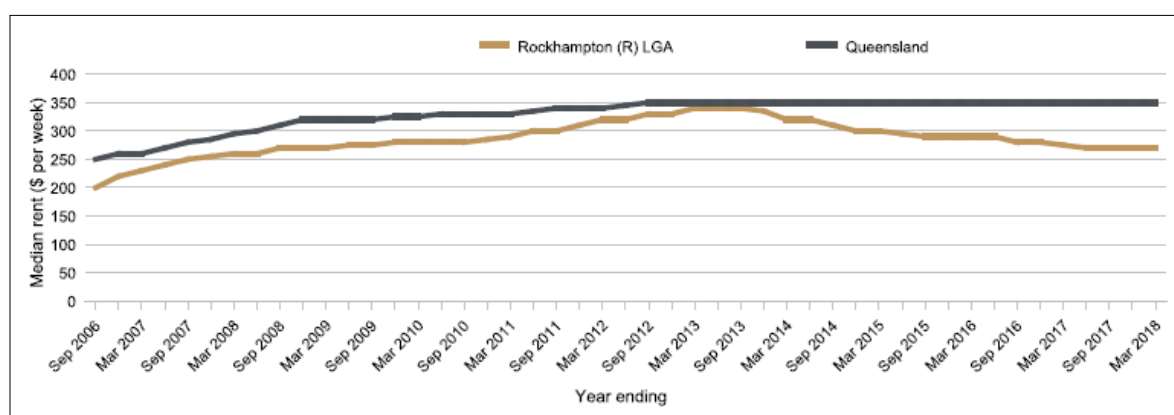
for new bond lodgements with 1,311 new bonds lodged, followed by 4-bedroom houses with 1,027 lodgements.

Figure 5-8 shows the median rent of a three-bedroom house in the RRC area has been less than the Queensland median rent since 2006; however, during 2013 the median weekly rent almost equalled the Queensland median rent. In March 2018, the Queensland median weekly rent was \$350, and the RRC median weekly rent was \$270 which has exhibited a descending trend since the end of 2013.

**Table 5-28 Bond lodgements and median weekly rent (12 months ending 31 March 2018) – RRC**

Area	New Bond Lodgements				Median Rent (for dwellings where a new bond is being lodged)			
	1 bedroom flat/unit	2 bedroom flat/unit	3 bedroom house	4 bedroom house	1 bedroom flat/unit	2 bedroom flat/unit	3 bedroom house	4 bedroom house
Rockhampton Regional Council (R)	173	727	1,311	1,027	165	200	270	300
Queensland	26,765	56,370	51,346	51,451	310	350	350	420

Source: QGSO 2018b



Source: QGSO 2018b

**Figure 5-8 Median rent of three-bedroom house (2006-2018) – RRC**

### 5.4.3 Education

Census data provides an overview of the level of educational attainment for the population of the RRC area (refer to Table 5-29). A lower proportion of RRC residents had completed a bachelor degree and above, while a higher proportion had completed Year 10 or below.

**Table 5-29 Highest level of education as at 2016 census – RRC**

Area	Year 10 or Below		Year 11 or 12		Certificate or Diploma		Bachelor Degree and Above	
	No.	%	No.	%	No.	%	No.	%
Rockhampton Regional Council (R)	17,128	27.7	12,948	20.9	16,244	26.3	7,495	12.1
Queensland	763,930	20.7	789,353	21.4	1,021,909	27.7	693,412	18.8
Australia	3,584,228	19.4	3,935,628	21.3	4,697,493	25.4	4,181,406	22.6

Source: ABS 2016b and QGSO 2018b

## 5.4.4 Cultural and Ethnic Characteristics

Just 9.4% of RRC area residents were born overseas, which was a significantly lower proportion compared to Queensland and Australia (refer to Table 5-30). Only 6.0% of RRC residents spoke a language at home other than English reflecting the low proportion of overseas born residents. The top non-English languages spoken at home were Indo Aryan Languages, Southeast Asian Austronesian Languages, Vietnamese, Chinese Languages and Tamil (QGSO 2018b).

**Table 5-30 Country of birth and English proficiency as at 2016 census – RRC**

Area	Born in Australia		Born overseas		Speaks language at home other than English		Persons <sup>(a)</sup> No.	Top non-English languages spoken
	No.	%	No.	%	No.	%		
Rockhampton Regional Council (R)	65,958	82.7	7,494	9.4	4,765	6.0	79,726	1. Vietnamese (0.5%) 2. Tagalog (0.4%) 3. Portuguese (0.3%) 4. Filipino (0.3%) 5. Mandarin (0.3%)
Queensland	3,343,819	71.1	1,015,875	21.6	564,196	12.0	4,703,193	1. Mandarin (1.5%) 2. Vietnamese (0.6%) 3. Cantonese (0.5%)
Australia	15,615,531	66.7	6,163,667	26.3	4,871,627	20.8	23,401,892	1. Mandarin (2.5%) 2. Arabic (1.4%) 3. Cantonese (1.2%)

Note: (a) Includes not stated responses.

Source: ABS 2016b and QGSO 2018b

## 5.4.5 Community Services and Facilities

The RRC area is well serviced with schools, hospitals and aged care services throughout, and access to emergency services at multiple locations (refer to Table 5-31).

**Table 5-31 Community Services and Facilities as at 30 June 2016 – RRC**

Area	Police stations	Ambulance stations	Fire stations	Schools	Hospitals	Aged care services
Rockhampton Regional Council (R)	7	5	4	45	5	26
Queensland	336	291	242	1,796	276	954

Source: QGSO 2018b

Most residents of the RRC area live in Rockhampton with 61,214 residents as at the 2016 census (based on UCL) (ABS 2016k). Whilst services and the major regional airport are very much concentrated around this township, services are spread out across the RRC area.

### **Essential Services**

The major hospital for the RRC, and closest to the Project (approximately 75 minutes by car), is Rockhampton Hospital. The hospital maintains 304 beds and is a leading health facility for the State. Two additional private hospitals provide additional health services to the region (QH 2018). The Rockhampton Hospital has a median waiting time to treatment of 71 days and provides a wide range of health services including a 24 hour emergency department, general medical and surgical units, providing day surgery and general surgery services and a wide range of specialty services including a specialist outpatient department. The hospital also provides a wide range of allied health services and programs.

The region includes 18 private schools, 22 state primary schools, four state high schools, and the Central Queensland University (QH 2018).

Police stations are located in North Rockhampton, Rockhampton, Gracemere, Lakes Creek, Mount Morgan, Marmor and Westwood (QLD Police 2012). Ambulance stations and fire stations are located in North Rockhampton, Gracemere, Mount Morgan, and Rockhampton (QAS 2013 and QFES 2016). The Ambulance and Police stations located at North Rockhampton are approximately 73 minutes drive from the Project area. The fire station at North Rockhampton is approximate 67 minutes drive from the Project area. The Queensland Government have initiated a \$2.2 million project to extend the Rockhampton Fire Station for improved operational areas and amenities (Queensland Government 2016b).

There are 26 aged care service providers in the area (Table 5-31) with a total of 1,237 available places across community care, residential aged care, and transitional care (QGSO 2018b).

### **Local Infrastructure**

The Rockhampton Airport is considered a major regional airport with direct flights to Brisbane, Gladstone, Mackay, Townsville, Cairns and the Gold Coast. The airport is located 5 km from the Rockhampton City Centre, and is serviced by QantasLink, Virgin Australia, and JetGo Australia (RRC 2018).

### **Local Projects**

The Regional Wayfinding and Signage Project seeks to improve wayfinding and signage across the RRC area to better inform and direct pedestrian and vehicular traffic (RRC 2018). The Regional Signage Strategy document outlines the signage guidelines and standards for:

- Rockhampton Gateway Entry Statements;
- Regional Town Gateway signs;
- Airport Arrival Gateway signs;
- Vehicle Directional signs;
- Riverside Precinct signs (implemented as part of Riverbank Revitalisation Project);
- City Precinct signs;
- Kershaw Gardens signs (implemented as part of Kershaw Gardens Redevelopment);
- Recreational Precinct signs;
- Local Park signs;
- Mount Archer and Trail signs; and
- Digital Promotional signs.

The Regional Signage Strategy will be implemented over the next five to ten years and will deliver a consistent look and feel across our community.

The Rockhampton Recreational Fishing Development Strategy aims at developing a local recreational fishing tourism industry and improve local amenity (RRC 2018). A draft has been developed as a comprehensive strategy addressing improvements to marine infrastructure,

marketing activities, business development, better fisheries management practices and improvements to the freshwater and saltwater ecology / environment to increase recreational fishing across the RRC region.

The Rockhampton Airport Masterplan (2017 to 2037) will provide a plan for development of the Rockhampton airport over the next 20 years (RRC 2018). In this plan, areas of study include defence, tourism, agricultural and resources sector. Additionally, this Master Plan will diversify the local economy to enhance emerging aviation, transport and logistics specific industries and more jobs opportunities.

#### 5.4.6 Law and Order

The percentage of offences against the person in the RRC area is slightly higher than for Queensland, the percentage of offences against property is slightly lower and other offences slightly higher. The rate of offences per 100,000 residents in the RRC area was significantly higher than for Queensland. The total number of offences in the RRC area represent 2.5% of the total offences in Queensland (refer to Table 5-32).

**Table 5-32 Reported offences for 2016/17 period – RRC**

Area	Offences against person		Offences against property		Other offences		Total	Rate (p/100,000 persons)
	No.	%	No.	%	No.	%		
Rockhampton Regional Council (R)	938	7.4	5,367	42.3	6,377	50.3	12,682	15,681
Queensland	34,349	6.9	230,473	46.2	233,510	46.9	498,332	10,142

Source: QGSO 2018b

#### 5.4.7 Disaster Management

RRC area residents are supported by a Local Disaster Management Group and Local Disaster Management Plan. There are also a multitude of fact sheets, emergency plans and forms available to residents via the RRC website. In this area, flood and cyclone season is between the months of November to April (RRC 2018). In addition to the resources already mentioned, RRC have also developed a suite of video vignettes which outline the individual components of disaster management to the region and are available online (RRC 2018).

### 5.5 Isaac Regional Council

The following sections detail the most relevant regional community profiles for the Broadsound-Nebo Statistical Area. The discussion includes comparisons of the demography for the region, Queensland and Australia, and provides trend information on other integral aspects in the community.

#### 5.5.1 Demographics

##### 5.5.1.1 Population

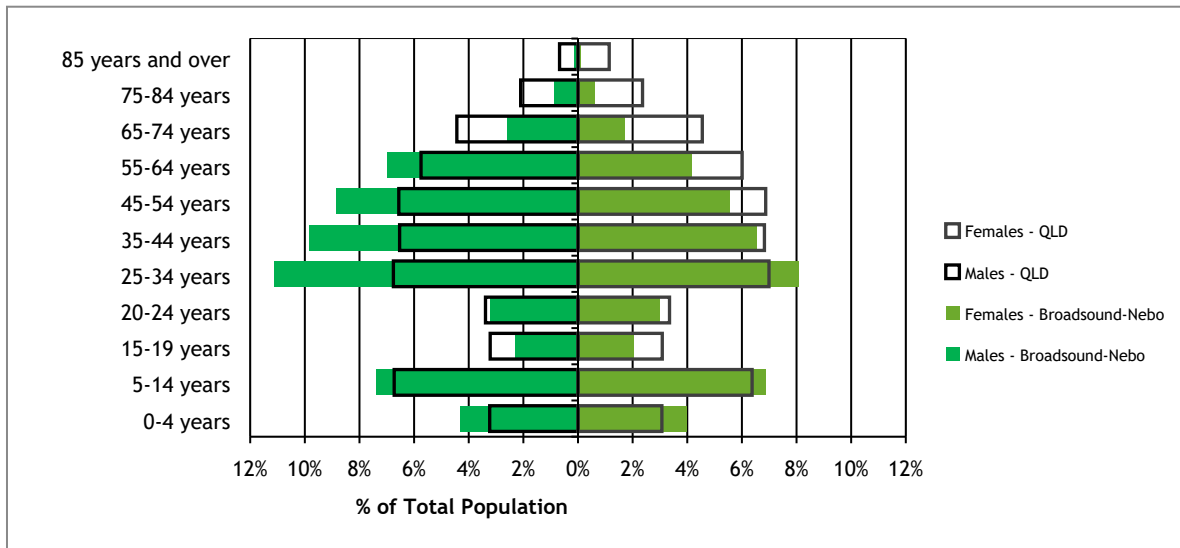
The Broadsound-Nebo Statistical Area experienced a decrease in population between 2007 and 2017 (Table 5-33). The population increased between 2007 and 2012, but fell from 10,189 residents in 2012 to 8,423 people in 2017 (an average annual decline of 3.7%). This reduction in population has coincided with the downturn in regional mining activity.

**Table 5-33 Estimated resident population – Broadsound-Nebo Statistical Area**

Area	Population as at 30 June 2017			Average annual growth rate (%)	
	2007	2012	2017	2007-2017	2012-2017
Broadsound-Nebo (SA2)	9,777	10,189	8,423	-1.5	-3.7
Queensland	4,111,018	4,569,863	4,928,457	1.8	1.5
Australia	20,827,622	22,742,475	24,598,933	1.7	1.6

Source: QGSO 2018 and ABS 2016b

Figure 5-9 depicts the population pyramid for the Broadsound-Nebo Statistical Area and shows that the population differs greatly to Queensland. The area has higher proportions of children, and higher proportions of young adults (particularly males), and lower proportions of older adults (65 years and older) and older children (15-19 years). Males aged 25-64 years represented larger than average proportions of the total population, conversely females aged 35-84 years are underrepresented compared to the Queensland proportions.



Source: QGSO 2018

**Figure 5-9 Population pyramid Broadsound-Nebo Statistical Area (SA2) and Queensland as at 30 June 2017**

### 5.5.1.2 Indigenous Population

There were 310 Indigenous people residing in the Broadsound-Nebo Statistical Area, including Aboriginal and Torres Strait Islander people, making up 3.6% of the population which was a similar proportion to Queensland (Table 5-34).

**Table 5-34 Indigenous population (regional, state) as at 2016 census – Broadsound-Nebo Statistical Area**

Area	Indigenous Population as at 2001 census	%	Indigenous Population as at 2016 census	%	Total change 2006-2016 (%)
Broadsound-Nebo (SA2)	190	2.1	310	3.6	36.6
Queensland	112,772	3.1	186,482	4.0	65.4
Australia	458,520	2.4	649,171	2.8	41.6

Source: QGSO 2018c and ABS 2016b



### 5.5.1.3 Projected Population

The QGSO generate population projections by applying assumptions such as future trends in fertility, mortality and migration, as well as consideration of current planning and development information (QGSO 2018). The ABS make similar assumptions in their provision of population projections. The Broadsound-Nebo Statistical Area is predicted to grow relatively slowly at an average annual rate of 1.0% between 2021 and 2036, compared to Queensland and Australia (Table 5-35). It should be noted that these projections have not yet been updated to consider the results of the 2016 census, and may be revised with lower rates of growth, given the population declined between 2012 and 2017.

**Table 5-35 Projected population – Broadsound-Nebo Statistical Area**

Area	Projected population as at 30 June		Average growth rate (%) 2021-2036
	2021	2036	
Broadsound-Nebo (SA2)	10,950	12,629	1.0
Queensland	5,250,292	6,763,153	1.7
Australia	26,452,147	32,426,009	1.4

Source: QGSO 2018 and ABS 2016b

### 5.5.1.4 Median Age

The Broadsound-Nebo Statistical Area population had a significantly lower median age compared to Queensland and Australia (Table 5-36). The median age of the Broadsound-Nebo Statistical Area population in 2016 was 33.3 years, and the population has aged slowly over the past decade.

**Table 5-36 Median age – Broadsound-Nebo Statistical Area**

Area	Median age (years) as at 30 June 2016			Change (years) 2006-2016
	2006	2011	2016	
Broadsound-Nebo (SA2)	32.5	33.0	33.3	0.8
Queensland	36.1	36.6	37.0	1.0
Australia	37.4	37.9	38.8	1.4

Source: QGSO 2018c and ABS 2016b

### 5.5.1.5 Migration

The usual address of residents in 2016 and 2011 is compared in Table 5-37. For the Broadsound-Nebo Statistical Area, 42.8% of residents moved during this period, which was a similar proportion to Queensland where 44.1% had moved.

**Table 5-37 Place of usual residence in 2011 compared to 2016 – Broadsound-Nebo Statistical Area**

Area	Same address	Different address				Proportion with Different Address	Total persons
		Within QLD	Rest of Australia	Overseas	Total		
	No.	No.			(%)	No.	
Broadsound-Nebo (SA2)	2,906	1,982	300	171	3,341	42.8	7,801
Queensland	2,118,153	1,170,509	220,316	228,095	1,942,926	44.1	4,406,728

Source: QGSO 2018

### 5.5.1.6 Household Composition

Family households made up 71.8% of households in the Broadsound-Nebo Statistical Area; lone person households made up 25.1%; and group households made 2.9% (Table 5-38). There were slightly higher proportions of lone person households in the area, and slightly lower proportions of group households, compared to Queensland.

**Table 5-38 Household composition as at 2016 census – Broadsound-Nebo Statistical Area**

Area	One family households		Multiple family households		Group households		Lone person households		Total households
	No.	%	No.	%	No.	%	No.	%	No.
Broadsound-Nebo (SA2)	1,716	71.4	9	0.4	70	2.9	604	25.1	2,402
Queensland	1,159,697	70.0	30,156	1.8	77,899	4.7	389,078	23.5	1,656,831
Australia	5,751,633	69.4	155,992	1.9	354,911	4.3	2,023,542	24.4	8,286,077

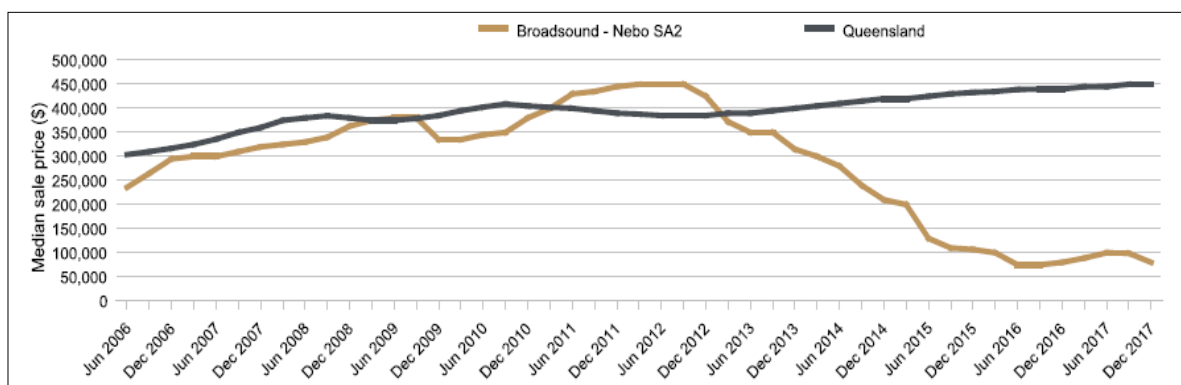
Source: QGSO 2018 and ABS 2016b

## 5.5.2 Housing and Accommodation

### 5.5.2.1 Overall Market Trend

Regional Queensland on average has experienced falling property values, especially for local government areas with strong links to the mining and resources industry. The marked slowdown in activity in this industry can be attributed to the move from an exploration and construction phase towards a production phase (DNRM 2016).

