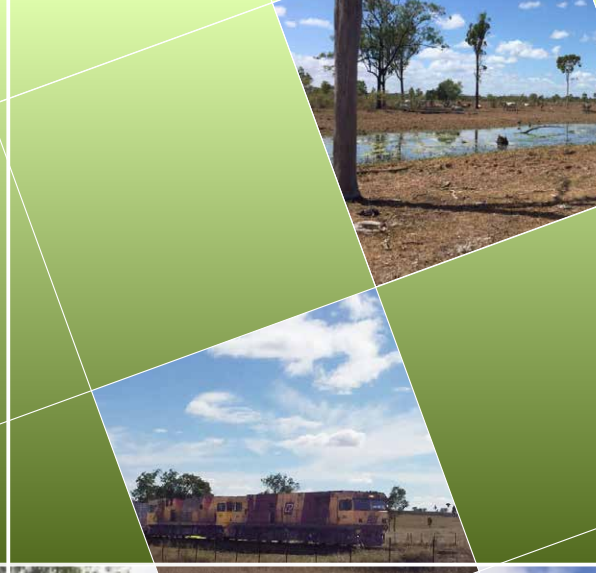


# Central Queensland Coal Project

## Chapter 19B - Social Environment

### *Supplementary Environmental Impact Statement*





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Central Queensland Coal Project  
**Chapter 19B - Social Environment**

20 December 2018

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## 19 (B) Social Environment

This chapter describes the existing social environment most relevant to the Central Queensland Coal Project (the Project). The chapter includes methods of assessment, relevant regulatory framework, existing social environment including community profiles and demography, potential beneficial and adverse impacts, and proposed mitigation measures to minimise social impacts to the region and more broadly.

This chapter has been updated since the original Environmental Impact Statement (EIS) to incorporate relevant aspects of the Isaac Regional Council (IRC) into the assessment. The social and economic components of the EIS Chapter 19 – Social and Economic, are now presented as separate chapters (i.e. Chapter 19A – Economic and Chapter 19B – Social). This Chapter should be read in conjunction with Chapter 19A – Economic, Appendix A14 Stakeholder Engagement Plan and Appendix A17 Social Impact Assessment. Appendix A13 details all submissions including those relating to the original EIS Chapter 19 – Social and Economic.

### 19.1 Project Overview

Central Queensland Coal Proprietary Limited (Central Queensland Coal) and Fairway Coal Proprietary Limited (Fairway Coal) (the joint Proponents), propose to develop the Central Queensland Coal Mine Project (the Project). As Central Queensland Coal is the senior proponent, Central Queensland Coal is referred to throughout this Supplementary Environmental Impact Statement (SEIS). 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 Mineral Development Licence (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 20 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 - 2022), where coal will be crushed, screened and washed to SSCC grade with an estimate 80% yield. Stage 2 of the Project (2023 - 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 (DBCT).

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 during decommissioning. Central Queensland Coal will manage the Project construction and ongoing operations with the assistance of contractors.

This AEIS supports the EIS by responding to the submissions that were made during the public notification period regarding the original EIS and SEIS and identifies the material changes to the Project.

## 19.2 Relevant Legislation and Guidelines

This section outlines the 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.

### 19.2.1 State Legislation

The following State legislation is applicable to the assessment of the Project's social impacts.

#### 19.2.1.1 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 19.2.3.1; and
- Regional Plans, which are covered in Section 19.2.2.

#### 19.2.1.2 Strong and Sustainable Resource Communities Act 2016

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 object 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 in order 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 resources 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 19.8 – Management Strategies 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 Australian Bureau of Statistics (ABS) Census data.

Each management strategy framework is summarised in Section 19.8 – Management Strategies and at Appendix A14 – Stakeholder Engagement Plan.

### **19.2.1.3 Regional Planning Interests Act 2014**

The *Regional Planning Interests Act 2014* 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 (DILGP 2017). 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.

#### 19.2.1.4 Environmental Protection Act 1994

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 (Queensland Legislation 2017), and as such bear relevance in this chapter. Additionally, Environmental Impact Statements (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 Terms of Reference (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.

### 19.2.2 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 (DSDMIP 2017).

#### 19.2.2.1 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 Rockhampton Regional Council (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).

### 19.2.2.2 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 (Livingstone Shire Council 2018).

### 19.2.2.3 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 in order 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.

### 19.2.2.4 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 2017a).

### 19.2.2.5 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.

### 19.2.2.6 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.

### 19.2.2.7 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.

#### **19.2.2.8 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 in the region through the use of IRC services and labour forces.



### 19.2.2.9 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.

### 19.2.3 Relevant Guidance Documents

The following guidance documents have been considered in the chapter.

#### 19.2.3.1 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 2017a).

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.

### 19.2.3.2 Social Impact Assessment Guideline 2018

The Queensland Government *Social Impact Assessment Guideline 2018* applies to projects assessed under the EP Act and complements the streamlined environmental impact assessment process (EHP 2018). 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.

### 19.2.3.3 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.

## 19.3 Environmental Objectives and Performance Outcomes

### 19.3.1 Environmental Objectives

The environmental objectives relevant to the social environment are to:

- Avoid or mitigate adverse social impacts arising from the Project; and
- Capitalise on opportunities potentially available to affected communities.

### 19.3.2 Performance Outcomes

The social performance outcomes are:

- Operations and activities minimise adverse impacts to the social environment of the region and maximise benefits that the operations may bring;
- Use local workers and contractors, where appropriate; and
- Procure local and regional businesses and services, where possible.

## 19.4 Assessment Methodology

### 19.4.1.1 Overview

The methodology used in assessing the social impacts to the region has been based on The Queensland Government *Social Impact Assessment Guideline 2018* and the International Association for Impact Assessment *Guidance for assessing and managing the social impacts of projects* (Vanclay et al 2015). A summary of the assessment includes:

- Review submissions to the Project EIS draft ToR;
- Identify the study areas;
- Develop desktop community profile;
- Constructing social baseline relevant for decision-making and documenting social changes;
- Review other technical reports for the Project; and
- Review submissions to the Project EIS.

The following qualitative and quantitative data sources were used:

- ABS used to generate baseline local profile data;
- Queensland Government Statistician's Office (QGSO) used to generate regional locality data;
- Reports and plans from LSC, RRC and IRC;
- Reports and plans from Regional Development Australia (Fitzroy and Central West, and Mackay-Isaac-Whitsunday);
- Reports and plans from Queensland State Government;

- Property market reports from Department of Natural Resources, Mines and Energy (DNRME) and Residential Tenancies Authority (RTA);
- Regional reports from Department of State Development (DSD) now the Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP), and Department of Transport and Main Road (DTMR); and
- Reports on available services in the region (various).

#### **19.4.1.2 Assumptions and Limitations**

The assessment has been based on the following assumptions:

- Initial construction phase in 2019-2020 and employing up to 275 employees;
- Second construction phase between 2027-2029 and employing up to 175 employees;
- Operations phase expected to commence in 2019 and employ up to 100 employees, and 500 employees at maximum output (2030);
- A decommissioning workforce of 20 employees when the current reserve is depleted; and
- The Project's labour resources will be sourced from within the general local area (Marlborough, Ogmore, St Lawrence, Clairview, Yaamba and The Caves) as a commute workforce.

The following limitations during the Project lifecycle were also considered as part of this assessment:

- The workforce profile will change in alignment with the change in social conditions;
- Unforeseen Commonwealth or State legislative changes, the outcomes of which directly impact the Project and / or local economy;
- Property and land valuations near mining towns are particularly sensitive to price fluctuations based on global markets;
- Floods and cyclones are prevalent in the region, and the associated environmental impacts; and
- Progress of international agreements such as the Trans-Pacific Partnership which is currently uncertain.

#### **19.4.1.3 Data Analysis**

The analysis of potential Project impacts has been undertaken based on a combination of primary data, obtained through interviews with Government and non-Government stakeholders and through broader community consultation, together with secondary data sources including data from the ABS, Queensland Treasury and the relevant Local Governments.

#### **19.4.1.4 Study Areas**

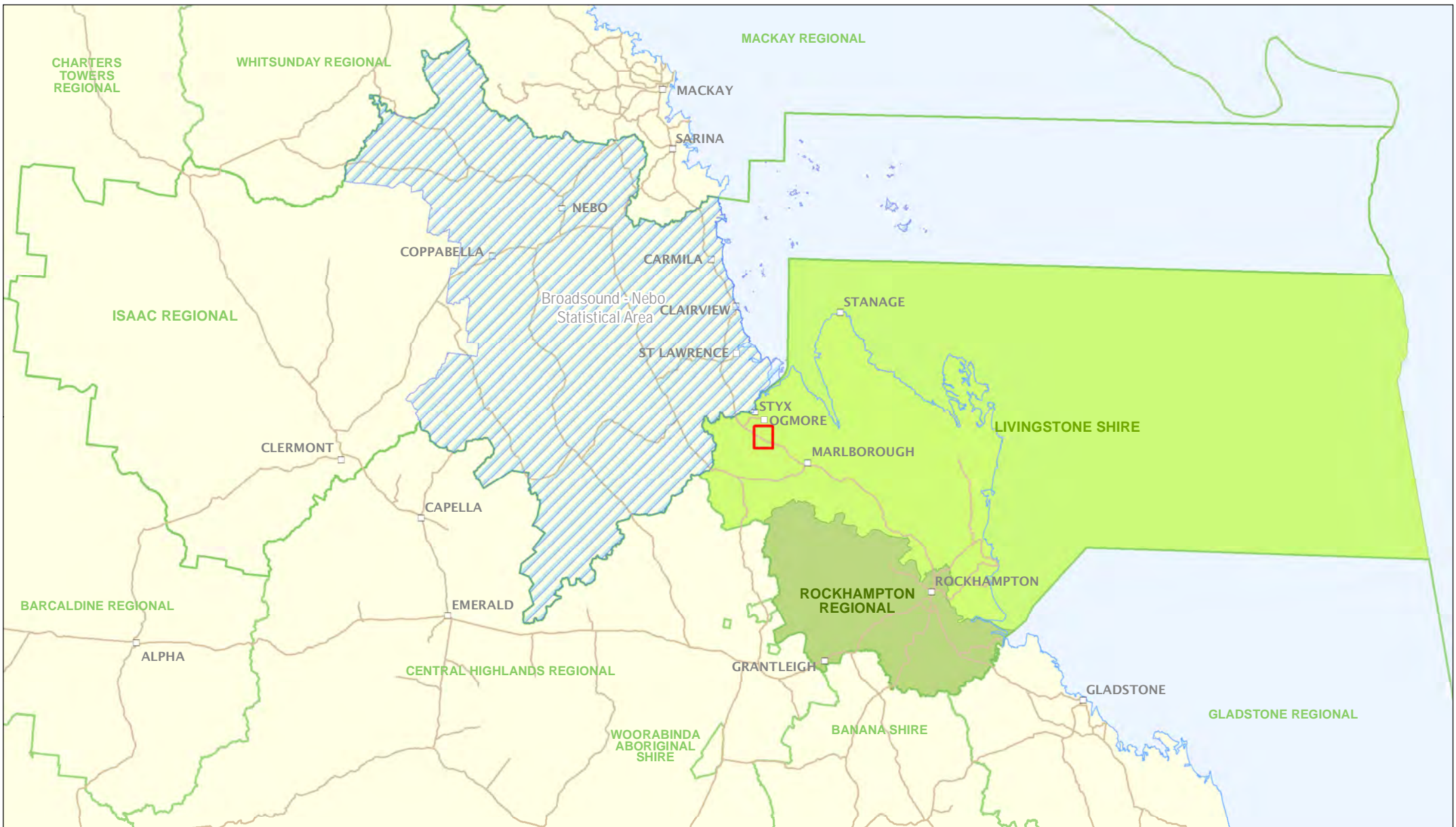
The social study area is identified in is defined as:

- Local Government Areas (LGA) (identified in Figure 19-1):
  - LSC (S)
  - RRC (R)
  - IRC (Broadsound-Nebo Statistical Area Level 2 (SA2))



- Regional Development Australia Areas (RDA):
  - Fitzroy and Central West Region (RDAFCW)
  - Mackay-Isaac-Whitsunday (RDAMIW).

For statistical purposes, an LGA is defined as a non-ABS structure and represents an administrative region, which in this case are the Council boundaries. Each LGA covers incorporated areas of Australia, and each one has an official status. In Queensland, (S) refers to a Shire, and (R) refers to a Regional Council. The RDAs are also defined as non-ABS structures representing an administrative region, whilst the State of Queensland and Australia are defined as ABS structures which are defined and maintained by the ABS (ABS 2017).



**Figure 19-1**  
Social study area



0 20 40 km

Scale @ A4 1:2,550,000  
Date: 06/04/18  
Drawn: Gayle B.

**Legend**

**Study Areas**

- Livingstone Shire Council
- Rockhampton Regional Council
- Broadsound - Nebo Statistical Area Level 2 (SA2)

- Project Area
- Surrounding LGA boundaries
- Main road

DATA SOURCE  
QLD Spatial Catalogue (QSpatial), 2017



## 19.4.2 Relevant Stakeholders

The Project stakeholders are relevant individuals, communities, government agencies (local, State and Federal), politicians, industry (private, non-Government), associations, and not-for-profit organisations (community / interest groups) who have an interest or stake in the Project and its outcome. It is also worth noting that individual stakeholders and groups will have varying degrees of interest and influence over the Project, and at different stages in the lifecycle.

The Project relevant stakeholders considered in the assessment include:

- Local community - community members near the Project site and surrounding regions where labour and infrastructure will be utilised;
- Landholders – affected landholders near the Project site;
- Local Government – LSC, RRC and IRC;
- Regional Government - Regional Development Australia Fitzroy and Central West (RDAFCW), and Regional Development Australia Mackay-Isaac-Whitsunday (RDAMIW);
- Commonwealth and Queensland State Governments - including natural resources and mining, transport, environment, emergency, and state development;
- Local industry – supply chain support, accommodation, tourism etc.;
- Aboriginal groups and corporations – Barada Kabalbara Yetimarala People and Darumbal People and Darumbal Aboriginal Corporation (ORIC 2017);
- Associations - including peak bodies and unions;
- Not-for-profit organisations - including environmental lobby groups; and
- Local services – employment, housing etc.

Community consultation commenced in Marlborough in November / December 2017 where the results of the EIS were presented in a community forum. Central Queensland Coal also used this forum as a means to assist interested parties in understanding the process to lodge properly made submissions in response to the EIS.

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 socialise updates about the Project's development and how comments to the EIS have been addressed.

In addition to the community meeting, interviews were held with property owners that immediately adjoin the Mamelon Property. 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.

Further information regarding the community consultation undertaken to date is identified in Chapter 1 – Introduction and Appendix A17 – Social Impact Assessment.

## 19.5 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.

### 19.5.1 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.

#### 19.5.1.1 Livingstone Shire Regional 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 Harley in New South Wales (DNRM 2019). 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 2016g). 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 2016g).

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, forestry and fishing industry (entirely in beef cattle farming), and a small number of residents (around five workers) worked in the mining industry according to census numbers (ABS 2016g). 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 2016g). This means there is already some capability within the local population to contribute to the mine workforce or benefit through supply arrangements.