The median residential dwelling sale prices in the Broadsound-Nebo Statistical Area and Queensland are identified in Figure 5-10. The median sale prices in the Broadsound-Nebo Statistical Area has drastically declined since the first quarter of 2013. Median sale prices have declined from a peak of around \$450,000 in 2012, to a low of around \$100,000 throughout 2017 in the Broadsound-Nebo Statistical Area.



Source: QGSO 2018

**Figure 5-10 Median value of residential dwelling sales – Broadsound-Nebo Statistical Area**

### 5.5.2.2 Median Income and Mortgage Commitments

The Broadsound-Nebo Statistical Area population median incomes and mortgage repayments are presented in Table 5-39. The median total household income and personal income in the Broadsound-Nebo Statistical Area was significantly higher than for Queensland and Australia. The median mortgage repayment for the Broadsound-Nebo Statistical Area however was well below the medians for Queensland and Australia, resulting in the median mortgage repayment being just 12.3% of the median household income in 2016.

**Table 5-39 Median incomes v mortgage repayment as at 2016 census – Broadsound-Nebo Statistical Area**

Area	Median mortgage repayment (\$/month)	Median total household income (\$/week)	Median total personal income (\$/week)	Mortgage as % of median household income
Broadsound-Nebo (SA2)	1,092	2,051	1,040	12.3
Queensland	1,733	1,402	660	28.5
Australia	1,755	1,438	662	28.9

Source: QGSO 2018 and ABS 2016b

### 5.5.2.3 Property Prices

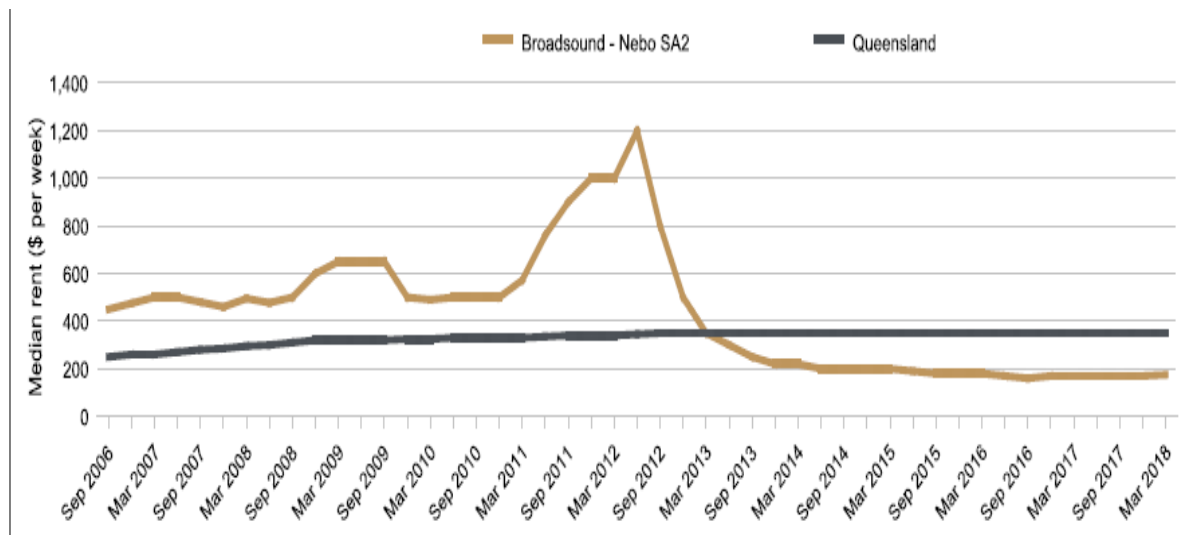
Table 5-40 identifies bond lodgements and median rents for different dwelling types in the Broadsound-Nebo Statistical Area in the 12 months ending 31 March 2018. Three-bedroom houses made up the highest number of bond lodgements with 202 lodgements, followed by 4-bedroom houses with 103 lodgements.

The median rent of a three-bedroom house in the Broadsound-Nebo Statistical Area peaked at approximately \$1,200 in June 2012 (Figure 5-11). Since December 2013, the median rent price has been around \$200 a week, which is below the Queensland average of around \$350 a week.

**Table 5-40 Bond lodgements and median weekly rent (12 months ending 31 March 2018) – Broadsound-Nebo Statistical Area**

Area	New Bond Lodgements				Median Rent (for dwellings where a new bond is being lodged)			
	1 bedroom flat/unit	2 bedroom flat/unit	3 bedroom house	4 bedroom house	1 bedroom flat/unit	2 bedroom flat/unit	3 bedroom house	4 bedroom house
Broadsound-Nebo (SA2)	0	56	202	103	-	170	175	250
Queensland	26,765	56,370	51,346	51,451	310	350	350	420

Source: QGSO 2018



Source: QGSO 2018

**Figure 5-11 Median rent of three-bedroom house (2006-2018) – Broadsound-Nebo Statistical Area**

### 5.5.3 Education

The Broadsound-Nebo Statistical Area population had a similar rate of completion of technical or tertiary education to Queensland (Table 5-41), but a lower proportion of the population had completed year 11 or 12, or attained a bachelor degree or above.

**Table 5-41 Highest level of education as at 2016 – Broadsound-Nebo**

Area	Year 10 or Below		Year 11 or 12		Certificate or Diploma		Bachelor Degree and Above	
	No.	%	No.	%	No.	%	No.	%
Broadsound-Nebo	1,476	22.8	1,128	17.4	1,754	27.1	535	8.3
Queensland	763,930	20.7	789,353	21.4	1,021,909	27.7	693,412	18.8
Australia	3,584,228	19.4	3,935,628	21.3	4,697,493	25.4	4,181,406	22.6

Source: QGSO 2018 and ABS 2016b

### 5.5.4 Cultural and Ethnic Characteristics

In comparison to Queensland and Australia, the Broadsound-Nebo Statistical Area had a low proportion of residents born overseas at 9.3% (Table 5-42). The main languages spoken at home (other than English) were predominantly Tagalog, Afrikaans, Indonesian, Filipino and Thai.

**Table 5-42 Country of birth and English proficiency as at 2016 census – Broadsound-Nebo**

Area	Born in Australia		Born overseas		Speaks language at home other than English		Persons	Top non-English languages spoken
	No.	%	No.	%	No.	%		
Broadsound-Nebo	6,094	71.7	787	9.3	330	3.9	8,505	1. Tagalog (0.5%) 2. Afrikaans (0.4%) 3. Indonesian (0.4%) 4. Filipino (0.3%) 5. Thai (0.2%)
Queensland	3,343,819	71.1	1,015,875	21.6	564,196	12.0	4,703,193	1. Mandarin (1.5%) 2. Vietnamese (0.6%) 3. Cantonese (0.5%)
Australia	15,615,531	66.7	6,163,667	26.3	4,871,627	20.8	23,401,892	1. Mandarin (2.5%) 2. Arabic (1.4%) 3. Cantonese (1.2%)

Source: QGSO 2018 and ABS 2016b

### 5.5.5 Community Services and Facilities

Community services and facilities available in the Broadsound-Nebo Statistical Area are shown in Table 5-43.

**Table 5-43 Community services and facilities – Broadsound-Nebo**

Area	Police stations	Ambulance stations	Fire stations	Schools	Hospitals	Aged care services
Broadsound-Nebo	6	6	3	11	1	2
Queensland	336	291	242	1,796	276	954

Source: QGSO 2018

The following emergency services are provided to the identified communities:

- QLD Police Service;
- QLD Ambulance Service;

- Urban and Auxiliary Fire Services;
- Rural Fire Brigades; and
- State Emergency Service.

### ***Essential Services - Facility Distribution***

Dysart is the largest town in the Broadsound-Nebo Statistical Area with a population of 3,003 (ABS 2016g) as at the 2016 census. Middlemount is the next largest town with a population of 1,914 (ABS 2016f).

The townships of St Lawrence and Clairview are the two communities considered to be most influenced by the Project. The population of these communities is 235 and 145 respectively (ABS 2016c, d).

The main hospital for the Broadsound-Nebo Statistical Area is the Dysart Hospital, which is one of the three local public hospitals in the IRC LGA. The other hospitals are located at Moranbah and Clermont. The Dysart Hospital is located approximated 150 minutes by car from the Project site, and as such is not likely to be utilised by the Project given the proximity of Rockhampton Hospital to the Project.

The Broadsound-Nebo Statistical Area has 11 schools. There are six police stations and six ambulance stations located in the statistical area. There are police stations located in Dysart, Moranbah and St Lawrence open on between 9.00 am and 1.00 pm on Tuesday's. Fire stations are located in Dysart and Middlemount (QFES 2016).

There are two aged care service providers in the Broadsound-Nebo Statistical Area located in Carmila and Dysart.

### ***Local Projects***

One of the more significant projects underway in the IRC involves the restoration of the road network following the severe Tropical Cyclone Debbie that extensively damaged approximately 85% of IRC's road network. The Natural Disaster Relief and Recovery Arrangements work is a \$40 million dollar works program and will cover a number of locations, including Clairview and St Lawrence. IRC has awarded these major works to FK Gardner, with reconstruction due to start work in April 2018 and completion expected by May 2019, weather permitting (IRC 2018b). This has come after a government-funded road project that will also see 65km across 94 sections of road across the IRC being restored in a \$4.2 million roll out starting from 14 February 2018. This was awarded to Epoca Construction and will be delivered through a joint funded Commonwealth-State Natural Disaster Relief and Recovery Arrangement (IRC 2018b).

## **5.5.6 Law and Order**

The percentage of offences against the person in the Broadsound-Nebo Statistical Area was slightly higher than for Queensland. The percentage of offences against property was slightly lower and other offences slightly higher compared to Queensland. The total number of offences in the Broadsound area represent 0.08% of the total number of offences in Queensland, and the rate of offences per 100,000 residents was significantly lower than for Queensland (Table 5-44).

**Table 5-44 Reported offences for 2016/17 period – Broadsound-Nebo**

Area	Offences against a person		Offences against property		Other offences		Total	Rate (p/100,000 persons)
	No.	%	No.	%	No.	%		
Broadsound-Nebo	31	7.6	172	42.1	206	50.4	409	5,015
Queensland	34,349	6.9	230,473	46.2	233,510	46.9	498,332	10,142

Source: QGSO 2018

### 5.5.7 Disaster Management

The IRC Local Disaster Management Group (LDMG) manages a Local Recovery Plan for managing areas experiencing natural disasters. The plan identifies emergency services in the region and provides guides, fact sheets and useful links to applications and websites linked to the IRC website. The plan anticipates that Clairview, St Lawrence and the surrounding townships will be serviced by existing emergency services and as the resident population of the communities change, local recovery plans would be reviewed and updated accordingly by the IRC LDMG.

## 6 EIS Community Consultation and SIA

### Stakeholder Engagement

The stakeholder engagement strategy informing the EIS has been designed and implemented to attain meaningful participation and involvement from stakeholders and the community. The engagement strategy was designed to ensure stakeholders could contribute to the development of new ideas and options as the Project is planned and developed.

This section describes the consultation process for the Project undertaken to date. Consultation has been undertaken with various communities and government and non-government organisations. The following sections describe the consultation objectives, identification of stakeholders, stakeholder engagement methods and consultation material, key consultation activities and findings to date, and future consultation activities.

This section of the SIA report describes:

- Central Queensland Coal's stakeholder and community consultation strategies, both past and current;
- The stakeholder engagement and community consultation that has been conducted to date; and
- Central Queensland Coal's ongoing consultation plans.

The consultation findings from engagement activities undertaken to date, and how these have helped inform the Social Impact Assessment are outlined in the next section.

### 6.1 Engagement Communities

#### 6.1.1 Project Location

The Project is in the Styx Basin in a rural area with scattered nearby homesteads. The nearest town to the Project is Ogmores, located approximately 10 km to the north of the Project. Marlborough, another nearby town, is located approximately 25 km to the southeast. The current land use of the Project area is cleared livestock breeding and fattening on improved pasture with limited areas of native remnant vegetation. The two dwellings at the Tooloombah Creek Service Station are located approximately 1.9 and 2.1 km from the mine boundary and are the closest dwellings to the Project. The Tooloombah Creek Service Station is the closest business to the Project. The mine is located wholly within the Mamelon property and the TLF is located on the "Strathmuir" property. A small section of the haul road to the TLF is located on the "Brussels" property.

As noted in Section 1.4, there are considered to be five geographic areas of interest for the analysis of social impacts, and these are the same geographic areas of relevance to the identification and analysis of engagement communities considered in this section.

The closest townships are:

- Ogmores (approx. 10 km to the north of the Project);
- Marlborough (approx. 25 km to the south of the Project);
- St Lawrence (approx. 80 km to the north of the Project);

- Clairview (approx. 75 km to the north of the Project);
- Yaamba (approx. 70 km to the south of the Project);
- The Caves (approx. 81 km to the south of the Project); and
- Rockhampton (approx. 130 km to the south of the Project).

Eight residences exist within 6.9 km of the Project area, and two residences are located within 2.1 km. The two dwellings at the Tooloombah Creek Service Station are located approximately 1.9 and 2.1 km from the mine boundary and are the closest dwellings to the Project. The Tooloombah Creek Service Station is the closest business to the Project.

The closest business is located 2.2 km from the Project.

## 6.2 Stakeholder Groups

The stakeholder groups considered as part of this SIA are shown at Table 6-1. As the Project develops further stakeholders will be added.

**Table 6-1 Stakeholders**

Group	Stakeholders
Landholders	<ul style="list-style-type: none"> <li>▪ Neighbouring landholders</li> </ul>
Indigenous groups	<ul style="list-style-type: none"> <li>▪ Barada Kabalbara Yetimarala People #1</li> <li>▪ Barada Kabalbara Yetimarala People #2</li> <li>▪ Darumbal People</li> <li>▪ Indigenous businesses</li> </ul>
Ogmore, Marlborough, St Lawrence and Clairview, Yaamba, The Caves Communities	<ul style="list-style-type: none"> <li>▪ Residents and businesses in these townships</li> <li>▪ Community groups</li> </ul>
Rockhampton and Mackay Community	<ul style="list-style-type: none"> <li>▪ Residents and businesses</li> </ul>
Local Government	<ul style="list-style-type: none"> <li>▪ Livingstone Shire Council</li> <li>▪ Rockhampton Regional Council</li> <li>▪ Isaac Regional Council</li> <li>▪ Mackay Regional Council</li> </ul>
Federal Government Representatives	<ul style="list-style-type: none"> <li>▪ Member for Capricornia</li> </ul>
State Government Representatives	<ul style="list-style-type: none"> <li>▪ State Member for Mirani</li> <li>▪ State Member for Rockhampton</li> </ul>
Regional Community	<ul style="list-style-type: none"> <li>▪ Residents and businesses within the Local Government Communities</li> </ul>



Group	Stakeholders
Federal and State Government	<ul style="list-style-type: none"> <li>▪ Department of the Environment and Energy (DotEE)</li> <li>▪ Department of Environment and Science (DES)</li> <li>▪ Department of Natural Resources, Mines and Energy (DNRME)</li> <li>▪ Department of Agriculture and Fisheries (DAF)</li> <li>▪ Department of Transport and Main Roads (DTMR)</li> <li>▪ Department of State Development, Manufacturing, Infrastructure and Planning(DSDMIP)</li> <li>▪ Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP)</li> <li>▪ Queensland Police Service (QPS)</li> <li>▪ Queensland Fire and Emergency Services (QFES)</li> <li>▪ Queensland Ambulance Service</li> <li>▪ Local and District Disaster Management Groups</li> <li>▪ Queensland Health</li> <li>▪ Queensland Government Statistician’s Office (QGSO)</li> <li>▪ Queensland Treasury</li> <li>▪ Rockhampton Public Health</li> </ul>
Community Groups and Interest Groups	<ul style="list-style-type: none"> <li>▪ Fitzroy Basin Association</li> <li>▪ Capricorn Conservation Council</li> </ul>
Employees and Contractors	<ul style="list-style-type: none"> <li>▪ Central Queensland Coal employees and contractors</li> </ul>
Health Services	<ul style="list-style-type: none"> <li>▪ Rockhampton Hospital</li> </ul>
Industry	<ul style="list-style-type: none"> <li>▪ Pacific National</li> <li>▪ Dalrymple Bay Coal Terminal</li> <li>▪ Aurizon</li> <li>▪ Ergon Energy</li> </ul>
Public	<ul style="list-style-type: none"> <li>▪ General public in the State of Queensland</li> <li>▪ General public across Australia</li> </ul>

### 6.3 Consultation Objectives

Central Queensland Coal has adopted a stakeholder engagement and community consultation program that aims to build ongoing, long-term, mutually beneficial relationships with stakeholders and the Marlborough and Ogburn communities that will continue into the construction, operations and decommissioning stages of the Project.

The stakeholder engagement and community consultation program, prepared in line with the Social Impact Assessment – Guideline March 2018 (Department of State Development, Manufacturing, Infrastructure and Planning, 2018) and the Community Consultation in Mine Planning Guidelines (DME, 1995a), has been designed to provide timely, transparent and accessible information and engagement mechanisms. The key objectives of the stakeholder engagement and community consultation program in relation to the EIS process have been to:

- Initiate and maintain open and honest communication on all aspects of the Project and the EIS with all interested and affected stakeholders;
- Engage in a consultation process that provides genuine, active, two-way exchange and feedback;
- Provide a range of communication methods to engage and inform stakeholders about the Project and to identify stakeholder issues of concern about the Project;
- Consider and address stakeholder issues of concern via the technical studies conducted for the EIS;

- Record and address stakeholder issues of concern through the EIS process and establishment of a grievance / feedback mechanism; and
- Provide ongoing feedback to stakeholders on their issues of concern and advise them how comments have been used to inform the Project.

## 6.4 Stakeholder Engagement and Community Consultation Program

This section provides a summary of the consultation undertaken to date as part of the EIS process and describes the future consultation activities planned.

### 6.4.1 Terms of Reference Consultation

The draft ToR was publicly advertised for comment by DES from 10 April 2017 to close of business 8 June 2017. The extension of the public comment period was proposed by Central Queensland Coal as the Project area was under the damaging influences of Cyclone Debbie during the public review period. A total of 23 responses on the draft ToR were received by DES for consideration in finalising the ToR. Responses were received from the following government agencies, regional bodies and the community during the public submission period:

- Queensland Treasury – Hazardous Industries and Chemicals Branch (three comments);
- Powerlink (requests a copy of the EIS no comment on ToR);
- Department of Community, Child Safety and Disability Services (one comment);
- Livingstone Shire Council (requests a copy of the EIS no comment on ToR);
- Department of National Park, Child Safety and Disability Services (requests a copy of the EIS no comment on ToR);
- Rockhampton Regional Council (six comments);
- Ergon Energy (requests a copy of the EIS no comment on ToR);
- Department of Infrastructure, Local Government and Planning now Department of Local Government, Racing and Multicultural Affairs (one comment);
- Queensland Ambulance Service (11 comments);
- Commonwealth Department of the Environment and Energy (28 comments);
- Queensland Police Service (five comments);
- Department of Transport and Main Roads (three comments);
- Fitzroy Basin Association (five comments);
- Department of Tourism, Major Events, Small Business and the Commonwealth Games (no comment on ToR);
- Martin Molesworth (four comments);
- Department of Aboriginal and Torres Strait Island Partnerships (two comments);

- Department of State Development now the Department of State Development, Manufacturing, Infrastructure and Planning (eight comments);
- Department of Natural Resources and Mines (17 comments);
- Department of Housing and Public Works (no comment on ToR);
- Capricorn Conservation Council (19 comments);
- Queensland Health (11 comments);
- Queensland Fire and Emergency Services (no comment on ToR); and
- Department of Agriculture and Fisheries (14 comments).