Around 44% of dwellings in Ogmores 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 Ogmores at the time of the analysis, and over the preceding twelve months, just two dwellings were listed for sale (Table 19-1). On average, over the past ten years, there have been around two dwellings sold in Ogmores each year (Table 19-2). Overall, the property market in Ogmores 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 19-1 House listings - Ogmores**

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

Source: Corelogic 2018

**Table 19-2 House sales per annum - Ogmores**

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

Source: Corelogic 2018

### 19.5.1.2 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 2016h). Of residents, 53% were male and 47% were female with a median age of 46 years (ABS 2016h).

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 2016). Most of the workforce worked close to home in 2016 (ABS 2016h).

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 19-3). On average, over the past ten years, there have been 0-2 dwellings sold in Marlborough each year (Table 19-4). 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 19-3 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 19-4 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.

### 19.5.1.3 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 2016f). Of the 235 residents, 59% were male and 41% were female, with a median age of 55 years (ABS 2016f).

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 Queensland Rail (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 19-5). On average, over the past ten years, there have been around three dwellings sold in St Lawrence each year (Table 19-6). 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 19-5 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 19-6 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).

#### 19.5.1.4 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 with a caravan park, post office, and community centre.

The suburb of Clairview has a population of around 145 people (QLD, State Suburb) (ABS 2016d). Of this population, 58% are male and 42% are female, with a median age of 59 years (ABS 2016d). 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.

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

There were four dwellings 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 19-5). On average, over the past ten years, there have been around 1-4 dwellings sold in Clairview each year (Table 19-6). 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 19-7 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 19-8 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 and by the Flaggy Rock Creek State School which 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



ensued bungalows for rent and also includes kitchen and dining facilities, a bar and convenience store (BarraCrab Caravan Park 2018).

## 19.5.2 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 19-1.

### 19.5.2.1 Livingstone Shire Council

The Project is located near the township of Ogmoo, 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 2018a). The Shire is made up of the townships of Byfield, Cawarral, Emu Park, Farnborough, Keppel Sands, Marlborough, Ogmoo, Stanage Bay, The Caves, and Yeppoon (LSC 2017). The council sits within the RDAFCW region (RDAFCW 2017).

### 19.5.2.2 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 2018b, RRC 2017b). 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 region (RDAFCW 2017).

### 19.5.2.3 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.

### 19.5.2.4 Regional Development Australia

#### 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).

### **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 naturally beautiful regions, 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 19-2.

### **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 19-2**  
Regional Development Australia boundaries



0 20 40 km

**Legend**  
 Project Area  
 — Main road

**Study Areas**  
 Fitzroy and Central West RDA  
 Mackay-Isaac-Whitsunday RDA

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

DATA SOURCE  
 QLD Spatial Catalogue (QSpatial), 2017



### 19.5.2.5 Mining Projects

Mining projects that are currently operating in the broader region are shown at Figure 19-3. Current active mining projects, including if 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.

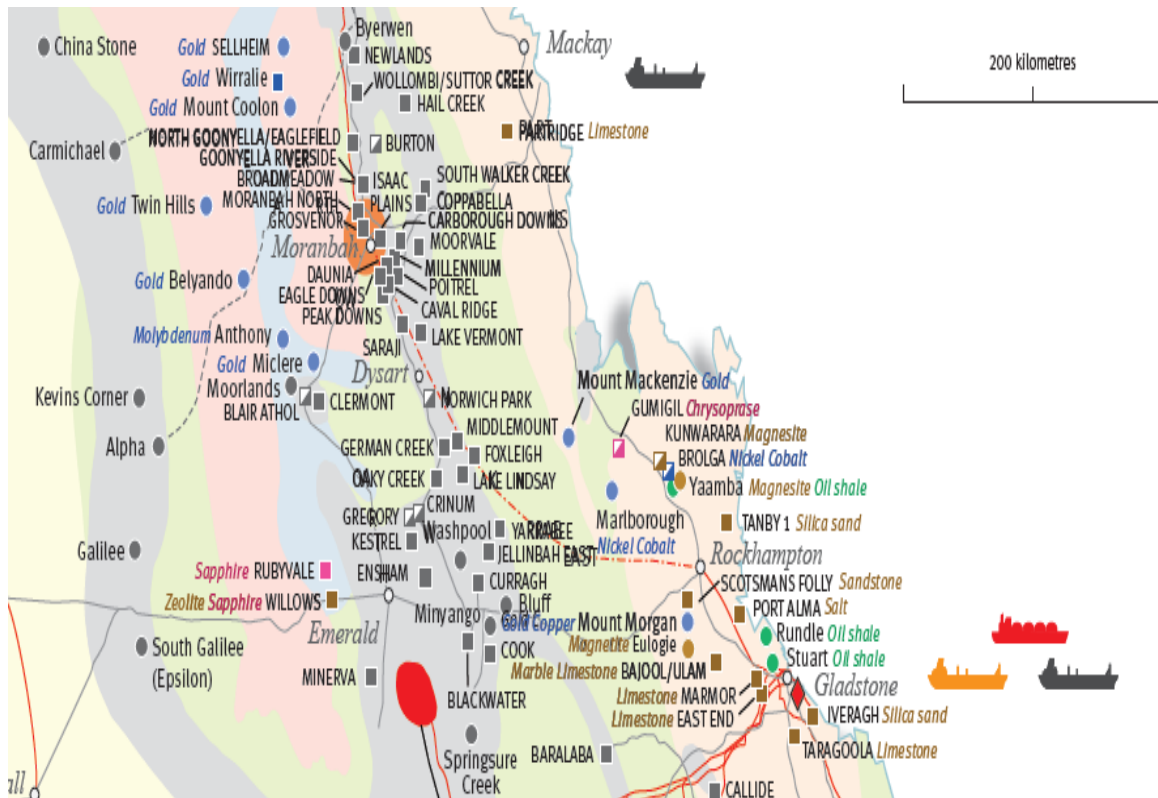


Figure 19-3 Current mining and resource projects near the Project site

Source: DNRM 2017a

### 19.5.3 Livingstone Shire Council

This section details the most relevant 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.

#### 19.5.3.1 Demographics

##### Population

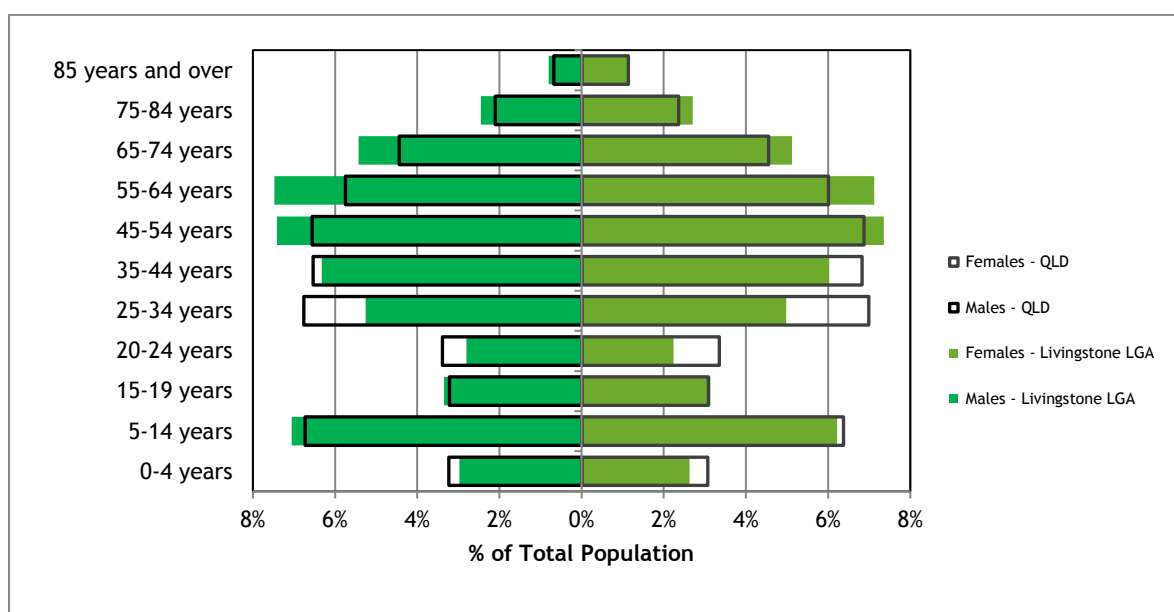
The LSC area population has grown relatively strongly over the last decade, increasing from around 30,630 people in 2007 to 37,390 people in 2017 (refer to Table 19-9). The average annual growth rate was 1.7% over the last five years and 2.0% over ten years. This was a slightly higher growth rate compared to Queensland. Population growth was lower in the last 5 years in both areas (refer to Table 19-9). In terms of size, the LSC area population represents 0.76% of the total Queensland population as at 30 June 2017.