Seven respondents (29%) had no comment to make on the draft ToR. Of those respondents who commented on the draft ToR, the most common issues raised included:

- Downstream greenhouse gas (GHG) emissions;
- Impacts to the Great Barrier Reef Marine Park;
- Offset package to compensate for significant residual impacts;
- Ongoing communications and liaison with stakeholders and the community;
- Aboriginal and Torres Strait Islander specific plans and strategies;
- Surface water and groundwater impacts;
- Groundwater dependent ecosystems and stygofauna impacts;
- Transport impacts;
- Local industry participation;
- Emergency and health services capacity;
- Impacts to arable land;
- Fish passage and connectivity for aquatic fauna;
- Impacts to the aquatic environment; and
- Potential for flooding.

The final ToR was issued on 4 August 2017 and encompassed the relevant and applicable issues raised during the consultation.

### 6.4.2 Ongoing Consultation during EIS Development

Consultation was undertaken in 2015 with representatives from government agencies, service providers and businesses from the local community to inform the scope and assessment of the Project during the preparation of the EIS. Consultation and discussions with landowners in the vicinity of the Project area commenced in 2012. Several meetings and discussions have been held with landholders regarding exploration activities. However, consultation regarding the impacts of the Project's development began formally with the publication of the EIS.

Discussions with the Traditional Owners commenced in 2017 and separate Cultural Heritage Management Plans (CHMPs) are under development with the Darumbal People, the Barada Kabalbara Yetimarala People #1 and Barada Kabalbara Yetimarala People #2. The CHMPs will address the management of cultural heritage on land within the two MLs.

Consultation was undertaken with meetings and communications with representatives from the following agencies and organisations:

- Councils (LSC and RRC);
- Department of Environment and Science;
- Department of Natural Resources, Mines and Energy;
- Department of State Development;
- Department of Infrastructure, Local Government and Planning;
- Department of Transport and Main Roads;
- Department of National Parks, Sport and Racing;
- Department of Agriculture and Fisheries;
- Department of Energy and Water Supply;
- Department of the Environment and Energy;
- Federal Member for Capricornia;
- State Member for Mirani;
- State Member for Rockhampton;
- Aurizon;
- Queensland Rail;
- Pacific National;
- Ergon Energy;
- Powerlink;
- Telstra;
- Darumbal People;
- Barada Kabalbara Yetimarala People;
- Scorpion Energy Pty Ltd – EPC 2128;
- Waratah Coal Pty Ltd – EPC 2268; and
- Arrow Energy Pty Ltd – Authority to Prospect (ATP) 700.

The purpose of the consultation was to update and brief agencies and stakeholders on the status of the Project, along with identifying and discussing potential impacts and management options.

### 6.4.3 EIS Notification and Submissions

A total of 34 written submissions were received during the public notification period of the EIS (6 November 2017 to 18 December 2017), which combined, provided 509 comments on the information presented in the EIS. Of the 34 submitters, seven submitters did not require any additional points or clarification. A single submission was made in support of the Project as it is proposed. Details of the interested parties are provided in Section 6.4.3.1.

The submissions were reviewed and categorised according to the relevant EIS chapter, technical area or appendix. Where recommendations were made to improve upon the information provided in the EIS, or where clarification of the information was sought, a cross-reference to the appropriate section of this SEIS where the recommendation or clarification is addressed, is provided at Appendix A13.

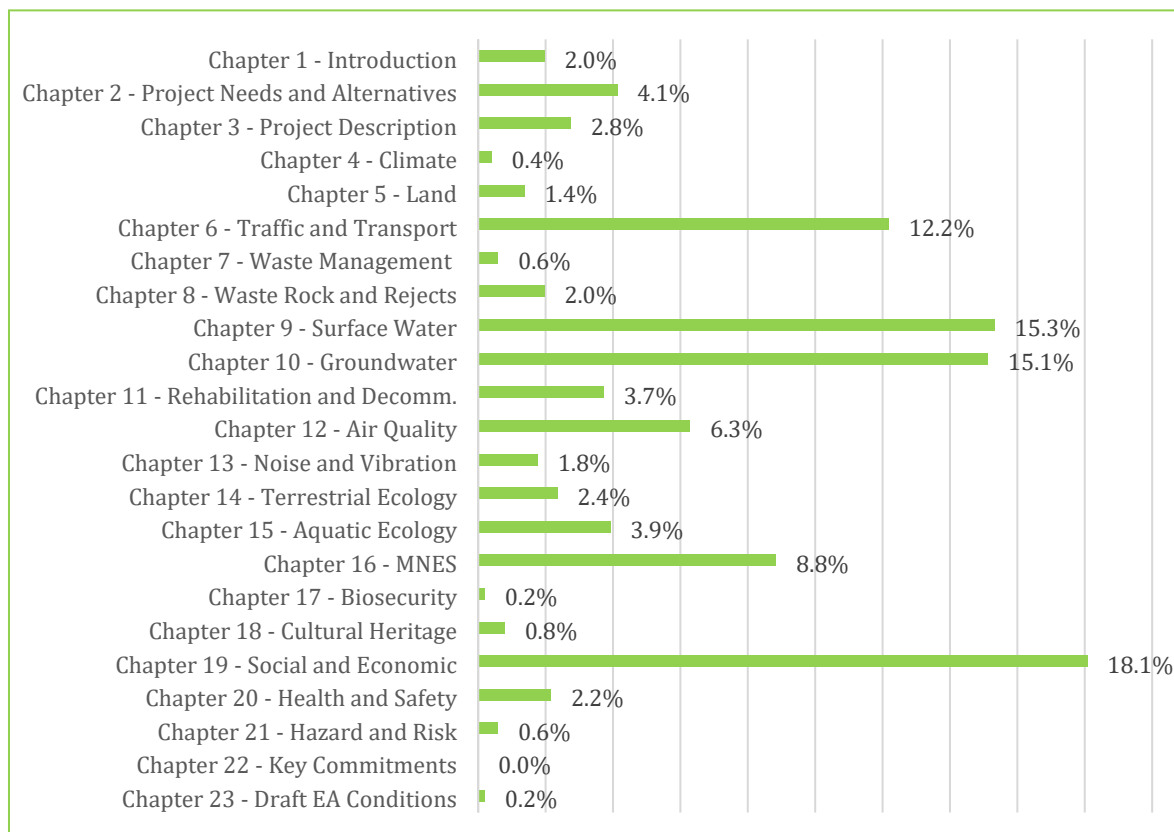
Where comments did not include a recommendation, seek clarification or where considered to be outside of the scope of the EIS, the comments were noted. Further, where recommendations were considered to have been already addressed in the EIS, these were noted and cross-referenced to the relevant section of the EIS. In these cases, the responses are included at Appendix A13.

#### 6.4.3.1 Summary of Submitters

A total of 34 interested parties including independent organisations, State and Commonwealth advisory agencies and government departments made submissions.

#### 6.4.3.2 Key Comments in Submissions

The submissions are categorised in accordance with the relevant chapters, technical areas and appendices of the EIS. A breakdown of the submissions by EIS chapter is provided in Figure 6-1. The issues raised form the basis of this SEIS.



### Figure 6-1 Percentage of submissions per EIS chapter

Following notification of the EIS, Central Queensland Coal consulted with DES, DotEE, advisory agencies, interested and affected persons to assist with their understanding of the EIS, the Project and the approvals process. Consultation was undertaken 21 - 22 November 2017 with representatives from government agencies. This took the form of a Government stakeholder briefing and site visit. A separate community consultation meeting was held 23 November and was attended by residents, Local Government representatives, service providers and businesses from the local community. Key issues raised during the meeting included:

- Employment opportunities for local communities (discussed in updated Chapter 19B);
- Potential impacts to emergency services and allied health services (discussed in updated Chapter 20 and Chapter 21);
- Infrastructure improvements to support the Project (discussed in updated Chapter 3);
- Spending royalties in the local area (discussed in updated Chapter 19A);
- Perceived issues associated with accommodation camps (discussed in updated Chapter 3);
- Impacts to environmental values (i.e. surface water and groundwater (discussed in updated Chapter 9 and Chapter 10 respectively); and
- Increased traffic and potential road closures due to blasting (discussed in updated Chapter 6).

The issues raised in the community consultation meeting have been addressed variously throughout the SEIS. The key chapters addressing the comments are shown in each of the dot points above; however, the concerns may also be addressed in other Chapters within the SEIS.

Targeted consultation has continued with meetings and discussions held with representatives of various Departments and service providers. The purpose of these discussions was to update and brief agencies and stakeholders on the status of the Project, along with identifying and discussing potential impacts and opportunities. Letters were also sent to the State Member for Mirani and Federal Member for Capricornia.

Central Queensland Coal is in the process of negotiating CHMPs which cover the protection and management of all Indigenous cultural heritage in the Project area for the purposes of the Project activities. Central Queensland Coal commenced the process of negotiating the CHMPs with the Darumbal People, the Barada Kabalbara Yetimarala People # 1 and Barada Kabalbara Yetimarala People # 2 on 27 June 2017.

Various communications were exchanged with the recognised Indigenous groups until 4 September 2017, when written notice was provided to the groups advising that due to changes in the planning and approval schedule for the Project, the commencement of discussions regarding the development of an approved CHMP has been set aside until early 2018. In January 2018 Central Queensland Coal recommenced the negotiations of the CHMPs with the three groups. Negotiations with each group will continue until each respective CHMP is finalised.

#### 6.4.4 Additional Consultation and Engagement

A second community consultation meeting was held on 19 July 2018 at the Marlborough Community Hall. The purpose of this forum was for the project management team to provide updates about the Project's development and how comments to the EIS have been addressed, and provide the community with further opportunity to provide input and feedback. Flyers advertising the meeting were placed at various businesses at Clairview, St Lawrence, Marlborough, Yaamba and The Caves. Residents of Marlborough and Ogmoo were advised of the meeting via the local mail delivery system. Approximately 40 people attended the meeting.

In addition to the community meeting, interviews were held with property owners that immediately adjoin the Project site. Various businesses at The Caves, Yaamba, Rockhampton and St Lawrence were also consulted. Both LSC and RRC were briefed on the Project as part of this engagement process. The Capricorn Conservation Council were also briefed in person on the updated Project design and progress of the EIS.

#### 6.4.5 Consultation Beyond EIS Stage

Engagement with Project stakeholders and the community will continue for the life of the Project and be delivered through a Stakeholder and Community Engagement Plan. The Plan will be designed to maximise community and stakeholder input into the Project's development and delivery (including mine decommissioning) through capacity building and two-way communication mechanisms which will be in place for the life of the Project. It also outlines the communication tools which will be used and the purpose of these tools. The Plan will remain a dynamic document and will be updated as required throughout the Project's duration.

## 7 Community Consultation Findings

The following sections describe the community aspirations and attitudes to the Project that were conveyed during the various consultation and engagement processes that have occurred to date.

### 7.1 Property Owners

The Project will principally occur on a property that is owned by an entity that is related to the Project Proponent. Owners of the two remaining properties (Strathmuir and Brussels) within the Project's disturbance footprint have had discussions with Central Queensland Coal since exploration commenced. As the Project development has advanced, discussions have focussed on the acquisition of the Strathmuir property and part of the Brussels property. The response to mine development has varied between families and individuals. The final response to the acquisitions will, to some extent, depend on the agreed level of compensation.

A concern of an adjoining property owner was the potential impact of the Project on groundwater and surface water availability and quality. Either surface water or groundwater, or both, provide the main source/s of water for cattle and domestic purposes. It was clarified during discussions with other adjacent and nearby property owners that groundwater, particularly within the identified drawdown area was not of suitable quality for grazing or domestic use and that surface water was the major water supply for the properties. Consequently, the minor drawdown that is predicted to occur outside of the Project ML will have little impact to property owners. Furthermore, the groundwater assessment, and in particular the drawdown modelling indicates that the groundwater at the property where the concern was raised will not be affected by drawdown and process that may adversely impact the groundwater resource. Other potential issues of concern were increased dust and noise, impacts to grazing such as damage to fencing and roads, and appropriate land management (i.e. fire, weed and pest species management).

An increase in illegal activities, such as violence, trespass and hunting, attributable to the Project's workforce was raised as concerns by one adjoining property owner (out of seven adjoining property owners).

### 7.2 Local Communities

Community aspirations vary within the local areas and nearby rural centres, and these different aspirations were expressed in the consultation undertaken with community members.

The local communities have not experienced mining activity since 1964 when the Queensland Government ceased mining operations. During this extended period, the populations of Marlborough and Ogmores have declined. Heavily reliant on beef cattle and passing travellers, many people see the Project as an opportunity to redress the declining population, provide employment and contracting opportunities and in doing so, be the catalyst for maintaining current services and improving both infrastructure and services.

The opportunity for locals to work at the Project and the follow-on benefits to the local community was a consistent theme from residents of Marlborough and Ogmores. Some residents noted that the Project will provide an opportunity for those that currently work in the mining sector to stay local, rather than having to endure shifts away from home working in the Bowen Basin. The ability for workers to be able to return home each night was overwhelmingly considered a positive attribute of the Project.



The commitment to the use of local services in support of the Project was seen as a positive by the local community. It was noted that local businesses will have the ability to upskill and provide more employment opportunities for local residents once the Project commences (i.e. expansion of the Marlborough Caravan Park).

It was noted that there was little opportunity for school leavers to utilise trade or tertiary qualifications and continue to live locally due to a lack of employment opportunities. The Project is seen as an opportunity to change this given the need for both trade or tertiary qualified workers. The commitment by the Project to connect into training opportunities such as school based trade programs and other programs run from the Central Queensland University was seen as a very positive initiative as it is seen to allow school leavers to remain connected with the local communities. This is particularly relevant in respect of continuing to remain involved in local grazing operations.

In-migration is generally regarded as a positive outcome, although considerable interest was shown in respect of where the non-local commute workforce would originate from (i.e. would there be overseas workers on visas working at the Project). The potential for the Project to attract new residents to the local area was seen as a positive for many reasons. At present the Ogmore Primary School is closed and the Marlborough Primary School numbers are presently stable; however, numbers are showing a decreasing trend over the longer term. Having new families move to the local community was seen as an opportunity to address the decline in student numbers and thus provide more certainty around the school staying open. Similarly having more people move to the area was seen as a further opportunity to retain a local Ambulance service and potential allow for additional policing. Additional interest was shown in respect to the Project's longevity and post-mining outcomes such as employment change.

It was felt that the impacts of the purchasing of local land by Defence will be felt quickly in the community, particularly once the local spend and the contribution to the community is lost. Key issues of concern are associated with the introduction of diseases associated with the use of the land by foreign defence forces, loss of prime cattle properties, the increased financial pressure on the entire rateable Livingstone Shire community by a significant reduction in rates revenue and the impacts on the Marlborough mechanics sheds, the local hotel, the local grocery shop and fast food shop, the service station and a local produce business which are all reliant on local business for survival.

A further concern associated with the Defence expansion was in respect to the continuation of social services if the local population decreases below viable service thresholds. The potential loss of student and staffing numbers at Marlborough School and the kindergarten due to displacement of local families is a major concern. The Project is seen as an opportunity to "fill the space" as the Project's development will occur in parallel to the Defence acquisition process and will to some extent, mitigate the loss of the grazing families from the community.

It was noted that towns such as Ogmore and Marlborough were having difficulty attracting funding from the LSC in respect of community led initiatives. The opportunities for royalties from the Project to be spent locally was considered a positive from the Project. There was understanding that the majority of the royalties would be spent elsewhere; however, there was hope that some of the royalties would get allocated to local initiatives through the Royalties for Resource Producing Communities Fund.

Whilst most people from Ogmore and Marlborough demonstrated overall support for the development of the Project, concern has been expressed for the environment. In particular, impacts to surface water and groundwater and the environmental values of the Great Barrier Reef World Heritage Area. Of the attendees at the second community engagement meeting, a single concern

about increased noise in Ogmore due to additional trains associated with the transport of coal was received.

Comments from residents of St Lawrence were positive about the Project. Echoing the sentiment of residents in Ogmore and Marlborough, the Project is seen as an opportunity for employment and improving the local economy as an alternate industry to grazing and tourism. The Project is seen as an opportunity for those currently working in the mining industry to work closer to home rather than having to commute to the Bowen Basin for work. This was described as a tangible benefit as workers will be able to return home each night, rather than experience regular shifts with, at times, lengthy absences from home. The Project is also seen as a positive through the utilisation of currently vacant accommodation within the St Lawrence region, and thereby adding a positive economic contribution within the community.

Responses about the Project from the community of Clairview were not as positive as those of the nearer communities. Negative feedback was received in relation to the likely increase in noise from additional trains being introduced to the existing rail network and potential for coal dust to impact water quality.

Sentiments of the businesses interviewed at The Caves and Yaamba were positive and the identified opportunities were similar to those of Marlborough and Ogmore. The principal benefits identified about the Project were the positive contribution that the Project will make to the local economy, the opportunity for employment of locals and having an alternate industry to grazing and tourism.

## 7.3 Relevant Councils

The following sections provide an overview of the input received about the Project from the relevant councils.

### 7.3.1 Livingstone Shire Council

Central Queensland Coal met with representatives of the LSC in July 2018 to discuss the Project. Attendees from Council includes representatives from the Planning, Natural Resources and Economic Development areas. An overview of the Project was provided to the LSC representatives in an interactive manner to allow two way contribution to the discussion.

Key areas of discussion included:

- The integration of the Project into LSC services framework;
- Mitigation of perceived environmental impacts and how the Project would address these to avoid any impost on LSC's sustainability and land management programs;
- Opportunities for local employment;
- The extent to which the Project would draw on local services and purchase locally; and
- Ongoing engagement with LSC during all phases of the Project.

### 7.3.2 Advance Rockhampton Region - Rockhampton Regional Council

Central Queensland Coal met with representatives of the “Advance Rockhampton Region” organisation, an initial of the RRC, in July 2018 to discuss the Project. An overview of the Project was provided to the RRC representatives in an interactive manner to allow two way contribution to the discussion.

Key areas of discussion included:

- The initiative of Rockhampton to establish itself as an advanced service hub for the resources sector and how this initiative would be able to benefit the Project in terms of skilled workers, logistics and support services;
- The accessibility of rail, road and port connectivity and how this could benefit the Project; and
- The preparedness of RRC to support the Project in securing local skilled workers and the provision of shuttle bus services similar to that provided for existing mines in the area.

## 7.4 Indigenous Response

Indigenous consultation and engagement with the relevant Indigenous parties has been undertaken through the development of CHMPs. The Project is viewed as a potential opportunity for providing Indigenous employment, contracting opportunities and their benefits. At the same time, concerns have been expressed over the potential to impact cultural heritage. Additional information in respect of Indigenous Cultural Heritage is provided in Chapter 18 of the SEIS.

## 8 Social Impacts

### 8.1 Summary of Social Impacts

Potential social impacts of the Project have been identified and assessed below. Potential impacts have been identified through a process of prediction considering the existing social environment, the nature of the Project, review of documentation on community character and values, and the outcomes of community consultation.

The Project's employment strategy is to target exiting residents from the local area and nearby rural centres. These are typically within a one hour drive from the Project. The impacts, both adverse and positive, are expected to have the greatest influence within these two areas. Social impacts may also occur at nearby urban centres, the broader local region and at the state level; however, these are expected to be of a minor nature given the preference for local employment, and more likely to be related to economic stimuli rather than social consideration.