**Table 19-9 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 2018a

Figure 19-4 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 2017i

**Figure 19-4 Population pyramid LSC (S) LGA and Queensland as at 30 June 2016**

### 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 19-10). 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 19-10 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 2018a



## 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 2016). 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 19-11).

**Table 19-11 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 2016 and QGSO 2018a

## 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 19-12).

**Table 19-12 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 2017i, QGSO 2018a

## Migration

The usual address of residents in 2016 and 2011 is compared in Table 19-13. For the LSC area, 39.6% of residents moved during this five year period, which was a low proportion compared to Queensland.

**Table 19-13 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 2018a

## 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 19-14).

**Table 19-14 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

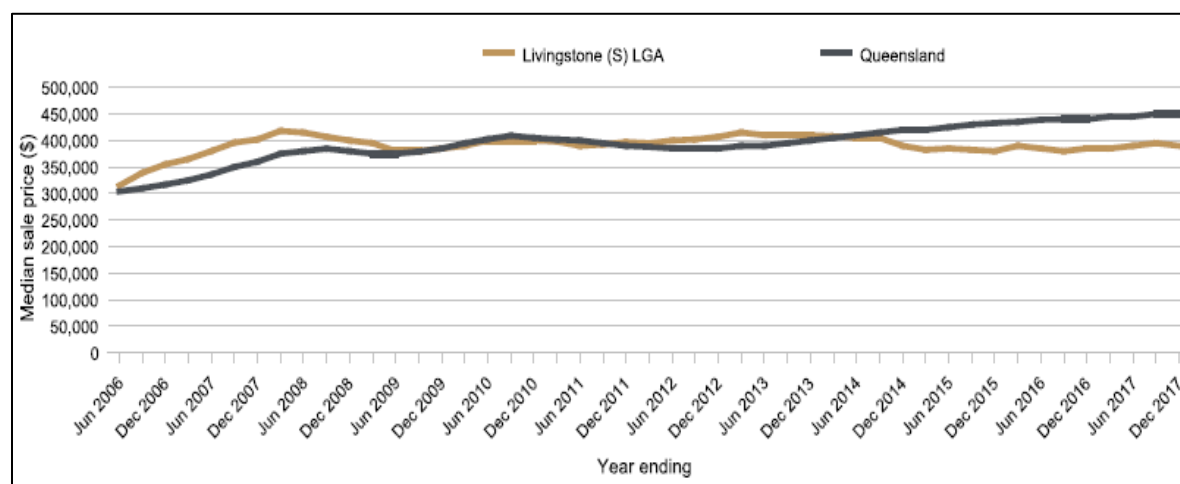
Source: ABS 2017i and QGSO 2018a

### 19.5.3.2 Housing and Accommodation

#### 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 19-5. 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 2018a

**Figure 19-5 Median value of residential dwelling sales – LSC**

#### Median Income and Mortgage Commitments

Median incomes and median mortgage repayments for the LSC area are presented in Table 19-15. 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 19-15 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)	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 2017i and QGSO 2018a

## Property Prices

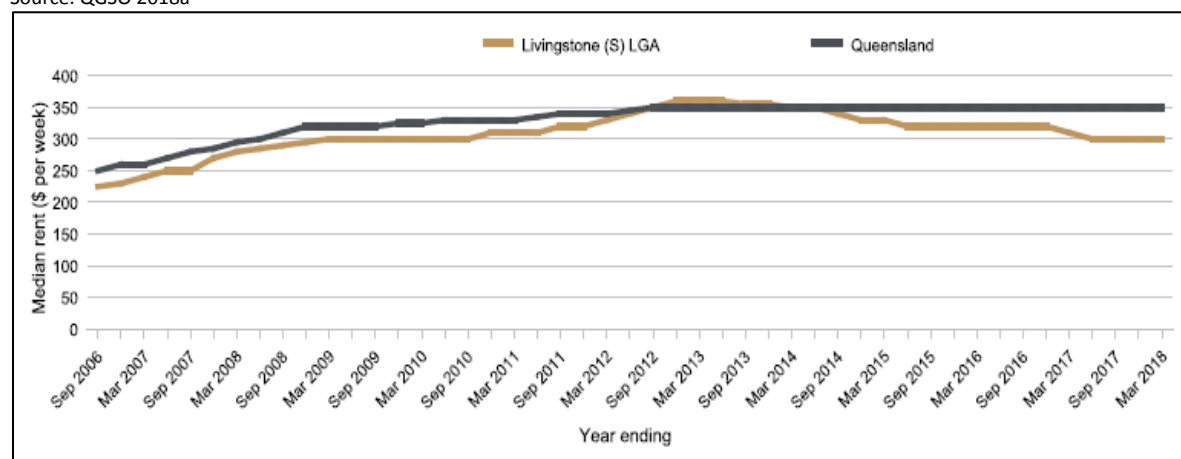
Table 19-16 identifies bond lodgements and median rents for different dwelling types in the LSC area in the 12 months ending 31 March 2018. Four bedroom houses had the highest number of new bond lodgements with 548 lodgements, followed by three bedroom houses with 371 lodgements.

Figure 19-6 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 19-16 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 2018a



Source: QGSO 2018a

**Figure 19-6 Median rent of three bedroom house (2006-2018) – LSC**

### 19.5.3.3 Education

Census data provides an overview of the educational attainment for the population of the LSC area (refer to Table 19-17). The LSC area had a lower proportion of residents with a bachelor's degree or above, and higher proportion of residents who had completed Year 10 or below.

**Table 19-17 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	
	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 2017i and QGSO 2018a

### 19.5.3.4 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 19-18). 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 2018a).

**Table 19-18 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 2017i and QGSO 2018a

### 19.5.3.5 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 19-19).

**Table 19-19 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 2018a

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 2016). 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 2018a).

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 2018a).