A summary of the beneficial and adverse impacts, the associated phase of the Project and the area of influence are presented Table 8-1 and Table 8-2 respectively. Discussion of the potential beneficial and adverse impacts to the social and economic environment is provided in the following sections. Management and mitigation measures are provided in Section 9.

Table 8-1 Potential adverse impacts

Social Impact Theme	Description of potential adverse impact	Project Phase#	Area of influence
Housing and Accommodation	<ul style="list-style-type: none"> <li>Increased temporary accommodation requirements during construction and operations</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Increased permanent accommodation requirements</li> </ul>	Operation	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Changes to existing urban design of Marlborough and / or Ogmore</li> </ul>	Operation	Local area
	<ul style="list-style-type: none"> <li>Increase to cost of living in local area</li> </ul>	Operation	Local area and nearby rural centres
Health and Community Wellbeing	<ul style="list-style-type: none"> <li>People living adjacent or close to the Project's construction sites may experience reduced quality of living (e.g. changes in noise, air quality or lighting), particularly during construction and operations</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Stress for impacted landholders, particularly leading up to construction</li> </ul>	Construction	Local area
	<ul style="list-style-type: none"> <li>Potential visual amenity impacts</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Potential for traffic related incidents due to increased population</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Potential increase in local waste volumes through Project lifecycle, which combined with other potential cumulative waste impacts, may lead to the need to expand existing landfill facilities</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Potential water quality and water availability impacts during all Project phases resulting from potential watercourse disturbance, accidental pollutant and contaminant releases and reduction in available draw down at landholder bores</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>People living adjacent to and nearby residents impacted by dust deposition during construction, operation or decommissioning</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Noise generation during construction and operations from activities such as truck movements, blasting, construction of facilities and power generation impacting people living adjacent or nearby to the Project.</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Social identity of Marlborough and Ogmore altered in a negative way due to growth and redevelopment</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Social friction resulting from creation of an 'us and them' dynamic</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Diminished rural and agricultural identity</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Real or perceived deterioration of the safety of Marlborough and Ogmore</li> </ul>	Both	Local area
<ul style="list-style-type: none"> <li>Increased demand on educational services</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres	

Social Impact Theme	Description of potential adverse impact	Project Phase <sup>#</sup>	Area of influence
	<ul style="list-style-type: none"> <li>▪ Increased use of community infrastructure</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Amenity and safety effects associated with increases in traffic</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Increased demand on emergency and essential services</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>▪ Impacts on Indigenous people and culture</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>▪ Increased demand for community services and facilities</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Increased demand on existing municipal infrastructure</li> </ul>	Both	Local area
<b>Local Business and Industry Content</b>	<ul style="list-style-type: none"> <li>▪ The Project contributing to local skills shortages</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Difficulties attracting and retaining skilled staff for local businesses</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Foregone cattle grazing activities and loss of agricultural land due to mine site being on grazing land and resulting economic generation opportunities lost during Project lifecycle</li> </ul>	Both	Local and nearby urban centres
	<ul style="list-style-type: none"> <li>▪ Disruptions to farm operations during the mine lifecycle leading to revenue impacts for farming businesses.</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>▪ Stock feed and water quality impacted by dust deposition during construction, operation or decommissioning.</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>▪ Increased risk of bush fire from Project operations</li> </ul>	Both	Local area
<b>Workforce Management</b>	<ul style="list-style-type: none"> <li>▪ Social health effects associated with shift work and commute</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Difficulties attracting and retaining skilled staff</li> </ul>	Both	Local area and nearby rural centres

# refers to construction and operational phases

Table 8-2 Potential beneficial impacts

Potential impact area	Description of potential positive impact	Project Phase <sup>#</sup>	Area of influence
<b>Housing and Accommodation</b>	<ul style="list-style-type: none"> <li>Increased opportunity to rent or sell vacant housing</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
<b>Health and Community Wellbeing</b>	<ul style="list-style-type: none"> <li>Maintenance in social infrastructure if population increases driving need for increased services.</li> </ul>	Operation	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Population growth associated with construction and operation workforces</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>Change in demographic characteristics of resident populations at Marlborough and Ogmoo and nearby rural centres</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Presence of the Project and jobs and opportunities generated during Project lifecycle in the region leading to improved socio-economic conditions which has a proven correlation within improved health and social outcomes.</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Ability to monitor the health of local water resources on an ongoing basis.</li> </ul>	Both	Local area
	<ul style="list-style-type: none"> <li>Presence of trained first aid and emergency staff on site which can be made available to local community in emergency situations.</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Greater resources available in the event of a fire in the local and regional area.</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Investigations into the Indigenous and non-Indigenous cultural heritage within the mine site area and increased understanding of potential local cultural heritage.</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>Increased use of community infrastructure</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>Increased demand on educational services</li> </ul>	Both	Local area and nearby rural centres
<b>Local Business and Industry Content</b>	<ul style="list-style-type: none"> <li>Increased training and employment opportunities improving capabilities and skills in local and regional study areas</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>Generation of construction and operation opportunities</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>Employment and training opportunities arising across all stages of the Project lifecycle (particularly during construction and operations). Opportunities for people with existing skills in the mining industry and people without existing mining industry experience.</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>Injection of wealth into local and regional economy</li> </ul>	Both	Local area and nearby rural centres

Potential impact area	Description of potential positive impact	Project Phase <sup>#</sup>	Area of influence
	<ul style="list-style-type: none"> <li>▪ Opportunities for local and regional suppliers across all stages of the Project lifecycle (particularly during construction and operation).</li> </ul>	Both	Local area, nearby rural centres and nearby urban centres
	<ul style="list-style-type: none"> <li>▪ Potential opportunities to improve local road infrastructure.</li> </ul>	Both	Local area and nearby rural centres
	<ul style="list-style-type: none"> <li>▪ Potential increase in work for local waste service companies.</li> </ul>	Both	Local area and nearby rural centres

# refers to construction and operational phases



## 8.2 Analysis of Social Impacts

### 8.2.1 Population Change and Demographics

The majority of the Project's construction and operations workforces are expected to be sourced from people already residing in local communities such as Marlborough, Ogmoo, Yaamba, St Lawrence, The Caves and Clairview and then regional communities such as Yeppoon and Rockhampton if insufficient local workers can be sourced. As such, it is not expected that the Project during the construction, operation and decommissioning phases will generate a material population or demographic change in the local communities. It is also not expected that there will be significant in-migration to provide direct and in-direct support services to the Project. As such no specific mitigation measures beyond monitoring of statistical reports and ongoing stakeholder engagement is proposed.

### 8.2.2 Environmental Impacts

Although covered in detail in the SEIS, some of the main environmental impacts – directly impacting people in the local area – are summarised here as they contribute to the social impact of mining. Typically, in a social impact assessment context, environmental impacts are seen as impacts to amenity values. The main direct environmental impacts have potential to occur in the vicinity of the mine and should they occur, will affect a relatively small number of landowners who reside in close proximity to the mine site. The environmental impacts are expected to include dust, noise, vibration and visual amenity. Only one property on the ML will have resident owners or caretakers once operations commence. Additional families live on properties neighbouring the mine site, and downwind from the mining area. Notwithstanding, relatively few families will be directly impacted from noise, vibration or visual amenity. Additional properties will be impacted by dust, particularly during periods of relatively strong wind, although Central Queensland Coal will implement a range of options to reduce dust from mine operations, including watering of stockpiles and roads and progressive rehabilitation of mined areas.

Concern was expressed by one neighbouring landholder regarding the impact of the mine on groundwater. The main concern was in regard to drawdown of groundwater, notwithstanding groundwater is not typically used by property owners due to its unsuitability for domestic and grazing purposes. Similarly, concerns were raised by a small number of neighbouring landholders about potential for impacts to existing surface water resources and water quality. There are two water licences for irrigated farming and one for grazing water supply. As discussed in the SEIS, a comprehensive groundwater management plan will be implemented to minimise impacts on groundwater. This will include diversion banks to ensure mine water is recycled and used in the mine. At the same time, neighbouring property owners shall be provided with water from the mine to be used for both stock and domestic purposes where a net deficit occurs due to mining activities, or there is a surplus in the mine catchment. A more reliable source of water will help overcome one of the main constraints to grazing activities in the area.

The impact of noise, vibration and dust along the railway line will be determined primarily by the distance that townships and rural residences are located from the final railway alignment, along with the quantity of train traffic. Measures to reduce impacts to residences nearby to the rail as required by Aurizon and QR will be implemented. Options to reduce coal dust from the trains will continued to be assessed throughout the life of the Project.

### 8.2.3 Impacts on Rural Properties

The Project is located on three beef cattle properties. The majority of the Project is located on Mamelon Property which is also owned by the Proponent. It is anticipated that the Project will acquire part of the two adjoining properties Brussels which contains a section of haul road and Strathmuir will contains a further section of haul road, the TLF and balloon loop.

It is not anticipated there will be material impacts to rural properties adjoining the Project. Potential impacts to adjoining rural properties are generally limited to increased noise, changes in air quality and potential for groundwater draw-down. Mitigation measures have been developed for each of these potential impacts and are reported in the respective SEIS chapters. Central Queensland Coal is committed to the implementation of the mitigation measures proposed for each impact.

### 8.2.4 Impacts on Public Infrastructure

There is very little public infrastructure, aside from the local road network, within the Project area. The Traffic Impact Assessment at Appendix A4e has assessed impacts to the level of service and the road infrastructure. No material adverse impacts from the Project were identified.

The Project will ultimately upgrade the intersection at Mt Bison Road and the Bruce Highway. The upgrade of the intersection will result in beneficial impacts to users of the Mt Bison Road. Other further improvements to public infrastructure are expected to be generated by the Project, particularly in response to LSC and community initiatives.

### 8.2.5 Housing

Projects that generate significant employment and supply chain demand can have impacts on local and regional property markets in the form of inflationary pressure. However, in the current regional context where property prices have been falling, the potential impact of the Project to have such an impact is considered relatively low.

As identified in the Chapter 3 –Description of the Project, the workforce is anticipated to come from the local towns of Marlborough, Ogmoo, Clairview, Yaamba, The Caves and St Lawrence, as a local commute workforce. Should the local towns of Marlborough, Ogmoo, Clairview, Yaamba, The Caves and St Lawrence be able to service the Project, some minor impacts may occur to the housing market. It is expected that minor impacts to housing supply and cost in the impacted communities may arise. The Project should result in more houses coming on to the market, with homeowners using the Project as an opportunity to sell and mine workers taking the opportunity to buy in the local communities. The Project may also result in properties becoming available for rent due to homeowners looking to take advantage of any potential rental shortcomings.

The EIS referred to the proposed establishment of an overflow accommodation camp to be located at Mamelon, on the western side of the Bruce Highway. Since the release of the EIS, Central Queensland Coal has been in discussions with the owners of the Marlborough Caravan Park regarding upgrading the facilities there to provide additional accommodation for construction and operational workforce.

The Caravan Park owners are currently working with the Livingstone Shire Council to explore this option. The expansion of the Marlborough Caravan Park is expected to provide increased local employment and services opportunities in the Marlborough area. As the operation of the workers camp would have been under contract from an external service provider, the expansion of the

Marlborough Caravan Park and the opportunity for local employment is a better outcome for the Marlborough area.

### 8.2.6 Community Values

Evidence from the Hunter Valley and Bowen Basins indicates that community values and in particular the 'sense of community' can be promoted by coal mining. In areas where the workforce is permanently located in local towns the income level is boosted and mining companies often provide funding for local infrastructure or community activities. Both factors can help address the loss of community values that may otherwise occur as a result of a declining (and aging) population and difficulty in meeting basic economic needs.

The Project will impact community values as follows:

- If the Project goes ahead, there is potential for the LSC and IRC to support development of Marlborough / Ogmore / Yaamba / The Caves and St Lawrence / Clairview respectively. Consequently, the population of these towns may grow back to and potentially beyond their past population numbers, infrastructure and services will be improved, and income levels increased. This is expected to enhance community values; or
- If local towns are not developed, population growth will be predominantly through temporary residents, and infrastructure and services will remain inadequate, at least in the short to medium term. Under such a scenario, the local community is likely to be disenchanted with mining operations and may develop a feeling of 'lost opportunity', which may erode community values.

Whilst the Project is expected to have a relatively small impact on community values in the local communities, the Project will boost the local economies and contribute positively to the sense of community. The only negative impacts likely to result in these towns are from potential increases in housing prices and rental costs, and a possible increase in drug and alcohol abuse, and subsequent increase in crime. These adverse impacts typically associated with population growth and social change rather than specifically to resource projects.

### 8.2.7 Workforce Families

As the workforce will be sourced from local communities, or communities within generally a one hour commute, there is not expected to be impacts more typically identified with FiFo families.

### 8.2.8 Impacts on Disadvantaged Groups

The Project is expected to have minimal direct impact on disadvantaged groups, except for rising housing prices in the local area and nearby rural and urban centres. The absence of nearby projects means cumulative impacts are not anticipated to lead to higher house prices and increased rental costs across a broader area. The price of locally produced goods and services is also expected to increase (due primarily to higher labour costs).

The increase in the cost of living may disadvantage low income earners, in particular single parents and aged pensioners. Disadvantaged groups may also be adversely impacted as a result of population growth, without an expansion of public infrastructure and services, particularly facilities that cater for the aged and disabled.

### 8.2.9 Impacts on Indigenous Communities

Much of the Project area is subject to a Registered Native Title Claim. However, few Indigenous people reside near or regularly utilise land or resources on the proposed Project area. Cultural heritage surveys will be undertaken prior to and during construction activities. If Indigenous cultural heritage is identified during the course of the study, it will be protected in accordance with the requirements of the CHMP.

The Indigenous population is not expected to be disadvantaged by the Project. In contrast, employment and contracting opportunities will be created. Training and training provided to both the Indigenous and non-Indigenous community.

### 8.2.10 Opportunities for Employment

The Project will have an approximate construction workforce of 200 people during the peak construction period. A proposed workforce of between 250 to 500 employees will be required during the mine operations. Opportunities for employment will exist for the smaller towns, of Ogmoo, Marlborough, St Lawrence, Clairview, Yaamba and The Caves. Yeppoon and Rockhampton have a large pool of mine contractors and an established capacity to serve the coal mining industry. Mackay and Sarina may also form part of the makeup of employees expected to service the Project.

Employment of local people will directly benefit household income and provide indirect community benefits through higher wages. For those employed or contracted during the Project's phases, it is expected that they will experience a change in the standard of living and increase in their economic resilience. Hiring of local peoples may boost the morale and assurance of communities.

In recent years mining sector wages have fallen in recent years as a result of the resources sector downturn and the restructuring of the industrial relations environment. Notwithstanding, there is a potential that the wage differential associated with the resource sector has the potential to draw labour from other industry sectors. To minimise the impact on other industry sectors, this issue will be managed and addressed in the Workforce Management Plan which will be developed prior to construction of the Project.

### 8.2.11 Potential Business Opportunities

Local procurement will generate local business activity and generate indirect employment. A significant proportion of the goods and services are expected to be sourced locally, and where available from Marlborough, The Caves, St Lawrence, Yaamba, Yeppoon, Rockhampton and Mackay and will therefore benefit Central Queensland. Central Queensland Coal will encourage local business opportunities and look for ways to form partnerships that provide good social and economic outcomes.

There is the potential for the Project to generate significant employment and supply chain demand in the region. During the construction and operational phase, the Project is likely to result in the need for goods supply and resources.

### 8.2.12 Transport and Site Access Issues

The construction and operational workforce will be local commute workers. The skills of these workers will vary depending on the stage of development. The Project site is easily accessible via major roads including the Bruce Highway. During Construction, if there is a shortfall in personnel from the local area, workers will be sourced from Rockhampton and Yeppoon and could potentially

be bussed in on a daily basis. For Operational personnel, this would be less likely, however would also be an option if manning shortfalls occurred.

### 8.2.13 Local Traffic

Increased traffic in the area has the potential to impact upon the existing transport infrastructure if they are not appropriately managed. The potential impacts from the Project traffic and transport activities include:

- Potential for traffic accidents resulting in property damage or serious injury and fatality;
- Road delays on the Bruce Highway;
- Increase incidence of spills, fires or explosions because of the transportation of hazardous and dangerous goods; and
- Damage to property and collision because of poor pavement or deteriorating pavement as a result of Project vehicles; however, Chapter 6 – Traffic and Transport indicates that the roads in the local areas from The Caves to Clairview will see increases of less than 5% and will not be impacted.

### 8.2.14 Exclusion of the Community

Surrounding property owners and landholders will be potentially impacted by mining construction and operation activities such as:

- Disruptions to farm operations during the lifetime of the mine and decreased investment in the land;
- Increased traffic potentially impacting access and operations on properties;
- Stress, particularly during the lead up to construction when there is greater uncertainty over what lies ahead;
- A change to the character of the area, and particularly, a change to agricultural land uses and the landscape of the region with consequential effects on property owners' attachment to place; and
- Potential dust, noise, vibration and visual amenity impacts.

### 8.2.15 Disruption to Community Cohesion

The reported offences rate in the LSC is below the rate for Queensland. The majority of the workforce is anticipated to be drawn from the surrounding townships of Marlborough, Ogmores, St Lawrence, The Caves, Yaamba and Clairview. Consequently, it is not expected the issues of interaction between workers and the community, and alcohol consumption leading to community impacts will increase beyond what already exists. Notwithstanding, Central Queensland Coal will develop community wellbeing strategies for both local commute and the non-local commute workforce.

## 8.2.16 Increased Demand on Community and Essential Services

### 8.2.16.1 Health and Emergency Services

There is unlikely to be significant increased demand on ambulance and paramedic services within the study area during the Project. In terms of emergency services such as ambulances, police and fire services. It is possible that serious medical emergencies will require the local CQ Rescue Helicopter Service (and the Royal Flying Doctor Service if required).

The Marlborough Police Station's operating hours vary whereas the St Lawrence Station currently operates on Tuesday from 9 am to 1 pm. Neither of these stations can be relied upon for emergency services and it is expected emergency personnel will come from Rockhampton. However, it is expected that Services will be improved as the population increases. There are SES and QFES Rural Fire Services representatives in these local communities that attend emergencies now, such as car accidents. The Mine will have its own Fully Equipped Emergency Mines Rescue Personnel as required under the Qld Coal Mining Safety and Health Legislation, who will be able to assist in the Community.

Due to the nature and location of the workforce, increased demand in community and essential services is not expected to be significant. The use of residents is not expected to change the current demand for community health services in the region. There may be a minor increase to the demand for community services, including medical health services that occur because of the Project. Minor illnesses and injuries will be treated onsite and at the Project's first aid facility which will not increase demand on health services. In extreme cases, emergency evacuation of patients may be required from the Project to Rockhampton or Mackay for more specialist healthcare provision. This increased demand will draw on the existing supply of such services for the hospital but is expected to be infrequent.

It is expected that some impacts on health services may occur as a result of accidents that could possibly occur as part of the Project. A search of available data was undertaken for the Rockhampton Hospital, Mackay Hospital, Dysart and Capricorn Coast Hospital (see Table 8-3 and Table 8-4). As identified in Table 8-3 Rockhampton has 200 to 500 hospital beds available and had 12,981 patient admissions in 2015-2016. The Rockhampton Hospital will be the main hospital that may require Project workers to visit should an incident occur.

**Table 8-3 Hospital data**

Hospital	Hospital Beds	Medical Emergency Patient Admissions (2015-2016)	Time Spent by All Patients in the Emergency Department (2016 -2017)	
			No.	Median Time
Rockhampton	200 - 500	12,981	47,927	2 hrs 42 mins
Mackay	100 - 199	10,515	45,657	2 hrs 48 mins
Dysart	<50	476	N/A	N/A
Capricorn Coast Hospital	<50	3,640	N/A	N/A

Source: Australian Institute of Health and Welfare 2018

Number of patients and emergency waiting times have been identified for the two major hospitals in proximity to the Project, the Rockhampton and Mackay hospital. As identified in Table 8-4, patients at Rockhampton are predominately seen within the required treatment time. This is also the same at Mackay except for treatment that requires 30 minutes. Only 57% of these patients are seen on time. With this being said, it is expected that in the event of a Project related medical emergency occurring the patient would be accommodated at either of the identified hospitals.

**Table 8-4 Emergency waiting times**

Hospital	Resuscitation waiting time (requires treatment immediately) (2016-2017)		Emergency waiting time (requires treatment within 10 minutes) (2016-2017)		Urgent waiting time (requires treatment within 30 minutes) (2016-2017)		Semi-urgent waiting time (requires treatment within 60 minutes) (2016-2017)		Non-urgent waiting time (treatment recommended within 120 minutes) (2016-2017)	
	No.	% Treated within time	No.	% Treated within time	No.	% Treated within time	No.	% Treated within time	No.	% Treated within time
Rockhampton	220	98%	5,475	88%	19,854	84 %	18,475	86 %	1,259	96 %
Mackay	520	99%	6,330	80%	21,459	57%	13,985	72%	1,305	95%

Source: Australian Institute of Health and Welfare 2018

Note: Dysart and Capricorn Coast Hospital not included in this table as data is not available for these hospitals

### 8.2.16.2 Education Services

The LSC LGA has 13 primary schools and three secondary schools, it is anticipated that any additional demand will be able to be accommodated by these educational services. Rockhampton has 18 private schools, 22 state primary schools, four state high schools, and the Central Queensland University (RRC 2017b), it is expected that any further demand because of the Project will be accommodated by these educational services.

The Project has the potential to impact education services in the region. However, the majority of the work force during construction and operation will be locally sourced and therefore, local education services have already been used. The IRC area has 18 schools and Mackay Regional Council (MRC) area has 43 schools. It is anticipated that any additional demand will be able to be accommodated by these educational services. In addition, the LSC has 13 primary schools and three secondary schools and Rockhampton has 18 private schools, 22 state primary schools, four state high schools, and the Central Queensland University (RRC 2017). It is expected that any further demand because of the Project will also be accommodated by these educational services.

## 9 Management, Mitigation and Enhancement

### Measures

This section provides details on management, mitigation and enhancement measures relevant to identified social impacts associated with the Project. Potential measures which address identified impacts have been derived through the following processes:

- Direct consultation with the affected community;
- Engagement with associated key stakeholders including state and local government agencies; and
- Consideration of Project impacts in the context of existing social conditions.

Mitigation measures have been identified for potential adverse impacts on the social environment which were assessed as having a moderate, high or major level of significance, as provided in this section. The key to the effectiveness of any management, mitigation or enhancement measure is implementation by the relevant responsible party or parties. Many issues and impacts associated with the social environment may only be effectively mitigated through a collaborative approach to implementation.

#### 9.1 Demographic and Demographic Change

It is not anticipated that there will be a material increase in the local and regional populations associated with the Project. The majority of the Project's construction and operations workforces are expected to be drawn from local and regional communities. Consequently, impacts are assessed as being of low significance and therefore additional specific mitigation measures beyond monitoring of statistical reports and ongoing stakeholder engagement are not proposed.

Central Queensland Coal understands the value in working in partnership with local government, state government agencies and other proponents to derive and implement strategies that enable the provision and maintenance of a healthy and functioning social environment in the local and regional communities. Central Queensland Coal will actively participate with LSC, RRC and IRC in programs addressing key existing and emerging community issues. A key component of this will be the implementation of sound community engagement practices.

#### 9.2 Indigenous Community

The Project has the capacity to positively impact on relevant Indigenous parties in the Project area through the provision of increased employment, education, training and business opportunities. Central Queensland Coal, and/or its contractors will enhance this benefit via the identification of appropriate methods to recruit and retain Indigenous Australians in consultation with the relevant Indigenous parties, DATSIP, Skills Queensland and other relevant Indigenous community representatives.

The potential for the negative impact on Indigenous peoples in the area through impacts upon cultural heritage will be addressed through the CHMPs. A cultural awareness program will be developed and implemented as part of the Project's induction program for relevant staff and contractors.



### 9.3 Housing and Accommodation

Central Queensland Coal will implement their workforce housing and accommodation strategies through the relevant Action Plans (see Appendix 1). The key premise of the Project's housing and accommodation strategy is to employ its workforce from communities within the local area. The majority of the workforce is expected to reside between Clairview to the north and The Caves to the south and Central Queensland Coal will look to Rockhampton and Yeppoon if shortfalls in personnel should arise. Specialist contractors, consultants and Original Equipment Manufacturer (OEM) Experts will come from Rockhampton, Yeppoon and Mackay and further afield if necessary. Consequently, there is unlikely to be material levels of in-migration putting pressure on local housing as a result of the Project. Notwithstanding, Central Queensland Coal will monitor the levels of locally residing workers and where material increases in non-local worker number present, Central Queensland Coal will revisit its local recruitment strategies.

Central Queensland Coal will liaise with LSC, RRC and IRC in regard to responding to housing and accommodation issues in local communities. Where adverse and/or beneficial impacts are identified, Central Queensland Coal will work with the relevant Council/s to mitigate adverse issues or to take advantage of beneficial opportunities.

### 9.4 Residential Amenity

Activities associated with the Project have the potential to result in effects to the prevailing level of environmental health to the nearby communities of Marlborough and Ogmoo. These effects include the likely increase in traffic in these communities (particularly during shift changeover times at 6am or 07:00am and 6pm or 07:00pm), potential changes to the existing urban design commensurate with any material increase in population that may result from workers moving to the communities and increase in demand on existing municipal infrastructure. The potential for Project activities to generate these impacts has been identified as being of moderate significance. However, it's more likely Central Queensland Coal will bring the population back up to what it was in the past and the municipal infrastructure will see utilisation back to sustainable levels.

Central Queensland Coal will work in partnership with the LSC, relevant Queensland Government departments and relevant emergency services, where appropriate, to mitigate the negative impacts. Central Queensland Coal will assist the management of traffic related Project effects through the provision of a bus service for the Construction and Operational workforce that is utilising the Marlborough Caravan Park at shift rotations.

A code of conduct will be developed for the Project workforce and will be linked to employee contract conditions. Central Queensland Coal will also encourage integration of the workforce into the community through participation programs, to compliment current employees who are invested in the local community.

### 9.5 Employment, Education and Training

One of the many positive impacts of the Project will be the generation of employment during the construction phase. Central Queensland Coal aims to enhance this positive impact by utilising a local and regional skilled construction workforce, where available. The provision of equitable financial incentives, and the establishment of an equal opportunity policy will also result in positive benefits.

During the operational phase local and regionally skilled workers will also be the focus of the Central Queensland Coal employment process. The Project provides an opportunity for local and regional

trade workers to enhance their trade related skills with Heavy Mobile Equipment and Mining related skills, which are easily transferrable. This provides an opportunity for workers to move to the local or regional area should they wish to. Central Queensland Coal will work similarly to enhance this positive impact via the attraction of a skilled operations workforce through a rigorous selection process, advertising of employment opportunities and the application of a recruitment strategy.

The Project will generate education and training opportunities in both the construction and operational phases. The need for skills in certain fields will stimulate regional demand for relevant training. Central Queensland Coal will take measures to enhance the positive impacts via the provision of traineeships and apprenticeships, and the promotion of employment opportunities and provision of workforce requirements to Skills Queensland and other relevant organisations.

The Project has the potential to contribute to regional skills shortages and to draw skills from other businesses, to generate opportunities for local businesses, and to increase the cost of living in the local area, all of which are considered to be of social significance. Central Queensland Coal will work to mitigate the adverse aspects and enhance the beneficial aspects of these impacts via the implementation of a rigorous selection process, assistance with skills development through provision of information to Skills Queensland and the promotion of employment opportunities. Central Queensland Coal will also establish productive partnerships with the local and regional business communities through various engagement and communication means.

To enhance positive impacts Central Queensland Coal will also encourage contractors to release work packages in accordance with the Australian Industry Participation Policy, advertise tender opportunities on the ICN Gateway, and to advertise business and tender opportunities locally.

### 9.5.1 Local Economic Conditions

The Project is predicted to contribute to the local economic conditions. The main beneficial impacts are the generation of opportunities for local businesses, and the injection of wealth into the local and regional economies.

The negative impacts include increased competition for skilled labour in the region and the potential for an increase in the cost of living in the local area. It is expected that the below mitigation measures in conjunction with the beneficial impacts will balance these negative impacts. Central Queensland Coal will assist in skills development by providing information to Skills Queensland and other educational and training organisations, the promotion of employment opportunities in the local and regional communities directly and / or through contractors and the establishment of productive partnerships with businesses in Marlborough and Ogmores. Central Queensland Coal will maintain regular contact with educational and training organisations about future workforce requirements to assist them in shaping their programs to respond to demand.

## 9.6 Health and Safety

The Project has the potential to impact workers' families who commute from regional communities such as Clairview, St Lawrence, The Caves and Yaamba, particularly where commuting is associated with shift work. The potential for increased traffic related incidents due to the increase in population, adverse health effects associated with shift work and real or perceived deterioration in the safety and security of the local Marlborough and Ogmores communities, have been considered.

Proposed mitigation measures which will be discussed with Queensland Health include:

- The provision on-site first aid and emergency response facilities for the Project workforce;
- Development of a Safety and Health Management System which implements preventative measures on and off site and includes an Emergency Response Plan to address emergency incidents;
- Collection of accurate baseline information relating to increased demands on health services to enable appropriate planning and support;
- Development and implementation of workforce wellbeing programs; and
- Enhancement of inductions and the screening of applicants to assess workers for their suitability to the lifestyle of shift work and inclusion of material in induction kits and application packages targeted at families to assist in any commuting arrangements.

## 9.7 Local Traffic

Historically, traffic incidents on local roads nearby the mine have been minimal. Therefore, by providing a sufficiently sealed access road with adequate sight distance and appropriately formed intersections, a safe driving environment for mine traffic will be provided.

To limit driver fatigue, communal transport for workers will be provided for mine staff from Marlborough, and further out to The Caves, St Lawrence and Clairview if workforce numbers from those areas warrant shuttle services. Fatigue management strategies will be developed for external mine traffic. This will include measures for long haul of goods and services to the mine to adhere to, required rest periods and safe driving practices.

The scheduling of shift changes and delivery of dangerous goods and oversize machinery will be structured to avoid school bus services. Ongoing consultation will be undertaken with local bus service providers to ensure appropriate scheduling is retained. The unformed casual pick-up areas used by the local bus service are considered suitable due to the existing traffic environment. If highway traffic volumes were to increase significantly as a result of the Project, provisions for more formalised bus facilities, including shelters, traffic signage and sealed bus stopping areas clear of the highway will be considered.

## 9.8 Health and Community Infrastructure

The potential for population growth in Marlborough, Ogmoo, St Lawrence, The Caves and Clairview is likely to generate positive impacts. These positive impacts are associated with increased community participation in the regional towns. However, if not adequately planned for, the increased usage of facilities and services could also result in deficits for the local population.

The increased demand in health and emergency services a potential for both adverse and beneficial impacts. It is expected that as demand increases in local health and emergency services the increased usage will act to support the retention of such local services. Whereas, should the decline in the local population continue, particularly associated with the Defence buyout of land, it is likely the threshold levels required to maintain these services will not be achieved and the services lost to the local community. The increased usage of general community infrastructure is of moderate social significance, as is the increased demand on essential services. However, these impacts would likely be countered by the reduced population in the area due to the ADF Land Acquisitions.

The mitigation measures proposed at Section 9.6 Health and Safety will also apply to mitigating impacts to health and community infrastructure.

Central Queensland Coal intends to establish partnerships with emergency service providers to develop an appropriate Safety and Health Management System. The Safety and Health Management System will include preventative measures on and off site, safety equipment alignment, joint training and exercises and includes an Emergency Response Plan to address emergency incidents. A Road-use Management Plan and Traffic Management Plans, which include actions to address potential safety issues due to increased construction traffic, will also be implemented.

## 9.9 Social Identity and Cohesion

The Project will provide a positive opportunity for community growth, increased involvement in community activities, and hope for new opportunities for residents in the broader region, specifically in relation to the operational phases when permanent workforces may elect to settle in the local and regional towns. The positive impact of the potential for reinvigoration of the Marlborough and Ogmore communities is considered to be an important social benefit.

The potential exists for the emergence of a competitive 'us and them' dynamic as has been observed elsewhere (i.e. the gas field projects in the Surat Basin) may cause friction between earlier residents and newcomers. Similarly, the potential for the social identity of Marlborough and Ogmore and to a lesser extent St Lawrence and Clairview, to be altered due to growth and redevelopment. These impacts have been identified as being of moderate importance. These impacts are mitigated by the existing mine operations personnel who live in these areas and currently commute to the Bowen Basin and the established QMAG Project south of Marlborough and will be further mitigated by the development of partnerships with the LSC, RRC and IRC and the relevant services. The mitigations will entail the integration of new residents into the community through involvement and participation programs.

# 10 Social Impact Management Strategies

The following sections outline the strategies that will be developed and implemented by the Project in respect of managing potential social impacts arising from the Project.

## 10.1 Social Management Strategies

### 10.1.1 Workforce Management Strategy

The Workforce Management Strategy objective is to attract and maintain a capable and competent workforce from the local and regional areas across the life of the Project.

The Workforce Management Strategy will focus on recruitment of people at a local, regional, and then state level, and will include policies regarding employment of Indigenous people and other disadvantaged groups.

The Workforce Management Strategy will include (but not be limited to):

- Central Queensland Coal’s commitment to communicate and integrate within the procurement strategies and procedures of the company and within its supply chains;
- A Workforce Recruitment and Management Strategy; and
- A Workforce Behaviour Code of Conduct.

The indicative framework for this strategy is shown at Table 10-1.

**Table 10-1 Workforce Management Strategy framework**

Workforce Management Strategy	
Central Queensland Coal Commitment	<p>Central Queensland Coal and its contractors will encourage local and regional residents to seek employment opportunities at the Project to assist in staff and crew retention and strengthen the local communities and their economies.</p> <p>Central Queensland Coal and its contractors will enhance employment opportunities for all members of the community by providing education, training, skills development and employment organisations with regular updates about workforce requirements.</p> <p>To the extent practicable, local contractors with a commitment to implementing skills and training programs will be selected for contracts.</p>
Objective	<p>To attract and maintain a well-trained and highly skilled workforce from the LSC, RRC, and IRC areas across the life of the Project.</p> <p>To enhance workforce retention rates, particularly retention rates of the resident workforce from the Council areas.</p> <p>To support the employment, retention and career development of a workforce, guided by inclusive gender policies.</p>
Content	<p>The Workforce Management Strategy will include (but not be limited to):</p> <ul style="list-style-type: none"> <li>▪ Central Queensland Coal commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;</li> <li>▪ A Workforce Recruitment and Management Strategy; and</li> <li>▪ A Workforce Behaviour Code of Conduct.</li> </ul>
Key Stakeholders	To be identified in consultation with relevant Councils and DSDMIP.
Impacts / benefits to manage	To be identified with stakeholders; however, the following are provided as a guide to begin discussions:

Workforce Management Strategy	
	<ul style="list-style-type: none"> <li>▪ Employment opportunities in the local region;</li> <li>▪ Change in the standard of living (associated with wages) and flow on changes to housing; and</li> <li>▪ Changes to employment in other industries in the regions.</li> </ul>

The following sections provide an overview of the key aspects of the main strategies.

#### 10.1.1.1 Workforce Recruitment Strategy

Central Queensland Coal is targeting local and then regional residents to take up employment opportunities with the Project. The focus on local and regional employment opportunities is to assist with staff retention and to strengthen the local communities and economies.

For the Project, its contractors will be responsible for employing the majority of the workforce and they will develop workforce management plans to outline their approach to workforce recruitment and management. Contractors will be expected to enhance employment opportunities by providing training, skills development and employment organisations with regular updates about workforce requirements. Only contractors with a commitment to implementing skills and training programs will be considered for the Project.

The contractors' recruitment strategies will include:

- Locations from which the workforce could be sourced, structured around local and then regional residents having priority;
- Contact details for local recruitment and skills development organisations with which partnerships would be established to ensure awareness of requirements and opportunities;
- Equal opportunity employment policy; and
- Details of opportunities for structured training (e.g., apprenticeships, traineeships, graduate support programs) related to the workforce needs of the Project.

Within the workforce recruitment strategy, it is expected local and regional employment opportunities will be maximised by:

- Timely and regular communication of employment opportunities in each phase of the Project and advice as to how such opportunities may be secured to members of the local and regional community;
- Notification of opportunities to relevant schools and TAFE colleges for graduate students forward planning;
- Collaboration with the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) to inform about skills required and support matching of those with Indigenous residents of the local and regional area;
- Ongoing consultation with Skills Queensland to assess employment requirements in the region;
- Assistance from Skills Queensland to secure funding for local and regional employees, where available;
- Collaboration with relevant agencies to promote access to nationally accredited courses for staff and local job seekers;

- Collaboration with relevant training providers to identify skills gaps and promote targeted training programs;
- Investigation of partnership arrangements with registered training organisations (RTOs) to conduct training for local businesses in procurement and Health, Safety, Security and Environment (HSSE) standards;
- Provision of updates on required roles where there are shortages by:
  - Consultation with Department of Education, Training and Employment and Skills Queensland
  - Liaison with local, regional and state TAFE colleges offering the relevant certificate courses
  - Liaison with Central Queensland University in Rockhampton and other Queensland based universities offering the relevant professional degree courses
- Provision of in-house training where required;
- Information meetings on special topics if required; and
- Forward planning to backfill from the local and regional employment base.

#### **10.1.1.2 Workers Code of Conduct**

A code of conduct will be developed for the Projects workforce. The code of conduct will be linked to employee contract conditions and will include:

- Compliance with relevant state, territory and Commonwealth laws;
- ‘Zero tolerance’ for drug and alcohol use whilst working, which will be monitored through mandatory drug and alcohol testing;
- Minimum workforce behavioural standards with consequences for non-compliance;
- Being respectful of the communities within which they work and visit and refrain from any behaviour which could be harmful and / or result in negative impacts on the communities; and
- Using work vehicles appropriately and in accordance with the company’s policies regarding transportation to and from the site.

All Central Queensland Coal and contract workers will be required to adhere to the code of conduct when on shift, staying in the Marlborough Caravan Park, travelling to and from accommodation locations and when undertaking work related responsibilities (e.g., when in uniform or attending work related functions).

### 10.1.1.3 Worker Health, Safety and Wellbeing

In order to retain and attract workers and provide long term career pathways Central Queensland Coal and its contractors will include conditions around worker health, safety and wellbeing strategies in their employment approach. These would include, but are not limited to:

- Provision of first aid and emergency services for workforce while at work;
- Provision of transport from airports / key locations to the mine/ Marlborough Caravan Park at the start and end of shift rosters;
- Provision of transport between Marlborough Caravan Park and the mine for the daily shifts for non-commute workforce;
- Access to counselling services;
- Development and implementation of safety and health policies;
- Provision of information about programs such as:
  - Financial planning and management
  - Health and fitness programs
  - Fatigue management
- Health care providers and other representatives will be invited to make presentations to workers to educate on preventative health and wellbeing initiatives.