### **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).

#### **19.5.3.6 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 19-20).



**Table 19-20 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 2018a

### 19.5.3.7 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).

### 19.5.3.8 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.

## 19.5.4 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.

### 19.5.4.1 Demographics

#### Population

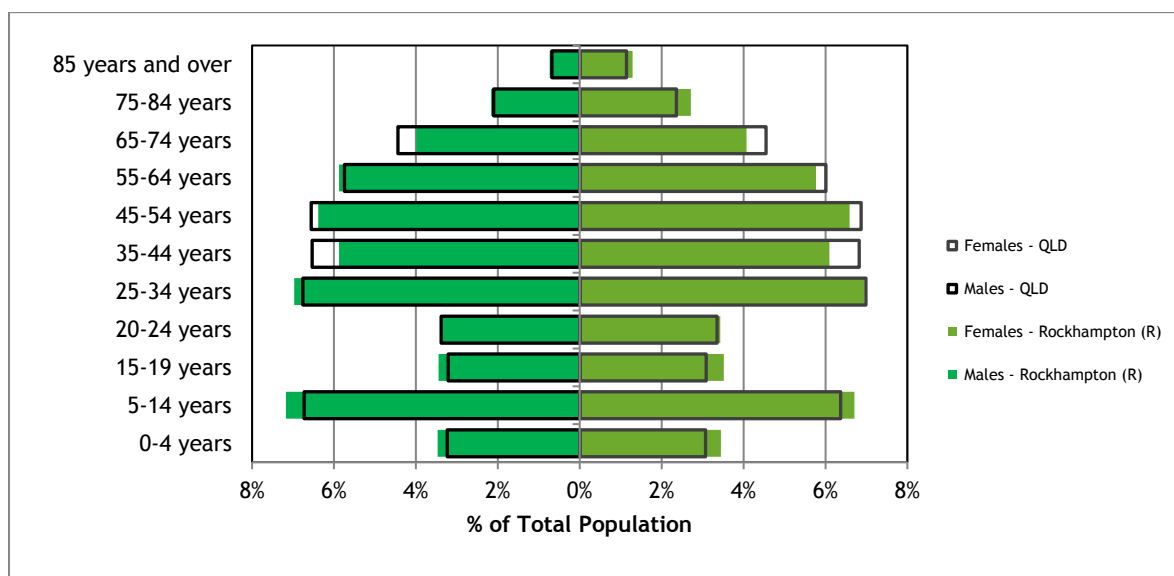
The RRC area population has grown from 75,195 people in 2007 to 81,446 people in 2017. The average annual growth rate was 0.2% over the last five years and 0.8% over ten years (refer to Table 19-21). The RRC area growth rate has been significantly lower compared to Queensland over the last ten years. The RRC area population represents 1.7% of the total Queensland population as at 30 June 2017.

**Table 19-21 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 2016 and QGSO 2018b

The RRC’s population profile was similar to Queensland (refer to Figure 19-7); however, with slightly higher proportions of children (0-19 years of age) and lower proportions of adults aged 35-74 years.



Source: ABS 2016

**Figure 19-7 Population pyramid Rockhampton (R) LGA and Queensland as at 30 June 2016**

### Indigenous Population

There were 5,874 Indigenous people, including both Aboriginal and Torres Strait Islander people, living in the RRC area (refer to Table 19-22). 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 19-22 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 2017i and QGSO 2018b

### 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 19-23).

**Table 19-23 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 2017i and QGSO 2018b

## 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 19-24). The median age for the Queensland population in comparison has increased by one year during this period.

**Table 19-24 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 2017i and QGSO 2018b

## Migration

The usual address of residents in 2016 and 2011 is compared in Table 19-25. 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 19-25 Place of usual residence in 2011 compared to 2016 – RRC**

Area	Same address	Different address				Proportion with Different Address (%)	Total persons
		Within QLD	Rest of Australia	Overseas	Total		
	No.	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

## 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% (Table 19-26). The RRC area had a higher proportion of lone person households (26.3%) compared to Queensland (23.5%) and Australia (24.4%).

**Table 19-26 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

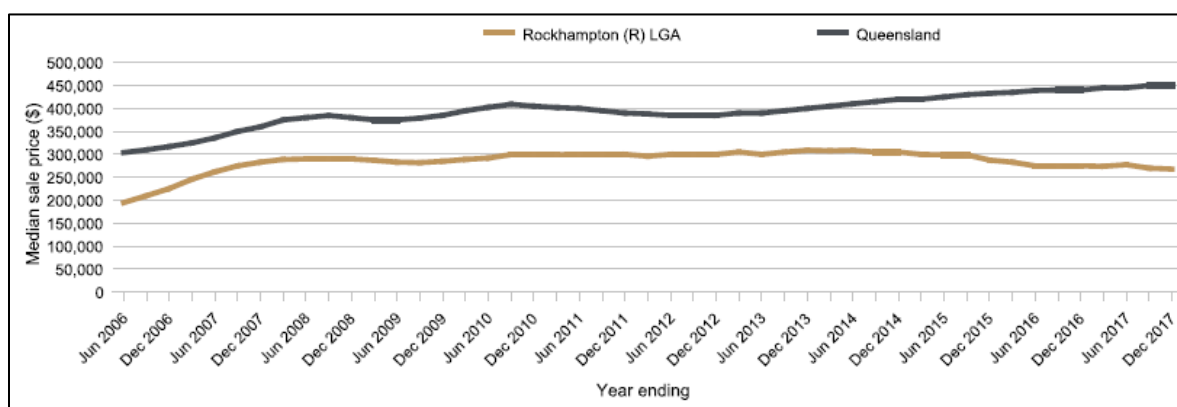
Source: ABS 2017i and QGSO 2018b

### 19.5.4.2 Housing and Accommodation

#### 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 19-8. 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 19-8 Median value of residential dwelling sales – RRC**

#### Median Income and Mortgage Commitments

Median incomes and median mortgage repayments for the RRC area, Queensland and Australia are presented in Table 19-27. 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 19-27 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 2017i and QGSO 2018b

## Property Prices

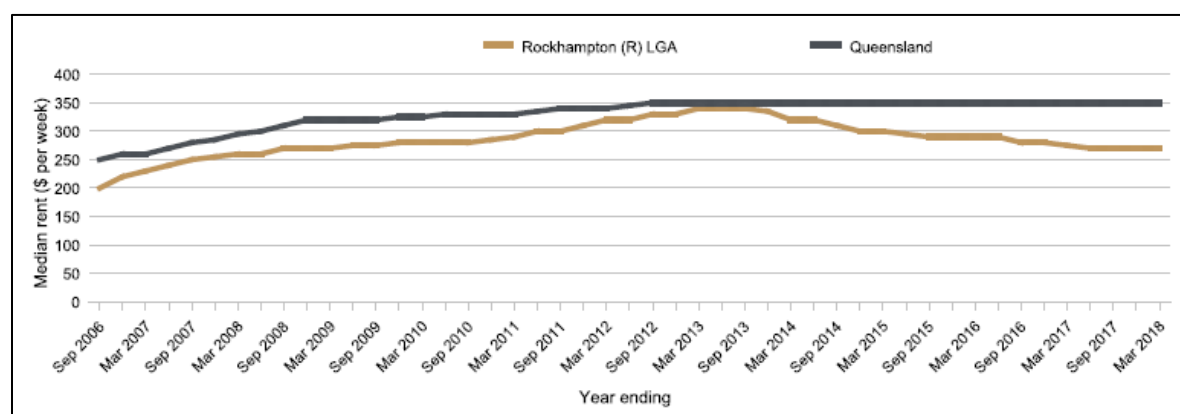
Table 19-28 identifies bond lodgements and median rents for different dwelling types in the RRC area in the 12 months ending 31 March 2018. Three bedroom houses were the most common dwelling type for new bond lodgements with 1,311 new bonds lodged, followed by four bedroom houses with 1,027 lodgements.

Table 19-28 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 19-28 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 19-9 Median rent of three bedroom house (2006-2018) – RRC**

### 19.5.4.3 Education

Census data provides an overview of the level of educational attainment for the population of the RRC area (refer to Table 19-29). A lower proportion of RRC residents had completed a bachelor's degree and above, while a higher proportion had completed Year 10 or below.

**Table 19-29 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 2017i and QGSO 2018b

#### 19.5.4.4 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 19-30). 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 19-30 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 2017i and QGSO 2018b

#### 19.5.4.5 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 19-31).

**Table 19-31 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 2016). 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 2016a).

There are 26 aged care service providers in the area 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 2018a).

## 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.

#### 19.5.4.6 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 19-32).

**Table 19-32 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

#### 19.5.4.7 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 2018b). 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 2018b).