In addition to contractor responsibilities Central Queensland Coal will support programs that address needs of the workers and their families who may choose to relocate to live locally. These programs will include workforce integration and cohesion programs through increased support and partnership with local community organisations. Central Queensland Coal will also contribute to initiative that focus on improving the liveability of local towns for example providing assistance to organisations that organise and promote community activities and events.

### 10.1.1.4 Education and Training

Central Queensland Coal will maintain regular liaison with educational and training organisations about future workforce requirements to assist them in shaping their programs to respond to demand. There are numerous organisations and facilities offering educational and training services in Rockhampton, such as the Central Queensland University TAFE at Rockhampton and Registered Training Organisations. These facilities offer courses ranging from basic certification courses to apprenticeships and associate degrees. In addition, federal and state government programs are available to assist with fees and other expenses. However, to attract and retain staff and ensure that an appropriately skilled workforce is engaged, Central Queensland Coal will encourage the contractors to provide Project-specific training opportunities.

The principal mining contractor will be required to:

- Maintain regular contact with organisers of training programs for up-skilling workforce, obtaining appropriate health and safety education and appropriate certification;
- Provide the opportunity for at least two apprentices per year across their operations; and



- Provide employee induction and toolbox meetings (covering aspects of worker behaviour, company expectations, community perceptions of behaviour, health record, etc.).

Central Queensland Coal will aim to support trainees and graduate students in its operations. Where able, a student training program will be supported which will include the opportunity for students to undertake vacation work to build their experience in readiness for graduation. Pathways and initiatives to support the development of students from local communities will be a key initiative to create education and training opportunities.

#### **10.1.1.5 Indigenous Education and Training**

Central Queensland Coal is committed to improving opportunities for Indigenous people and its contractors will:

- Maintain regular contact with organisers of Indigenous training programs for up-skilling workforce, obtaining appropriate health and safety education and obtaining the appropriate certification;
- Investigate a pathway between Indigenous school students in relevant areas and work opportunities at the mine;
- Provide employee induction and toolbox meetings (covering aspects of worker behaviour, company expectations, community perceptions of behaviour, health record, etc.); and
- Continue dialogue with the relevant Indigenous parties in relation to education and training initiatives and aspirations.

#### **10.1.2 Local Business and Industry Content Strategy**

The Local Business and Industry Content Strategy will support businesses in the local and broader regional areas across the life of the Project. The plan will promote and implement fair and equitable access for businesses in the LSC, RRC, and IRC areas, to supply chain tendering opportunities associated with the Project.

The Local Business and Industry Content Strategy will include (but not limited to):

- Central Queensland Coal's commitment to communicate and integrate within the procurement strategies and procedures of the company and within its supply chains;
- Outline how Central Queensland Coal will engage with industry across the local and broader regional areas using existing methods and will promote procurement opportunities to local industry (including effective communication of scope of works and tender opportunities) and promote capability requirements to local industry;
- Identify capable industries within the local and broader regional areas; and
- Engage with contractors or subcontractors based on the most competitive tender proposal, that shall include (amongst other things) consideration of direct and indirect cost factors, past performance, reliability, maintainability, innovation, whole-of-life costs, value, safety compliance, environmental sustainability performance, financial capability, and supply chain reliability.

The indicative framework for this strategy is shown at Table 10-2.

**Table 10-2 Local Business and Industry Content Strategy**

<b>Local Business and Industry Content Strategy</b>	
Central Queensland Coal Commitment	To provide full, fair and reasonable opportunity for capable local industry to compete for the supply of goods and services for the Project.
Objective	To support businesses in the local region across the life of the Project. To promote and implement fair and equitable access for businesses, in the local region to supply chain tendering opportunities associated with and across the life of the Project.
Content	The Local Business and Industry Content Strategy will include (but not be limited to): <ul style="list-style-type: none"> <li>▪ Central Queensland Coal commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;</li> <li>▪ Outline how Central Queensland Coal will engage with and continue to engage with, industry across the local region using existing methods and will: <ul style="list-style-type: none"> <li>○ promote procurement opportunities to local industry (including effective communication of scope of works and tender opportunities)</li> <li>○ promote capability requirements to local industry</li> </ul> </li> <li>▪ Identify capable industries within the local region; and</li> <li>▪ Engage with contractors or subcontractors based on the most competitive tender proposal, that shall include (amongst other things) consideration of direct and indirect cost factors, past performance, reliability, maintainability, innovation, whole-of-life costs, value, safety compliance, environmental sustainability performance, financial capability, and supply chain reliability.</li> </ul>
Key Stakeholders	To be identified in consultation with relevant Councils and DSDMIP.
Impacts / benefits to manage	To be identified with stakeholders; however, the following are provided as a guide to begin discussions: <ul style="list-style-type: none"> <li>▪ Change in business opportunities in the local region; and</li> <li>▪ Access to industry portals and their requirements.</li> </ul>

Along with increased local and regional employment opportunities, the Project will provide local and regional business the opportunity to supply goods and services to construction and operations contractors.

#### **10.1.2.1 Australian Industry Participation Policy**

Central Queensland Coal will encourage contractors to maximise local industry participation and give preference to suppliers of Australian-manufactured equipment that is competitively priced and complies with the relevant standards and specifications via best practice approaches. Contractors will be required to outline how they will source sub-contractors with a focus on local and regional suppliers as part of their tendering process.

Central Queensland Coal and / or its contractors will implement procurement procedures to include the following provisions:

- Promote supply opportunities to suppliers within the region and provide local industry with full, fair and reasonable opportunity to provide goods and services;
- Liaise with Industry Capability Network (ICN) Gateway and other relevant programs to identify pre-qualified suppliers and to provide them the opportunity to submit expressions of interest and / or tenders;

- Promote the ICN Gateway and relevant programs to local and regional suppliers;
- Provide notification of work packages to ICN Gateway and relevant programs as they become available;
- Provide Project progress updates to local and regional suppliers via email updates and presentations to industry groups;
- Continue to support economic development initiatives and work with relevant organisations that assist local businesses to identify and prepare for business opportunities; and
- Monitor and evaluate the effectiveness of the program through a count of the number of suppliers from the local and regional areas.

#### **10.1.2.2 Indigenous Business Opportunities**

In addition to providing opportunities to the traditional owners as outlined in the CHMP, Central Queensland Coal will work with its contractors to connect contractors with the relevant Indigenous parties in respect of work opportunities. This initiative will enable Indigenous groups interested in establishing business processes and operations to appropriately upskill and understand procurement schedules be successful in securing sub-contracts on projects.

The Project's construction and mining contractors' contract documents will include the Environmental Authority, the Action Plans (currently as drafts) and the relevant CHMPs. Contractors will be bound to comply with the conditions of these authorities and plans and will regularly report on their performance with respect to the requirements of these authorities and plans.

Central Queensland Coal will select contractors with a proven track record in successfully delivering mining contracts. Central Queensland Coal will also select contractors that align with the company values including a demonstrated commitment to best practice in workplace safety, training and development initiatives, workforce wellbeing and management, equal opportunity employment processes to be inclusive of under-represented groups, the local and regional economy and to being environmentally and socially responsible.

#### **10.1.3 Health and Community Wellbeing Strategy**

This strategy aims to proactively manage any change in demand on government and community provided services and facilities from Project related workforce (residential and non-residential) and their families.

The Strategy will include (but not be limited to):

- Central Queensland Coal's commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;
- Development and implementation of the strategy to ensure members of the local community are adequately informed and are aware of communication channels in case they have any issues, complaints, questions or comments;
- Encourage participation in and support for the LSC, RRC, and IRC community planning processes and outcomes;

- Working with community and emergency service providers to monitor types of services and demand to ensure any change predicted or caused by the Project’s workforce and their families can be managed appropriately; and
- The governance regime of a sponsorship and donations program.

The SIMP will be completed in consultation with the Coordinated Project Delivery Division in the Office of the Coordinator-General, Department of State Development prior to the commencement of construction. The Strategy will be developed in accordance with the current Coordinator-General’s *Social impact assessment guideline*. The indicative framework for this strategy is shown at Table 10-3.

**Table 10-3 Health, Social, Family and Community Wellbeing Strategy**

Health, Social, Family and Community Wellbeing Strategy	
Central Queensland Coal Commitment	Central Queensland Coal workers and the families to be valued members of the communities they live in, with a focus on Marlborough, Ogmore, St Lawrence, Clairview and other towns / communities in the LSC, RRC, IRC, MRC areas.
Objective	<p>Be aware of any change in demand on government and community provided services and facilities from Project related workforce and their families.</p> <p>To optimise positive interactions between any non-residential workforce and the local community.</p> <p>To support a safe and secure environment for the Project workforce and their families within the region.</p>
Content	<p>The Health and Community Wellbeing Plan will include (but not be limited to):</p> <ul style="list-style-type: none"> <li>▪ Central Queensland Coal commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;</li> <li>▪ Development and implementation of the Plan to ensure members of the local community are adequately informed and are aware of communication channels in case they have any issues, complaints, questions or comments;</li> <li>▪ To encourage participation in and support for the LSC, RRC, IRC, MRC community planning processes and outcomes;</li> <li>▪ Working with community and emergency service providers to monitor types of services and demand to ensure any change predicted or caused by the Project’s workforce and their families can be managed appropriately; and</li> <li>▪ The governance regime of a sponsorship and donations program.</li> </ul>
Key Stakeholders	To be identified in consultation with relevant Councils and DSDMIP.
Impacts / benefits to manage	<p>To be identified with stakeholders, however the following are provided as a guide to begin discussions:</p> <ul style="list-style-type: none"> <li>▪ Changes in demand for health and emergency services, community services and facilities and transport networks</li> <li>▪ Changes in the social identity of the local community                             <ul style="list-style-type: none"> <li>○ The Health, Social, Family and Community Wellbeing Strategy will need to be closely integrated with the other Project environmental management plans.</li> </ul> </li> </ul>

### 10.1.4 Housing and Accommodation Strategy

This Strategy will be developed to provide accommodation solutions for the Project workforce across the life of the Project that compliments and enhances:

- Housing and accommodation resources in Marlborough, Ogmore, Clairview, or St Lawrence; and

- Housing and accommodation resources in the LSC, RRC and IRC areas.

The Housing and Accommodation Plan will (but not limited to):

- Ensure Central Queensland Coal’s commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;
- Outline how Central Queensland Coal will engage with and will continue to engage with housing and accommodation providers in LSC, RRC and IRC areas; and
- Monitor housing availability and affordability within the LSC, RRC and IRC areas, with focus on Marlborough, Ogmores, St Lawrence and Clairview.

The indicative framework for this strategy is shown at Table 10-4.

**Table 10-4 Housing and Accommodation Strategy**

Housing and Accommodation Strategy	
Central Queensland Coal Commitment	Central Queensland Coal is committed to providing workers the choice of where they live. Central Queensland Coal is committed to employing people from the townships of Marlborough, Ogmores, St Lawrence, The Caves, Yaamba and Clairview. To further support the ongoing development of the LSC, RRC and IRC, Central Queensland Coal will look more broadly within these Local Government areas should a local workforce not be available.
Objective	To provide accommodation solutions for the Project workforce across the life of the Project compliments and enhances: <ul style="list-style-type: none"> <li>▪ Housing and accommodation resources in Marlborough, Ogmores, St Lawrence and Clairview; or</li> <li>▪ Housing and accommodation resources in the LSC, RRC and IRC.</li> </ul>
Content	The Housing and Accommodation Plan will include (but not be limited to): <ul style="list-style-type: none"> <li>▪ Central Queensland Coal commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;</li> <li>▪ Outline how Central Queensland Coal will engage with and will continue to engage with housing and accommodation providers in LSC, RRC and IRC; and</li> <li>▪ Monitor housing availability and affordability within the LSC, RRC and IRC with particular focus on Marlborough, Ogmores, St Lawrence and Clairview.</li> </ul>
Key Stakeholders	To be identified in consultation with relevant Councils and DSDMIP.
Impacts / benefits to manage	To be identified with stakeholders, however the following are provided as a guide to begin discussions: <ul style="list-style-type: none"> <li>▪ Changes to demand for housing across accommodation type (permanent and temporary), dwelling types (houses, units or other) and number of bedrooms;</li> <li>▪ Cost of housing across accommodation type, dwelling type and number of bedrooms; and</li> <li>▪ Availability of housing across accommodation type, dwelling type and number of bedrooms.</li> </ul>

## 10.2 Action Plans

Central Queensland Coal has developed four draft Action Plans based on key themes drawn from social research and stakeholder consultation and engagement. The purpose of these plans is to detail the proposed strategies for managing the direct and indirect impacts from the Project. The draft Action Plan either directly or cumulatively line to the Social Impact Management Strategies described in Section 10.1.

The Action Plans are:

- Housing and Accommodation (see Table 10-5);
- Employment, Training and the Local Economy (see Table 10-6);
- Social Identity and Cohesion (see Table 10-7); and
- Health and Community Infrastructure (see Table 10-8).

Each action plan contains three key sections:

- Introduction - the introduction explains the purpose of each plan, the underlying objectives and key stakeholders involved;
- Impacts - this section describes the impacts that the action plan is addressing. It contains information on the nature, phase, extent, duration, severity, likelihood and significance of each identified impact; and
- Mitigation actions - this section details the mitigation actions that will be undertaken as part of the Project, responsible stakeholders for each and indicative timeframes. Desired outcomes that will be used for the ongoing monitoring (see Section 12) are also included. Specific metrics for monitoring progress towards achievement of the outcomes will be developed in consultation with Industry and the relevant Queensland Government agencies.

These Action Plans represent proposed measures to be undertaken once the Project is approved to proceed. Once a contractor has been selected to undertake construction and operational activities, actions will be amended or established in consultation with these parties. The method by which to measure progress against each target may also be altered.

Central Queensland Coal recognises the indirect, and to a lesser extent the cumulative nature of some of the impacts of a new mine and seeks collaboration with other stakeholders in the implementation of these plans to address these impacts and maximise the benefits of the Project for the community. Relevant stakeholder groups include the community, government, industry and training and employment organisations.

Central Queensland Coal understands the need to work in partnership with local government, state government agencies and other proponents to derive and implement strategies, which enable the provision and maintenance of a healthy and functioning social environment. Central Queensland Coal will actively work with the LSC, RRC and IRC, along with other industry stakeholders to coordinate community and stakeholder consultation and to address key emerging community issues.

**Table 10-5 Action Plan: Housing and Accommodation**

Introduction						
<b>Purpose</b>	The purpose of this plan is to strongly encourage and support the availability of accommodation for local commute Project workforces					
<b>Objectives</b>	To ensure that the non-local commute construction and operational workforces are accommodated					
Impacts						
Impact	Nature <sup>#</sup>	Phase	Likelihood	Consequence	Unmitigated Risk	Mitigated Risk
Increased temporary accommodation requirements during construction.	Both	Construction	Almost certain	Minor	High	Medium
Increased temporary accommodation requirements during operations	Both	Operations	Almost certain	Minor	High	Medium
Increased permanent accommodation requirements	Both	Operations	Likely	Moderate	High	Medium
Changes to existing urban design of Marlborough and / or Ogmoo	Both	Operations	Unlikely	Moderate	Medium	Low
Increase to cost of living in local area	Negative	Both	Likely	Moderate	High	Medium
Increased opportunity to rent or sell vacant housing	Positive	Both	Almost certain	Positive	Positive	Positive
Mitigation						
Mitigation Actions	Responsibility		Timeframe	Outcomes		
Utilise existing available accommodation in Marlborough and Ogmoo, then regional localities for non-local commute workforce	CQC		<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Utilisation of existing facilities.</li> </ul>		
Utilisation of new accommodation facilities at Marlborough Caravan Park	CQC		<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Utilisation of existing facilities.</li> </ul>		
Identify an accommodation manager to coordinate with local real estate agencies and relevant Councils regarding accommodation options in local communities	CQC		<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Enhance opportunities to live locally if desired.</li> </ul>		

<sup>#</sup> Both refers to potential for negative and positive outcomes

**Table 10-6 Action Plan: Employment, Training and Local Economy**

Introduction						
Purpose	The purpose of this plan is to identify actions that maximise the employment and business opportunities and stimulate regional training opportunities					
Objectives	<ul style="list-style-type: none"> <li>▪ Maximise the benefits associated with generation of construction and operations employment opportunities;</li> <li>▪ Stimulate training and skills development;</li> <li>▪ Provide opportunities for up-skilling of local workforce;</li> <li>▪ Prioritise recruitment of workers from local and regional communities;</li> <li>▪ Generate opportunities for local businesses; and</li> <li>▪ Monitor increases to local cost of living.</li> </ul>					
Impacts						
Impact	Nature	Phase*	Likelihood	Consequence	Unmitigated Risk	Mitigated Risk
Generation of construction employment	Positive	Construction	Almost certain	Positive	Positive	Positive
Generation of operations employment	Positive	Operation	Almost certain	Positive	Positive	Positive
Stimulation of training, skilling and upskilling development opportunities	Positive	Both	Almost certain	Positive	Positive	Positive
The Project contributing to local skills shortages	Negative	Both	Possible	Minor	Medium	Low
Difficulties attracting and retaining skilled staff for local businesses	Negative	Both	Possible	Minor	Medium	Low
Generation of opportunities for local businesses	Positive	Both	Almost certain	Positive	Positive	Positive
Injection of wealth into local and regional economy	Positive	Both	Almost certain	Positive	Positive	Positive
Difficulties attracting and retaining skilled staff	Negative	Both	Possible	Minor	Medium	Low
Increase to cost of living in local area	Negative	Operation	Possible	Minor	Medium	Low
Foregone cattle grazing activities due to mine site being on grazing land and resulting economic generation opportunities lost during Project lifecycle.	Negative	Both	Almost certain	Minor	High	Medium
Disruptions to farm operations during the mine lifecycle leading to revenue impacts for farming businesses	Negative	Both	Unlikely	Moderate	Medium	Low
Stock feed and water quality impacted by dust deposition during construction, operation or decommissioning	Negative	Both	Unlikely	Moderate	Medium	Low