### 19.5.5 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.

#### 19.5.5.1 Demographics

##### Population

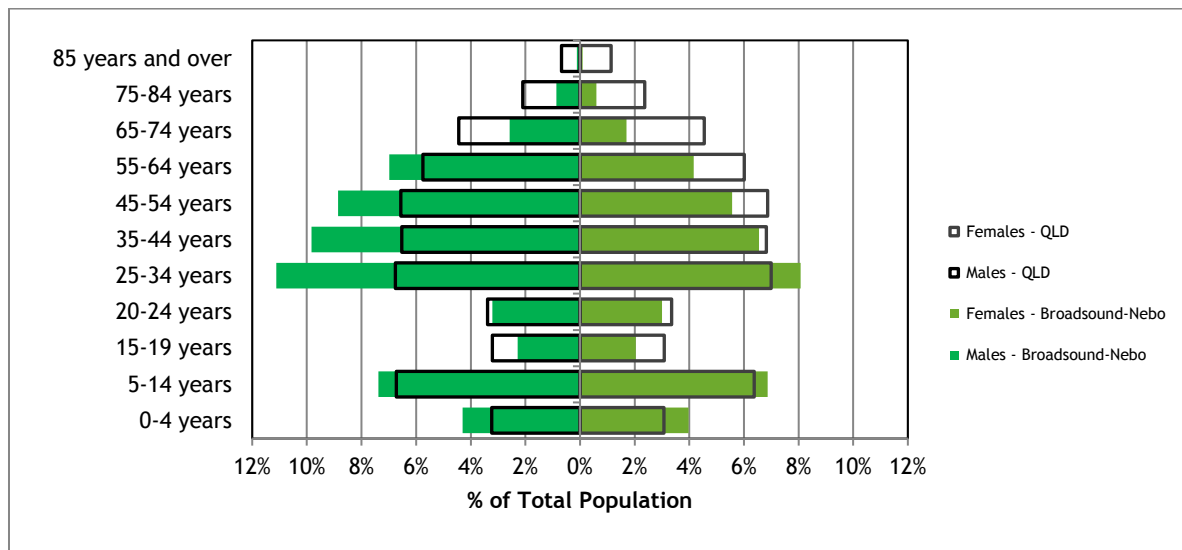
The Broadsound-Nebo Statistical Area experienced a decrease in population between 2007 and 2017 (Table 19-33). The population increased between 2007 and 2012 but fell from 10,189 residents in 2012 to 8,423 people in 2017 (an average annual decline of 3.7%). This reduction in population has coincided with the downturn in regional mining activity.

**Table 19-33 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 2017i

Figure 19-10 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 19-10 Population pyramid Broadsound-Nebo Statistical Area (SA2) and Queensland as at 30 June 2017**

## 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 19-34).

**Table 19-34 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 2017i

## 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 19-35). 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 19-35 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 2017i

## Median Age

The Broadsound-Nebo Statistical Area population had a significantly lower median age compared to Queensland and Australia (Table 19-36). 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 19-36 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 2018 and ABS 2017i

## Migration

The usual address of residents in 2016 and 2011 is compared in Table 19-37. 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 19-37 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

## 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 19-38). There were slightly higher proportions of lone person households in the area, and slightly lower proportions of group households, compared to Queensland.

**Table 19-38 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

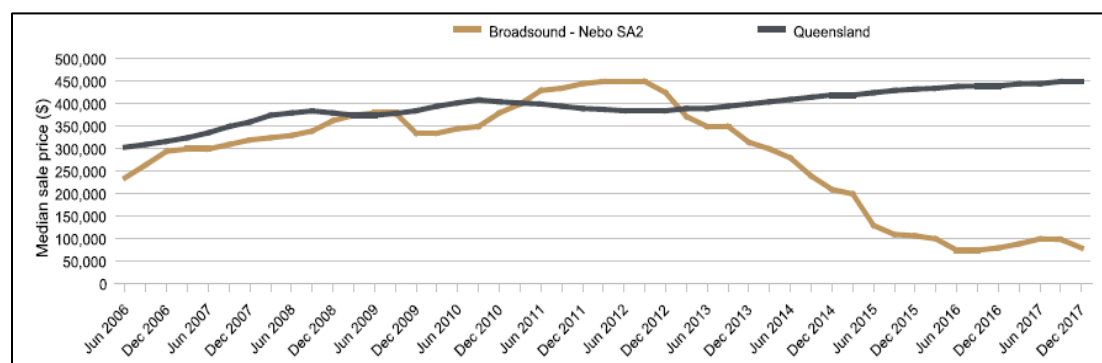
Source: QGSO 2018 and ABS 2017i

### 19.5.5.2 Housing and Accommodation

#### 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 19-11. 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 19-11 Median value of residential dwelling sales – Broadsound-Nebo Statistical Area**

## Median Income and Mortgage Commitments

The Broadsound-Nebo Statistical Area population median incomes and mortgage repayments are presented in Table 19-39. 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 19-39 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 2017i

## Property Prices

Table 19-40 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 four bedroom houses with 103 lodgements.

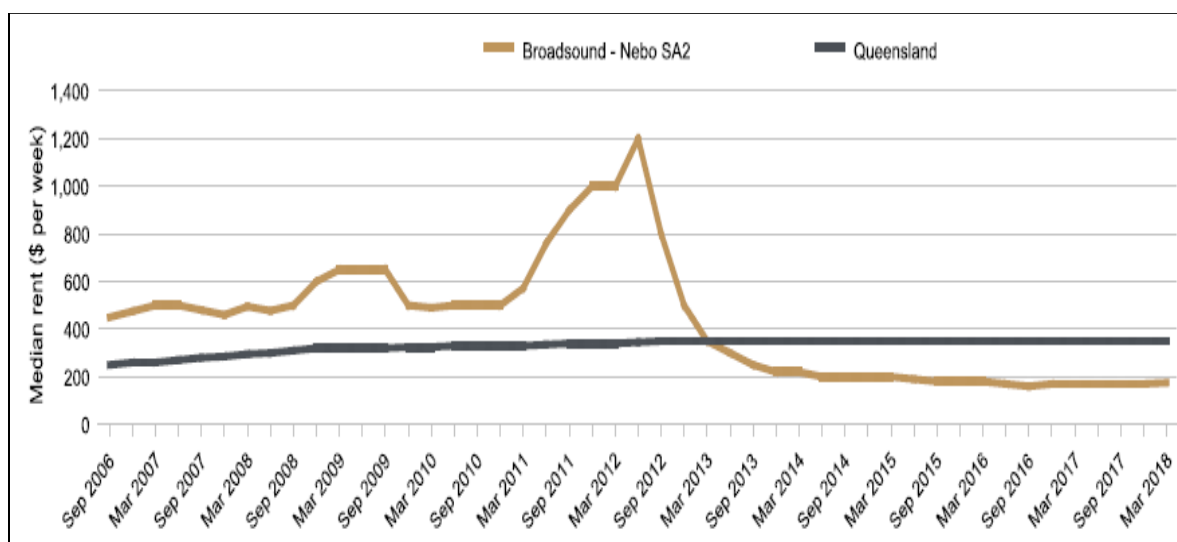
The median rent of a three bedroom house in the Broadsound-Nebo Statistical Area peaked at approximately \$1,200 in June 2012 (Figure 19-12). Since December 2013, the median rent price has been around \$200 a week, which is below the Queensland average of around \$350 a week.

**Table 19-40 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 19-12 Median rent of three bedroom house (2006-2018) – Broadsound-Nebo Statistical Area**

### 19.5.5.3 Education

The Broadsound-Nebo Statistical Area population had a similar rate of completion of technical or tertiary education to Queensland (Table 19-41), but a lower proportion of the population had completed year 11 or 12 or attained a bachelor's degree or above.

**Table 19-41 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 2017i

### 19.5.5.4 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 19-42). The main languages spoken at home (other than English) were predominantly Tagalog, Afrikaans, Indonesian, Filipino and Thai.

**Table 19-42 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%)

Area	Born in Australia		Born overseas		Speaks language at home other than English		Persons	Top non-English languages spoken
	No.	%	No.	%	No.	%		
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 2017i

### 19.5.5.5 Community Services and Facilities

Community services and facilities available in the Broadsound-Nebo Statistical Area are shown in Table 19-43.