Introduction						
Increased risk of bush fire from Project operations	Negative	Both	Unlikely	Moderate	Medium	Low
Mitigation						
Mitigation Actions	Responsibility		Timeframe	Outcomes		
<p>Attraction of a skilled workforce through construction and operational phases:</p> <ul style="list-style-type: none"> <li>▪ Rigorous contractor selection processes;</li> <li>▪ Utilisation of workforce accommodation at the Marlborough Caravan Park for non-local commute workers;</li> <li>▪ Advertise employment opportunities and recruitment approaches locally to prioritise employment opportunities for locals;</li> <li>▪ Equal opportunity policy;</li> <li>▪ Notify relevant organisations of opportunities;</li> <li>▪ Liaison with government agencies, training and other education facilities; and</li> <li>▪ Create pathways with local and regional schools and training organisations.</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors; and</li> <li>▪ Employment / training agencies.</li> </ul>		Ongoing	<ul style="list-style-type: none"> <li>▪ Attraction of required construction and operations workforce;</li> <li>▪ Established pathways with schools and training agencies; and</li> <li>▪ Ongoing liaison with relevant organisations.</li> </ul>		
<p>Attract unskilled staff through the creation and implementation of training programs</p> <ul style="list-style-type: none"> <li>▪ Develop apprenticeship and traineeship program;</li> <li>▪ Implement program for linkage between mine site and high school students; and</li> <li>▪ Promote employment opportunities at these levels.</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors; and</li> <li>▪ Employment / training agencies.</li> </ul>		Ongoing	<ul style="list-style-type: none"> <li>▪ Established pathways with schools and training agencies; and</li> <li>▪ Ongoing liaison with relevant organisations.</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Investigate pathways for up-skilling people for employment and business opportunities with training, employment and economic development organisations and government agencies;</li> <li>▪ Ongoing consultation with relevant organisations about employment and training opportunities and strategies;</li> <li>▪ Review training strategies to incorporate useful suggestions as a result of consultation outcomes; and</li> <li>▪ Assist skills development through provision of information to training agencies and the promotion of employment and training opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors;</li> <li>▪ Local businesses</li> <li>▪ Employment / training agencies; and</li> <li>▪ Industry associations</li> </ul>		Ongoing	<ul style="list-style-type: none"> <li>▪ Regular contact with organisations and government agencies to provide updates about workforce requirements;</li> <li>▪ Training strategies are reviewed considering useful feedback; and</li> <li>▪ Notification of employment and training opportunities on relevant websites and distribution of advertisements to relevant organisations.</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Establish productive partnerships with the local and regional business communities;</li> <li>▪ Promote procurement opportunities utilising the ICN Gateway and other available media;</li> <li>▪ Establish productive partnerships with the business community and industry associations;</li> <li>▪ Promote supply opportunities to suppliers within the region;</li> </ul>	<ul style="list-style-type: none"> <li>▪ Contractors;</li> <li>▪ ICN Gateway;</li> <li>▪ Local businesses;</li> <li>▪ Industry associations;</li> </ul>		Ongoing	<ul style="list-style-type: none"> <li>▪ Project and contractors' work packages are advertised on the ICN Gateway, and on Project website;</li> <li>▪ Regular contact with businesses and industry associations;</li> </ul>		

Introduction			
<ul style="list-style-type: none"> <li>▪ Promote ICN to local and regional suppliers;</li> <li>▪ Provide notification of work packages to ICN Gateway and on Project website;</li> <li>▪ Provide Project progress updates to local and regional suppliers via email updates and presentations to industry groups; and</li> <li>▪ Monitor and evaluate the effectiveness of the program through a count of the number of suppliers from the local and regional areas.</li> </ul>	<ul style="list-style-type: none"> <li>▪ and Relevant Councils.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Regular presentations from Central Queensland Coal to industry; and</li> <li>▪ Report on list of local and regional suppliers.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Monitor environmental conditions (air quality) as part of operations</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ No impacts to operations associated with dust.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Implement Land Use management Plan to mitigate risk of bushfires, including ongoing liaison with adjacent property owners and LSC re bushfire risk</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Local Council;</li> <li>▪ and</li> <li>▪ Emergency Services.</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ No impacts to adjoining property owners from bushfires starting from Project operations.</li> </ul>

\*Both refers to the construction and operational phases

**Table 10-7 Action Plan: Social Identity and Cohesion**

Introduction						
<b>Purpose</b>	The purpose of this plan is to identify actions that address potential changes, both beneficial and adverse, to social identity and cohesion in Marlborough and Ogmores					
<b>Objectives</b>	To manage changes to social identity and avoid social friction in the Marlborough and Ogmores communities					
Impacts						
Impact	Nature <sup>#</sup>	Phase*	Likelihood	Consequence	Unmitigated Risk	Mitigated Risk
People living close to the Project's construction sites may experience reduced quality of living (e.g. changes in noise, air quality or lighting), particularly during construction and operations	Negative	Construction	Unlikely	Moderate	Medium	Low
Social identity of Marlborough and Ogmores altered as a result of growth and redevelopment.	Both	Both	Unlikely	Moderate	Medium	Low
Social friction resulting from creation of an 'us and them' dynamic	Negative	Both	Unlikely	Moderate	Medium	Low
Social health effects associated with shift work and commute	Negative	Both	Unlikely	Minor	Low	Low
Diminished rural and agricultural identity	Negative	Both	Possible	Moderate	Medium	Medium
Real or perceived deterioration of the safety of Marlborough and Ogmores	Negative	Both	Possible	Moderate	Medium	Low
Potential stress for adjacent or nearby landholders, particularly leading up to construction	Negative	Construction	Possible	Moderate	Medium	Medium
Increased demand for community services and facilities	Negative	Both	Possible	Moderate	Medium	Low
Impacts on Indigenous people and culture	Negative	Both	Possible	Moderate	Medium	Low
Mitigation						
Mitigation Actions	Responsibility		Timeframe	Outcomes		
<ul style="list-style-type: none"> <li>▪ Consult community, industry and local government to understand community priorities;</li> <li>▪ Establish open communication with the community and capture complaints (requiring a resolution);</li> <li>▪ Address social issues swiftly and appropriately;</li> <li>▪ Develop and implement workforce wellbeing programs;</li> <li>▪ Implement workforce management strategy including code of conduct;</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors;</li> <li>▪ Relevant Councils; and</li> <li>▪ Local and regional businesses.</li> </ul>		Ongoing	<ul style="list-style-type: none"> <li>▪ Feedback about involvement in community is positive;</li> <li>▪ Feedback about how issues are addressed is positive;</li> <li>▪ Community complaints register is maintained;</li> <li>▪ Community groups state they have support from Central Queensland Coal if asked;</li> </ul>		

Introduction			
<ul style="list-style-type: none"> <li>Invite speakers to promote local and regional services as toolbox talks; and</li> <li>Promote access to support services for members of the workforce.</li> </ul>			<ul style="list-style-type: none"> <li>Inclusion of details about support services in induction programs and information kits; and</li> <li>Safety target of zero harm.</li> </ul>

\*Both refers to the construction and operational phases

# Both refers to potential for negative and positive outcomes

**Table 10-8 Action Plan: Health and Community Infrastructure**

Introduction						
<b>Purpose</b>	The purpose of this plan is to identify actions that enhance the community and manage the impacts on social, health and community infrastructure and services.					
<b>Objectives</b>	<ul style="list-style-type: none"> <li>As a minimum maintain the standard of existing community infrastructure</li> <li>Support community services to obtain the required resources to manage growth that may arise from the Project</li> </ul>					
Impacts						
Impact	Nature <sup>#</sup>	Phase <sup>*</sup>	Likelihood	Consequence	Unmitigated Risk	Mitigated Risk
Population growth associated with construction and operation workforces	Positive	Both	Almost certain	Positive	Positive	Positive
Change in demographic characteristics of resident populations at Marlborough and Ogmoo and nearby rural centres	Positive	Both	Almost certain	Positive	Positive	Positive
Increased demand on emergency services	Negative	Both	Unlikely	Minor	Low	Low
Increased demand on health services	Negative	Both	Unlikely	Minor	Low	Low
Increased demand on educational services	Both	Operational	Possible	Minor	Medium	Low
Increased use of community infrastructure	Both	Both	Possible	Minor	Medium	Low
Amenity effects associated with increases in traffic	Negative	Both	Possible	Minor	Medium	Low
Traffic-related incidents due to population increase	Negative	Both	Unlikely	Minor	Low	Low
People living close to the Project's construction sites may potentially experience reduced quality of living (e.g. changes in noise, air quality or lighting), particularly during construction and operations	Negative	Both	Possible	Minor	Medium	Low

Introduction						
Potential stress for adjacent or nearby landholders, particularly leading up to construction	Negative	Construction	Possible	Minor	Medium	Low
Potential visual amenity impacts	Negative	Both	Possible	Minor	Medium	Low
Potential for traffic related incidents due to increased population	Negative	Both	Unlikely	Major	High	Low
Potential increase in local waste volumes through Project lifecycle, which combined with other potential cumulative waste impacts, may lead to the need to expand existing landfill facilities.	Negative	Both	Almost certain	Minor	High	Medium
Potential water quality and water availability impacts during all Project phases resulting from potential watercourse disturbance, accidental pollutant and contaminant releases and reduction in available draw down at landholder bores	Negative	Construction	Possible	Minor	Medium	Low
Surrounding residents impacted by dust deposition during construction, operation or decommissioning.	Negative	Construction	Possible	Minor	Medium	Low
Noise generation during construction and operations from activities such as truck movements, blasting, construction of facilities and power generation	Negative	Both	Possible	Minor	Medium	Low
Increased demand on emergency and essential services	Negative	Both	Possible	Minor	Medium	Low
Increased demand on existing municipal infrastructure	Negative	Both	Possible	Moderate	Medium	Low
Mitigation						
Mitigation Actions	Responsibility		Timeframe	Outcomes		
<ul style="list-style-type: none"> <li>▪ Provision of on-site first aid and emergency facilities;</li> <li>▪ Monitor demand via feedback from service providers in relation to increasing workforce numbers;</li> <li>▪ Develop and implement workforce well-being initiatives such as preventative health education, fatigue management, social participation; and</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors;</li> <li>▪ Queensland Health; and</li> <li>▪ Local Councils.</li> </ul>		Ongoing	<ul style="list-style-type: none"> <li>▪ Health care provider feedback about demand on services is being managed;</li> <li>▪ Inclusion of information in induction packs; and</li> </ul>		

Introduction			
<ul style="list-style-type: none"> <li>▪ Establish productive partnerships with health service providers and local medical practitioners.</li> </ul>			<ul style="list-style-type: none"> <li>▪ Health professionals invited to present at toolbox talks.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Provide Education Queensland accurate information as to resident workforce and expected increases in student numbers; and</li> <li>▪ Establish linkages with the local schools and P&amp;F committees.</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC,</li> <li>▪ Local schools; and</li> <li>▪ DET</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Capacity of existing educational services not exceeded; and</li> <li>▪ School is informed of workforce numbers and expected timeframes.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Liaise with emergency services to provide information about workforce numbers and timeframes;</li> <li>▪ Develop a safety and health management system that includes an Emergency Response Plan in response to assessed risk at site;</li> <li>▪ Establish partnerships with emergency service providers through:                             <ul style="list-style-type: none"> <li>– Mine site familiarisation with emergency service officers</li> <li>– Invite emergency service officers to give toolbox talks</li> </ul> </li> <li>▪ Provide health and support resource information in induction packs.</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors;</li> <li>▪ Emergency Services;</li> <li>▪ Emergency Management Queensland; and</li> <li>▪ Local Councils.</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Regular liaison with emergency services;</li> <li>▪ Inclusion of information in induction packs;</li> <li>▪ Emergency service officers invited to present at toolbox talks;</li> <li>▪ Emergency services officers are familiar with site and site contacts; and</li> <li>▪ Relevant plans are implemented and adhered to.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Implementation of a Traffic Management Plan that includes actions to address potential safety issues due to increased traffic;</li> <li>▪ Manage traffic related Project effects through:                             <ul style="list-style-type: none"> <li>– Reducing traffic by potentially providing bus services for shift rotations; and</li> <li>– Reducing traffic by providing bus services for daily mobilisation between the Marlborough Caravan Park and the site</li> </ul> </li> <li>▪ Liaise with LSC regarding road maintenance and improvement opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ CQC;</li> <li>▪ Contractors;</li> <li>▪ Emergency Services;</li> <li>▪ DTMR; and</li> <li>▪ Local Councils.</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Feedback that traffic issues are being addressed;</li> <li>▪ Development and implementation of a Project specific Traffic Management Plan; and</li> <li>▪ Provision of bus services for shift rotation and daily mobilisation (Caravan Park to mine site);</li> <li>▪ Establish approved road access into the mine; and</li> <li>▪ Close out of traffic-related safety issues.</li> </ul>

\*Both refers to the construction and operational phases

# Both refers to potential for negative and positive outcomes

## 10.3 Summary of Key Commitments

At the time of approval, Central Queensland Coal commits to developing and implementing the mitigation strategies outlined in the draft Action Plans at Appendix 1. A commitment register will be established and monitored as part of the Project’s review and reporting obligations. The commitment register will be made available at the time of Project approval, upon request, and will be updated regularly. Key Project commitments are presented in Table 10-9.

**Table 10-9 Key commitments**

Key commitments	
<b>Workforce Accommodation Strategy</b>	<ul style="list-style-type: none"> <li>▪ Central Queensland Coal will seek to maximise local and regional employment for the Project to minimise demand for additional residential and workforce accommodation facilities;</li> <li>▪ Strongly recommend that all workers live in the local and regional communities if desired; and</li> <li>▪ Utilise workers accommodation at the Marlborough Caravan Park for non-local commute workers.</li> </ul>
<b>Workforce recruitment and management strategy</b>	<p><b>Workforce recruitment</b></p> <ul style="list-style-type: none"> <li>▪ Encourage local and regional residents to take up employment opportunities;</li> <li>▪ Contractors employ most of the workforces and will develop workforce management plans to outline approach to workforce recruitment and management (aligned with Central Queensland Coal’s principals);</li> <li>▪ Equal opportunity employment for all groups including underrepresented groups by providing training, skills development and employment organisations with regular updates about workforce requirements;</li> <li>▪ Workforce management plan to include:                             <ul style="list-style-type: none"> <li>– Timely and regular communication of employment opportunities</li> <li>– Notification of opportunities to relevant schools and TAFE colleges</li> <li>– Collaboration with DATSIP</li> <li>– Ongoing consultation with Skills Queensland and assist Skills Queensland to secure funding for local and regional employees, where available</li> <li>– Collaboration with relevant agencies to promote access to nationally accredited courses for staff and local job seekers</li> <li>– Collaboration with relevant training providers to identify skills gaps and promote targeted training programs</li> <li>– Investigation of partnership arrangements with RTOs to assist local businesses in procurement and HSSE standards</li> <li>– Provision of updates on required roles where there are shortages</li> <li>– Provision of in-house training where required</li> <li>– Information meetings on special topics if required</li> <li>– Forward planning to backfill from the local and regional employment base.</li> </ul> </li> </ul> <p><b>Workforce management</b></p> <p>Workforce management strategy includes consideration of the following elements:</p> <ul style="list-style-type: none"> <li>▪ Recruitment strategy / workforce sourcing: target – majority of the workforce from local and regional communities;</li> <li>▪ Cultural awareness: target – 100% workers receive cultural awareness induction;</li> <li>▪ Indigenous employment: target – all opportunities to be open to Indigenous people and selection decision based on merit; Employment of women: target – all opportunities to be open to women and selection decision based on merit;</li> <li>▪ Workers code of conduct: zero drug and alcohol tolerance; target – 100% workers adhere to code of conduct;</li> <li>▪ Worker Health, Safety and Wellbeing: onsite first aid and emergency facilities; implement Safety and Health Management System; target – zero harm; and</li> </ul>

Key commitments	
	<ul style="list-style-type: none"> <li>▪ Education and Training: opportunities to include traineeships, graduate students and school pathways. Additionally, two apprentices (principal mining contractor) with a target to increase numbers once operational;</li> </ul>
<b>Regional Procurement Program</b>	<p><b>Australian Industry Participation Policy</b></p> <ul style="list-style-type: none"> <li>▪ Maximise local industry participation and give preference to suppliers of Australian manufactured equipment that is competitively priced and complies with the relevant standards and specifications;</li> <li>▪ Source Project contractors in line with participation policy to construct and operate the mine;</li> <li>▪ Contractors will be required to outline how they will source sub-contractors with a focus on local and regional suppliers as part of the tendering process;</li> <li>▪ Procurement procedures to include the following provisions:               <ul style="list-style-type: none"> <li>– Promote supply opportunities to suppliers within the region</li> <li>– Liaise with ICN to identify potential suppliers</li> <li>– Promote the ICN Gateway to local and regional suppliers</li> <li>– Provide notification of work packages to ICN Gateway</li> <li>– Provide Project progress updates to local and regional suppliers via various communication methods (i.e. presentations to industry groups)</li> <li>– Support local and regional economic development initiatives</li> <li>– Monitor and evaluate the effectiveness of the program through a count of the number of suppliers from the local and regional areas.</li> </ul> </li> </ul>
<b>Stakeholder Engagement Strategy</b>	<p><b>Communication and engagement methods</b></p> <ul style="list-style-type: none"> <li>▪ Information displays;</li> <li>▪ Face to face briefings, meetings and consultation;</li> <li>▪ Communication channels (email, website, phone, post);</li> <li>▪ Working in partnership with local government;</li> <li>▪ Complaints and review mechanism;</li> <li>▪ Dedicated team members who will implement the strategy at a corporate and local level;</li> <li>▪ Land compensation packages to compensate landowners for impacts of the Project on their property;</li> <li>▪ Social impact monitoring and evaluation strategy, which will be conducted as part of ongoing stakeholder engagement and include:               <ul style="list-style-type: none"> <li>– Methods for determining whether the potential impacts occurred and identifying any unexpected impacts or emerging issues</li> <li>– Evaluating the effectiveness of the management strategies</li> <li>– Capturing information for reporting back to community and government on progress and achievements.</li> </ul> </li> </ul>
<b>Community Support Initiatives</b>	<p>Central Queensland Coal and its contractors will support community involvement programs targeted at increased social participation and will build on the existing workforce integration and cohesion with the local community. Support will include:</p> <ul style="list-style-type: none"> <li>▪ Implementation of a grants program to support community development and support initiatives;</li> <li>▪ Promoting access to support services for workers assisting with a range of health, wellbeing and other goals such as safe driving, reducing fatigue, balancing family and shift work and financial management; and</li> <li>▪ Continuing to engage with health care and emergency service providers to understand arising issues and strategies to address them.</li> </ul>



# 11 Cumulative Impact Assessment

This section examines the potential implications and impacts of a number of major projects being developed within the study area at the same or similar time as the Project. Given the limited information available regarding many of the proposed projects and uncertainty regarding which projects may ultimately be developed, this section does not attempt to quantify these impacts. Instead, the cumulative impact assessment provides a qualitative discussion of the types of beneficial and adverse impacts that would be expected if several major projects were to be developed simultaneously.

## 11.1 Beneficial Cumulative Impacts

Simultaneous projects in the study area can lead to beneficial cumulative impacts to the region. These can include:

- A significant overall lift in economic activity in the study area through construction and operation of major projects, including significant growth in labour demand (jobs growth) as well as a lift in Gross Regional Product. This increase would be above that generated by the Project in isolation;
- Flow-on impacts from construction and operation of many large projects would also be higher than for the Project in isolation;
- Sustained population supporting existing services and facilities;
- Increased employment opportunities for people in the mining industry;
- Sustained and increased economic activity, employment and incomes; and
- Direct benefits for support industries (such as maintenance) and flow on industries (such as retail and accommodation).

## 11.2 Adverse Cumulative Impacts

Simultaneous projects in the study area can also lead to adverse cumulative impacts for the local, state and national economy. These can include:

- Development of a number of projects concurrently will increase demand for a range of skilled labour. Key outcomes may include:

Increased upward pressure on wage rates, particularly in the construction and resources sectors. Other industries would also experience upward pressure as wage differentials result in the movement of staff between industries;

Exacerbating the “draw-down” effect on business because of labour movement and difficulties in back-filling vacated positions. Rising labour costs would increase difficulties in sourcing local labour and attracting and retaining skilled labour. Lower income paying industries, and industries and businesses with lower profit margins would be most affected as these businesses and industries have a lower capacity to increase expenditure on staff incomes to attract and retain labour;

Higher start-up and operating costs would likely result in “crowding out” of some businesses due to reduced business profitability. Those businesses and industries operating at or near the margin would likely be the worst affected;

- Development of many projects would increase labour demand, this may require sourcing a considerable proportion of labour from outside the study area. The subsequent influx of workers has the capacity to significantly increase demand for housing and accommodation in the region;
- Industrial and commercial property values may also rise because of concurrent development of many projects. Flow-on impacts in terms of supply chain development and other support services will increase demand for this type of property, and if demand were to outpace development of new supply, this would likely raise sales and rental prices for this type of property in the short term;
- Development of the projects from the cumulative impact assessment could generate some infrastructure capacity constraints because of increased demand for transport, utilities and other types of enabling infrastructure;
- Population growth placing demand on social infrastructure such as child care, education, emergency services and health; and
- Impacts on agricultural production from land disruption.