**Table 19-43 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;
- Qld Fire & Emergency Services
- 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 2017a) as at the 2016 census. Middlemount is the next largest town with a population of 1,914 (ABS 2016c).

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 2016d, f).

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).

#### 19.5.5.6 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 19-44).

**Table 19-44 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

#### 19.5.5.7 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.

## 19.6 Potential 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 19-45 and Table 19-46, 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 19.7 Mitigation Measures.

Table 19-45 Potential adverse impacts

Social Impact Theme	Description of potential adverse impact	Project Phase <sup>#</sup>	Area of influence
<b>Housing and Accommodation</b>	▪ Increased temporary accommodation requirements during construction and operations	Both	Local area
	▪ Increased permanent accommodation requirements	Operation	Local area and nearby rural centres
	▪ Changes to existing urban design of Marlborough and / or Ogmore	Operation	Local area
	▪ Increase to cost of living in local area	Operation	Local area and nearby rural centres
<b>Health and Community Wellbeing</b>	▪ 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	Both	Local area
	▪ Stress for impacted landholders, particularly leading up to construction	Construction	Local area
	▪ Potential visual amenity impacts	Both	Local area
	▪ Potential for traffic related incidents due to increased population	Both	Local area
	▪ 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	Both	Local area and nearby rural centres
	▪ 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	Both	Local area
	▪ People living adjacent to and nearby residents impacted by dust deposition during construction, operation or decommissioning	Both	Local area
	▪ 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.	Both	Local area
	▪ Social identity of Marlborough and Ogmore altered in a negative way due to growth and redevelopment	Both	Local area
	▪ Social friction resulting from creation of an 'us and them' dynamic	Both	Local area and nearby rural centres
	▪ Diminished rural and agricultural identity	Both	Local area
	▪ Real or perceived deterioration of the safety of Marlborough and Ogmore	Both	Local area
	▪ Increased demand on educational services	Both	Local area, nearby rural centres and nearby urban centres
	▪ Increased use of community infrastructure	Both	Local area and nearby rural centres
▪ Amenity and safety effects associated with increases in traffic	Both	Local area and nearby rural centres	

Social Impact Theme	Description of potential adverse impact	Project Phase <sup>#</sup>	Area of influence
	▪ Increased demand on emergency and essential services	Both	Local area
	▪ Impacts on Indigenous people and culture	Both	Local area
	▪ Increased demand for community services and facilities	Both	Local area and nearby rural centres
	▪ Increased demand on existing municipal infrastructure	Both	Local area
<b>Local Business and Industry Content</b>	▪ The Project contributing to local skills shortages	Both	Local area and nearby rural centres
	▪ Difficulties attracting and retaining skilled staff for local businesses	Both	Local area and nearby rural centres
	▪ 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	Both	Local and nearby urban centres
	▪ Disruptions to farm operations during the mine lifecycle leading to revenue impacts for farming businesses.	Both	Local area, nearby rural centres and nearby urban centres
	▪ Stock feed and water quality impacted by dust deposition during construction, operation or decommissioning.	Both	Local area
	▪ Increased risk of bush fire from Project operations	Both	Local area
<b>Workforce Management</b>	▪ Social health effects associated with shift work and commute	Both	Local area and nearby rural centres
	▪ Difficulties attracting and retaining skilled staff	Both	Local area and nearby rural centres

# refers to construction and operational phases

**Table 19-46 Potential beneficial impacts**

Potential impact area	Description of potential positive impact	Project Phase <sup>#</sup>	Area of influence
<b>Housing and Accommodation</b>	▪ Increased opportunity to rent or sell vacant housing	Both	Local area, nearby rural centres and nearby urban centres
<b>Health and Community Wellbeing</b>	▪ Maintenance in social infrastructure if population increases driving need for increased services.	Operation	Local area and nearby rural centres
	▪ Population growth associated with construction and operation workforces	Both	Local area, nearby rural centres and nearby urban centres
	▪ Change in demographic characteristics of resident populations at Marlborough and Ogmore and nearby rural centres	Both	Local area and nearby rural centres
	▪ 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.	Both	Local area and nearby rural centres
	▪ Ability to monitor the health of local water resources on an ongoing basis.	Both	Local area



Potential impact area	Description of potential positive impact	Project Phase <sup>#</sup>	Area of influence
	<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
	<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

<sup>#</sup> refers to construction and operational phases

### 19.6.1 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, Yaamba, St Lawrence, The Caves and Clairview and then regional communities such as Yeppoon and Rockhampton if insufficient local workers cannot 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. As such no specific mitigation measures beyond monitoring of statistical reports and ongoing stakeholder engagement is proposed.

Central Queensland Coal is committed to the need to work in partnership with local government, state government agencies and other proponents to develop and implement strategies that enable the provision and maintenance of a healthy and functioning social environment in the local communities where its workforce reside. Central Queensland Coal is committed to actively work with the LSC, RRC and IRC to contribute to addressing key emerging community issues in its local communities.

### 19.6.2 Environmental Impacts

Although covered in detail in the EIS, 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. The main direct environmental impacts will occur in the vicinity of the mine and 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 continue to be assessed throughout the life of the Project.

### 19.6.3 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 small 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. Of far greater impact is the Land Acquisition Process being undertaken by the ADF.

### 19.6.4 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.

### 19.6.5 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.

### 19.6.6 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 / Ogmoo / The Caves and St Lawrence / Clairview respectively. Consequently, the population of these towns may grow, 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.

### 19.6.7 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.

### 19.6.8 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.

### 19.6.9 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.

### 19.6.10 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. Yeppoon and Rockhampton have a large pool of mine contractors and an established capacity to serve the coal mining industry. Mackay may also form part of the makeup of employees expected to service the Project. Opportunities for employment will also exist for smaller towns, such as Marlborough, St Lawrence and Sarina.

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 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.

### 19.6.11 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 unavailable, from 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.

### 19.6.12 Transport and Site Access Issues

The construction and operational workforce will be a manly local commute workers and where necessary regional DiDo workers. The skill of these workers will vary depending on the stage of development. The Project site is easily accessible via major roads including the Bruce Highway. For the few workers or contractors living in Yeppoon, Rockhampton and Mackay or similar distances away from the Project, who have to work consecutive days, they will more than likely be accommodated in the Marlborough Caravan Park. Traffic and transport matters are discussed in Chapter 6 – Traffic and Transport.

### 19.6.13 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 5.0% and will not be impacted.

#### 19.6.14 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.

#### 19.6.15 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, Ogmoo, Yaamba, St Lawrence, The Caves and Clairview. Consequently, it is not expected that 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.

#### 19.6.16 Increased Demand on Community and Essential Services

##### 19.6.16.1 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 expected that it will take approximately 45 minutes to access the site via road. It is possible that medical emergencies may require the local or regional air rescue services such as the CQ Rescue Helicopter or Emergency Management Queensland.

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.

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 19-47 and Table 19-48). As identified in Table 19-47 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 19-47 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 19-48, 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 19-48 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

### 19.6.16.2 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 2017b). It is expected that any further demand because of the Project will also be accommodated by these educational services.

## 19.7 Mitigation Measures

The Project is anticipated to result in a range of adverse social impacts, which will be offset by beneficial impacts, such as employment and potential business opportunities. Nonetheless, management of these risks are required to mitigate any potential negative social consequences.

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.

### 19.7.1 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.

### 19.7.2 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.

### 19.7.3 Housing and Accommodation

Central Queensland Coal will implement their workforce housing and accommodation strategies through the relevant Action Plans (see Section 19.9). 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. 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.

### 19.7.4 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 Ogmore. These effects include the likely increase in traffic in these communities (particularly during shift changeover times at 6am and 6pm or 07:00am and 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.