Central Queensland Coal will, through the monitoring, reporting and review processes described in Section 12, continue to assess the social and economic environment associated with the Project. This will include potential cumulative beneficial and adverse impacts associated with any new projects being proposed or developed within the Project area and which may have a material effect to the social and economic environments.

## 12 Monitoring, Reporting and Review

### 12.1 Monitoring Program

The monitoring program will be applied across the life of the Project and will be implemented in conjunction with monitoring programs included in other technical management plans. A variety of monitoring approaches will be used to provide information on the full range of potential impacts and opportunities identified by the SIA. These approaches will utilise a combination of qualitative and quantitative data. To further augment the use of secondary data, Central Queensland Coal will consult with stakeholders to gather relevant primary data throughout the life of the Project.

#### 12.1.1 CQC Stakeholder Engagement Group

A stakeholder engagement group will be established for the Project. The intent of the group (CQC Community Consultation Committee) will be to provide a forum for monitoring and discussing the effectiveness of the mitigation measures outlined in the Action Plans. This benefit to be derived from the establishment of the group will be the achievement of a shared understanding of community views while minimising consultation fatigue for the community through limiting the number of forums in which issues need be discussed.

#### 12.1.2 Workforce Reporting

Contractors will provide Central Queensland Coal with regular reports, which will include consideration of the following indicators associated with management of potential social impacts:

- Demographic characteristics of the workforce;
- Place of residence;
- Accommodation arrangements;
- School enrolments;
- Monetary value of any community grants and other community support initiatives;
- Membership of and participation in any community or sporting organisations;
- List of local suppliers;
- Number of call outs to site by emergency services;
- Intention to remain in or leave town at mine closure; and
- Satisfaction levels with workforce arrangements.

#### 12.1.3 Use of Secondary Data

Central Queensland Coal will utilise secondary data such as the ABS Census data and reports, OESR data and reports and other data sources and reports that are publicly available to monitor potential impacts and opportunities. This data will be used to contextualise broader trends that occur both in and outside of the local and regional area. This will help Central Queensland Coal understand potential impacts, both positive and negative in a geographical and thematic based approach.

## 12.2 Reporting

Effective and efficient communication of the findings of the monitoring process is important to provide key stakeholders and the communities of Marlborough and Ogmoo with information on how social management activities are progressing. Communication will be the responsibility of Central Queensland Coal through a Stakeholder Manager function that will be established once the Project is approved. Regular communication will help to generate knowledge of successful opportunities and those opportunities that require adaptation to enable success. The establishment of an adaptive approach will help the Project appropriately manage impacts throughout the life of the Project.

External reporting during the life of the Project will take place via an annual report on progress against the Action Plans. This report will be presented to the stakeholder engagement group, and then more broadly to the local communities.

Central Queensland Coal understands that the requirement and frequency to report the progress of the implementation of the Action Plans to the Queensland Government will be conditioned as part of the Project's approval. Central Queensland Coal proposes that the frequency could be initial reporting at the completion of construction and then at five-year intervals from the commencement of operations.

## 12.3 Review

The SIMP process requires a mechanism for the adaptive management, regular review and update. As such, internal review of the Project's Action Plans will take place on an annual basis, in consultation with relevant stakeholders (i.e. relevant Councils, Government agencies and key community stakeholders).

External review could occur during various key milestone stages during the life of the Project. External review will involve the commissioning of an independent third-party, who will audit the SIMP process undertaken to date, and will also report on progress against key performance indicators. The audit process will culminate in a report to Central Queensland Coal and the stakeholder committee that will include:

- An overview of the effectiveness of implementation to date;
- An assessment of progress against nominated indicators;
- An explanation as to why specific actions were not carried out, where applicable; and
- Recommendations as to how Central Queensland Coal can improve future performance.

## 12.4 Action Plan Update

Amendments and updates to the Action Plans will be made if the strategies and actions described no longer meet the desired outcomes of the Action Plans, or if improvements to existing measures can be made. Amendments and updates will occur during the regular review process as described above. Amendments and updates will be communicated to key stakeholders for the Project through the Stakeholder Engagement Committee.

## 13 Stakeholder Engagement Plan

A Stakeholder Engagement Plan has been prepared for the Project (see Appendix A14 – Stakeholder Engagement Plan). The Plan has been prepared to be consistent with the intent of the SSRC Act that was assented to on 31 August 2017.

The Stakeholder Engagement Plan is focused on building an understanding of stakeholder values and expectations and outlining how Central Queensland Coal will work with stakeholders to address these expectations. The Stakeholder Engagement Plan aligns with the requirements specified in the Queensland Government Social Impact Assessment Guideline (March 2018) and incorporates comments received by stakeholders during the Public Consultation Period for the Project EIS.

The Stakeholder Engagement Plan also considers the principles and conditions specified under the 2016 Land Access Code (DNRM) and incorporates leading practice engagement approaches including those identified by the International Council on Mining and Metals.

### 13.1 Aims and Outcomes

The Stakeholder Engagement Plan:

- Documents existing and identify stakeholders which may come and go through the life of the Project and understand their values;
- Identifies the potential impacts and issues (both beneficial and adverse) that may be faced by stakeholders;
- Establishes alignment with regulatory requirements;
- Outlines how Central Queensland Coal will engage with stakeholders regarding potential impacts and issues and what outcomes stakeholders can expect to gain from engagement;
- Outlines what engagement has already been undertaken to date and provide an overview of what will be undertaken in remaining Project lifecycle phases; and
- Defines the monitoring and evaluation approach that will be implemented to demonstrate how stakeholder feedback is being addressed by Central Queensland Coal and how it is upholding its commitments.

The Stakeholder Engagement Plan is a key mechanism to facilitate the achievement of the social performance outcomes which are:

- Use of local workers and contractors;
- Procurement from local and regional businesses;
- Utilisation of local and regional services; and
- Prepare and implement management plans.

The desired outcome of the Stakeholder Engagement Plan is the achievement of a common understanding amongst stakeholders regarding the Project and how Central Queensland Coal will work with them to minimise potential adverse impacts and maximise potential beneficial impacts. The outcome is also for Central Queensland Coal to gain an informed understanding of stakeholder

values to ensure that the engagement approach undertaken not only meets regulatory requirements, but community needs and expectations where practicable according to Project requirements.

Underpinning the community consultation and stakeholder engagement strategy for the Project are the following objectives:

- Provide the opportunity for input into the draft terms of reference for the EIS(complete);
- Establish an understanding of the community climate to shape community engagement activities (ongoing);
- Participate in a regular forum for community government and industry to work in partnership to identify and address community priorities (ongoing);
- Provide updates to the local community and key stakeholders about the Project (ongoing);
- Identify issues and community perceptions related to potential environmental impacts of Project design, construction and operation (ongoing);
- Validate and further develop an understanding of what in the community is important and the potential impact of the Project on these values for input into the social impact assessment (complete for SIA - ongoing);
- Gather feedback and input into the development of mitigation and monitoring strategies for the SIMP Action Plans (ongoing); and
- Provide community with communication channels to make enquiries (complete).

A range of engagement strategies will be employed to continue the consultation process with stakeholders and the community throughout the life of the Project. The Stakeholder Engagement Plan outlines the key stakeholder engagement mechanisms that are planned for implementation throughout the life of the Project.

Central Queensland Coal recognises the importance for both internal employees and external members of the community and stakeholders to have an effective process for resolving grievances and disputes that may arise from, and to provide feedback, on the Project. A dispute resolution process has been developed to facilitate prompt, confidential and fair investigation into all incidents and complaints.

The objectives of the dispute resolution process are to:

- Provide employees, members of the community and stakeholders with a dedicated pathway through which to air grievances and disputes;
- Ensure that grievances and disputes are managed in a transparent, effective and fair way for all parties involved;
- Facilitate equal and easy access to dispute resolution mechanisms; and
- Improve and maintain internal and external stakeholder relationships.

The dispute resolution process will facilitate swift, sensitive and confidential treatment of grievances and disputes as close as possible to their source. The contractor will be responsible for its implementation and will report regularly on complaints and outcomes to Central Queensland Coal.

The following processes will apply to the investigation, resolution and reporting of complaints received:

- Upon receiving the complaint, an appointed officer shall report the issue(s) of concern to mine senior management and record the complaint within the Record of Contact Form (Appendix A14 – Stakeholder Engagement Plan Appendix C);
- The appointed officer for the complaint will insert relevant details (complainant, aspects of concern, format received etc.) into the Project’s overarching Complaint Register (database);
- The appointed company officer shall investigate the cause of the complaint and liaise with management in developing an appropriate response;
- An initial response to the complainant acknowledging the receipt of the complaint and advising the complainant of the status of the investigation is to be provided as soon as possible and no later than 24 hours upon receiving the complaint;
- The appointed company officer shall address the complaint and communicate a full response to the complainant in an appropriate medium within the timeframe in the initial response;
- The action plan to correct any valid issues which lead to the complaint will be implemented as soon as practicable; and
- Action(s) will be monitored by the appointed company officer to ensure they are implemented satisfactorily.

Once the appointed company officer is satisfied the action(s) have been completed, they will record this on the Record of Contact Form (Appendix A14 – Stakeholder Engagement Plan Appendix C) and in the Complaints Register.

## 14 Conclusion

This SIA has sought to identify the nature and extent to which Project related effects may directly, indirectly or cumulatively impact on the defined social environment. Central to the assessment method has been the characterisation of intrinsic social values and the assessment of Project effects against these values. The intrinsic social values examined as part of the social impact assessment were the following:

- Demographics and demographic change;
- Indigenous community;
- Housing and accommodation;
- Residential amenity;
- Employment, education and training;
- Local economic conditions;
- Health and safety;
- Community infrastructure and social services; and
- Social identity and cohesion.

Project related impacts on these values were identified through direct engagement with potentially affected stakeholders and the analysis of Project effects against the attributes of the existing social environment. The assessment of identified impacts was completed using an impact significance assessment methodology. In this approach, the significance of an impact is assessed by considering the sensitivity of a social value and the magnitude of a predicted impact.

Mitigation and management measures were derived following the assessment of the level of significance attributed to respective identified impacts. Such measures were identified through direct consultation with the community, examination of Project effects and negotiations with the Proponent and stakeholders from both governmental and non-governmental stakeholders.

The SIA has found that the Project has the potential to generate social benefits for the region, state and nation. Key benefits of the Project identified in the social assessment include:

- Increased regional supply chain and employment opportunities throughout construction and operation;
- Potential for population growth and demographic change;
- Economic stimulus to the regional (and state and national) economy during construction and operation; and
- Improvements to local services and infrastructure.

Whilst the Project will provide social benefits, the Project will also likely result in adverse impacts, including:

- Disruption to community cohesion;



- Increased demand on community services;
- Opportunity cost of the Project in terms of alternative economic uses such as beef cattle grazing;
- Increased inflationary pressure in regional labour markets;
- Potential for skill shortages;
- Potential for inflationary pressure in local housing, commercial and industrial property markets;
- Increased local traffic; and
- Increased burden on local and regional infrastructure.

To address impacts, Action Plans (draft at present) have been developed. The Action Plans will assist Central Queensland Coal, its contractors, Queensland state and local government as well as other Project partners in managing any adverse impacts while maximising the beneficial impacts associated with the Project.

## 15 References

- ABS 2016a, *Ogmore – 2016 Census Community Profile*, Australian Government, viewed 24 April 2018, [http://www.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/SSC32238?opendocument](http://www.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/SSC32238?opendocument).
- ABS 2016b, *Marlborough – 2016 Census Community Profile*, Australian Government, viewed 24 April 2018, [http://www.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/SSC31783?opendocument](http://www.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/SSC31783?opendocument).
- ABS 2016c, *Clairview – 2016 Census Community Profile*, Australian Government, viewed 24 April 2018, [http://www.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/SSC30616?opendocument](http://www.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/SSC30616?opendocument).
- ABS 2016d, *St Lawrence – 2016 Census Community Profile*, Australian Government, viewed 24 April 2018, [http://www.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/communityprofile/SSC32669?opendocument](http://www.censusdata.abs.gov.au/census_services/getproduct/census/2016/communityprofile/SSC32669?opendocument).
- ABS 2016f, *Middlemount – 2016 Census Community Profile*, Australian Government, viewed 24 April 2018,
- ABS 2016g, *3235.0 Population by Age and Sex, Regions of Australia, 2015*, Australian Government, viewed 7 February 2017, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/3235.02015?OpenDocument>.
- ABS 2017, *Australian Statistical Geography Standard (ASGS)*, Australian Government, viewed 23 February 2017, <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/2901.0Chapter23002016>.
- Australian Institute of Health and Wealfare 2018, *Reports and Data*, Australian Government, viewed 12 October 2018, <https://www.aihw.gov.au/reports-data>.
- BarraCrab Caravan Park 2018, Facilities, <http://www.barracrabcamp.com.au/facilities/>.
- Centre for the Government of Queensland 2015, Queensland Places – St Lawrence, <http://queenslandplaces.com.au/st-lawrence>.
- Conaghan, R 2015, Rural Weekly, 'Couple watches their mining town die', <https://www.ruralweekly.com.au/news/couple-watches-their-mining-town-die/2578173/>.
- CoreLogic 2018, *CoreLogic Property Reports*, RP Data Pty Ltd, viewed 14 September 2018, <https://www.corelogic.com.au/reports>.
- Department of Education 2018, *Schools Directory*, viewed 16 November 2018, <https://schoolsdirectory.eq.edu.au/>
- Department of Infrastructure, Local Government and Planning (DILGP) 2017, *State Planning Policy*, Queensland Government, viewed 22 February 2017, <http://www.dilgp.qld.gov.au/planning/state-planning-instruments/state-planning-policy.html>.

Department of Natural Resources and Mines (DNRM) 2016, *Valuer-General's 2016 Property Market Movement Report*, Queensland Government, viewed 8 February 2017, [https://www.dnrm.qld.gov.au/\\_data/assets/pdf\\_file/0011/339671/2016-property-market-movement-report-lores.pdf](https://www.dnrm.qld.gov.au/_data/assets/pdf_file/0011/339671/2016-property-market-movement-report-lores.pdf).

DNRM 2017, Queensland Place Names Search, Department of Natural Resources and Mines, Queensland Government, <https://www.dnrm.qld.gov.au/qld/environment/land/place-names/search#/search=Ogmore&types=0&place=Ogmore25244>.

Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP) 2018a, *Social Impact Assessment Guideline – March 2018*, Queensland Government, viewed 14 August 2018, <https://www.statedevelopment.qld.gov.au/resources/cg/social-impact-assessment-guideline.pdf>.

DSDMIP 2018b, *Queensland's Planning System*, Queensland Government, viewed 14 August 2018, <https://planning.dsdmip.qld.gov.au/>.

IAP2 2014, *IAP2's Public Participation Spectrum*, International Association for Public Participation, viewed 14 August 2017, <https://www.iap2.org.au/About-Us/About-IAP2-Australasia-/Spectrum>.

International Finance Corporation (IFC) 2003, *Good Practice Note: Addressing the Social Dimensions of Private Sector Projects*, World Bank Group.

Isaac Regional Council (IRC) 2017, *Isaac Regional Council – Regional Overview*, viewed 24 April 2018, <https://www.isaac.qld.gov.au/regional-overview>.

IRC 2018a, *Isaac Region Planning Scheme*, Isaac Regional Council. <https://www.isaac.qld.gov.au/planningscheme>.

IRC 2018b, *Isaac Regional Council – Projects*, Isaac Regional Council, viewed 24 April 2018, <https://www.isaac.qld.gov.au/projects>.

IRC 2018c, *Isaac Towns and Communities – St Lawrence*, Isaac Regional Council, <https://www.isaac.qld.gov.au/st-lawrence>.

LSC 2017b, *The Livingstone Shire*, viewed 6 October 2018, <https://www.livingstone.qld.gov.au/975/The-Livingstone-Shire>.

Livingstone Shire Council (LSC) 2018a, *Plans and Strategies*, viewed 6 October 2018, <http://www.livingstone.qld.gov.au/133/Plans-Strategies>.

Queensland Ambulance Service (QAS) 2013, *Contacts*, viewed 13 February 2017, <https://www.ambulance.qld.gov.au/contacts.html>.

Queensland Family History Society 2010, *Queensland schools past and present* (Version 1.01 ed.), Queensland Family History Society, ISBN 978-1-921171-26-0

Queensland Fire and Emergency Services (QFES) 2016, *Central Contact List*, viewed 16 March 2018, <https://www.qfes.qld.gov.au/about/structure/regions/Documents/Central-Contact-List.pdf>.

Queensland Government 2016b, *Queensland Budget 2016-17: In Your Region*, 15 February 2017, <http://budget.qld.gov.au/in-your-region/>.

Queensland Government 2017, Queensland Archives – Flaggy Rock Creek State School, <http://www.archivessearch.qld.gov.au/Search/AgencyDetails.aspx?AgencyId=6637>.

Queensland Government Statisticians Office (QGSO) 2017a, *Queensland regional profiles: Livingstone Local Government Area*, Queensland Treasury, Brisbane.

QGSO 2018, *Queensland regional profiles: Broadsound-Nebo Statistical Area Level 2 (SA2)*, Queensland Treasury, Brisbane.

Queensland Health (QH) 2018, *Capricorn Coast Hospital and Health Service*, Queensland Government, viewed 9 February 2018, <https://www.health.qld.gov.au/services/central-queensland/cap-coast>.

Queensland Police (QLD Police) 2012, *Police Station Locator*, viewed 10 February 2017, [https://www.police.qld.gov.au/station-locator/station\\_locator.asp](https://www.police.qld.gov.au/station-locator/station_locator.asp).

Queensland Resources Council (QRC) 2017, *Local Content*, viewed 23 February 2017, <https://www.qrc.org.au/policies/local-content/>.

Regional Development Australia Fitzroy and Central West (RDAFCW) 2017, *Home*, Regional Development Australia Fitzroy and Central West, viewed 6 February 2017, <http://rdafcw.com.au/>.

Regional Development Australia Mackay-Isaac-Whitsunday (RDAMIW) 2017, *Home*, Regional Development Australia Mackay-Isaac-Whitsunday, viewed 6 February 2017, <http://www.rdamiw.org.au/>.

Regional Development Australia North Queensland (RDANQ) 2014, *Northern Queensland Strategy*, Regional Development Australia Northern Queensland, viewed 9 February 2017, [http://rdafcw.com.au/wp-content/uploads/RDA\\_Northern-Queensland-Strategy\\_Final-Report.pdf](http://rdafcw.com.au/wp-content/uploads/RDA_Northern-Queensland-Strategy_Final-Report.pdf).

Rockhampton Regional Council (RRC) 2017a, *Regional Profile and Statistics*, viewed 6 February 2017, <http://www.rockhamptonregion.qld.gov.au/Community-and-Events/Regional-Profile-and-Statistics>.

RRC 2017b, *Economic Development Strategy*, viewed 9 February 2017, <http://www.rockhamptonregion.qld.gov.au/For-Business/Economic-Development-Strategy>.

RRC 2018, *Planning Schemes and Studies*, viewed 23 February 2017, <http://www.rockhamptonregion.qld.gov.au/Planning-and-Building/Planning-Schemes-and-Studies>.

Vanclay, F 2003, 'International Principles for Social Impact Assessment', 21:1, 5-12.