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 manage traffic related Project effects by reducing traffic through provision of bus services. This will encompass shift rotations and site mobilisation (accommodation-mine site) for the workforce. Central Queensland Coal will consider a road maintenance contribution scheme with the relevant authorities and provide accommodation for the non-local construction and potentially operational workforce at the Marlborough Caravan Park accommodation camp facilities.

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.

### 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 be trained in mine related skills. 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 contractor 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 Industry Capability Network (ICN) Gateway, and to advertise business and tender opportunities locally.

#### 19.7.5 Local Economic Conditions

The Project is predicted to generate a number of effects with respect to local economic conditions. This includes a beneficial impact on the generation of opportunities for local businesses, and the injection of wealth into the local and regional economies.

The beneficial impacts are to be balanced against the negative impacts of increased competition for skilled labour in the region and the potential for an increase in the cost of living in the local area. The following mitigation measures are proposed. Central Queensland Coal will assist in skills development through provision of 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 the business communities in Marlborough and Ogmoo.

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.

### 19.7.6 Health and Safety

The Project has potential to create increased challenges to family life for workers who commute to the mine site from regional communities such as Clairview, St Lawrence, The Caves, Marlborough, Ogmore, Yaamba particularly where commuting is associated with shift work and potentially the additional commutes for non-residential workers. The potential for increased traffic related incidents due to the increase in population, for adverse health effects associated with shift work and real or perceived deterioration in the safety and security of the local Marlborough and Ogmore communities, have been considered.

Proposed mitigation measures which will be discussed with Queensland Health to mitigate the potential for impacts include:

- The provision on-site first aid and emergency facilities for the Project workforces;
- 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.

### 19.7.7 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 between Ogmore and Marlborough, and further out to The Caves / Rockhampton and St Lawrence / 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.

### 19.7.8 Health and Community Infrastructure

The potential for population growth in Marlborough and Ogmore, and potentially at St Lawrence, The Caves and Clairview, should non-commute workers associated with the Project choose to move to the local area, is likely to generate positive impacts via increased usage of a range of facilities and services and thus increased community participation. However, if not adequately planned for, increased usage could also result in service deficits for the local population.

The increased demand in health and emergency services is a potential adverse impact. The increased usage of general community infrastructure is of moderate social significance, as is the increased demand on essential services and the lack of land allocation for the provision of social and commercial services.

The mitigation measures proposed at Section 19.7.7 Health and Safety will also apply to mitigating impacts to health and community infrastructure.

Central Queensland Coal intends to establish productive partnerships with emergency service providers to develop an appropriate Safety and Health Management System which implements preventative measures on and off site 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.

### 19.7.9 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 operations phases as the permanent workforce 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, and for a lack of social and commercial services to develop. These impacts have been identified as being of moderate importance. These impacts will be mitigated by the development of partnerships between Central Queensland Coal, 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.

## 19.8 Management Strategies

A management plan framework has been developed 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;
- Local business and industry content;
- Health and community wellbeing; and



- Housing and accommodation.

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.

The management strategies are summarised in the following sections.

### 19.8.1 Community and Stakeholder Engagement

**Community and Stakeholder Engagement** – The main purpose of the Stakeholder and Community Engagement Strategy is to develop working relationships with each relevant stakeholder. The strategy will ensure that members of the communities and stakeholders are adequately informed and are aware of communication channels should they have any complaints, issues, questions or comments. The strategy will also include the processes for ongoing consultation and the mitigation and management actions. Engagement will continue throughout the EA period and will continue for the life of the Project. After the ML has been granted, the focus of the consultation will be on developing more details within the Stakeholder and Community Engagement Strategy. The indicative framework for this strategy is shown at Table 19-49.

**Table 19-49 Community and Stakeholder Engagement Strategy framework**

Stakeholder	Interest area	Consultation Method
<b>Landholders</b>		
Within the Project area	Implementation of property management plans Landholder compensation agreement	Face to face meetings
Neighbouring	Impact management	
<b>Indigenous Groups</b>		
Relevant Indigenous parties	Employment, training and economic participation strategies for Indigenous people as part of construction and operational phases.	Face to face meetings
Indigenous businesses	Strategies for engaging with Indigenous businesses to encourage their involvement in the supply chain for the mine.	
<b>Local Communities</b>		
Marlborough, Ogmore, St Lawrence, Clairview	Project schedule, accommodation, employment and business opportunities within the region Supply chain opportunities within the region	Face to face meetings Media – advertisements in Local newspapers Project website
<b>Regional Councils</b>		
Livingstone Shire Council	Project schedule, accommodation, employment and business opportunities within the region Supply chain opportunities within the region	Face to face meetings Media – advertisements in Local newspapers Project website
Rockhampton Regional Council		
Isaac Regional Council		
<b>State Government</b>		
DSDMIP	Management Plan development	Face to face meetings
DATSIP	Employment, training and economic participation strategies for Indigenous people as part of construction and operational phases. Strategies for engaging with Indigenous businesses to encourage their involvement in the supply chain for the mine.	

Stakeholder	Interest area	Consultation Method
QPS	<p>Management of Project impacts on service provision and infrastructure.</p> <p>Further detailed Information on:</p> <ul style="list-style-type: none"> <li>▪ Size of Workforce;</li> <li>▪ Ramp-up / Ramp-down timeframes;</li> <li>▪ Local commute arrangements;</li> <li>▪ Roster arrangements;</li> <li>▪ Location of workforce; and</li> <li>▪ The number of wide loads.</li> </ul> <p>The assessment of potential impacts and risk. This would be extended to include consultation regarding the development of Emergency and Risk Management Plans.</p>	
Queensland Fire and Emergency Services	The assessment of potential impacts and risk. This would be extended to include consultation regarding the development of Emergency and Risk Management Plans.	
Queensland Ambulance Service		
Local and District Disaster Management Groups	Consultation in relation to the development of these Emergency and Risk Management Plans to ensure there is no conflict with and / or place unnecessary burdens on existing disaster management arrangements.	
Queensland Health	Management of Project impacts on service provision and infrastructure, including the Rockhampton Hospital.	
<b>Community Groups</b>		
Local community groups	Project schedule, accommodation, employment and business opportunities within the region. Supply chain opportunities within the region.	Face to face and local meeting opportunities

### 19.8.2 Workforce Management Strategy

**Workforce Management** - 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 19-50.

**Table 19-50 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, 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, IRC and MRC 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's 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	<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>▪ 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>

### 19.8.3 Local Business and Industry Content Strategy

**Local Business and Industry Content Strategy** – This 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, IRC and MRC 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 19-51.

**Table 19-51 Local Business and Industry Content Strategy**

Local Business and Industry Content Strategy	
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	<p>The Local Business and Industry Content 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>▪ Outline how Central Queensland Coal will engage with and continue to engage with, industry across the local region using existing methods and will:</li> </ul> <p>promote procurement opportunities to local industry (including effective communication of scope of works and tender opportunities) promote capability requirements to local industry</p> <ul style="list-style-type: none"> <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	<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>▪ Change in business opportunities in the local region; and</li> <li>▪ Access to industry portals and their requirements.</li> </ul>

#### 19.8.4 Health and Community Wellbeing

**Health, Social, Family 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 commitment is communicated and integrated within the procurement strategies and procedures of the company and within its supply chains;
- 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;
- Encourage participation in and support for the LSC, RRC, IRC, MRC 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 Social Impact Strategy will be completed in consultation with the Coordinated Project Delivery Division in the Office of the Coordinator-General, Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP) 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 19-52.

**Table 19-52 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, Ogmoo, St Lawrence, The Caves, Yaamba, Clairview and other towns / communities in the LSC, RRC, IRC, MRC areas.
Objective	Be aware of any change in demand on government and community provided services and facilities from Project related workforce and their families. To optimise positive interactions between any non-residential workforce and the local community. To support a safe and secure environment for the Project workforce and their families within the region.
Content	The Health and Community Wellbeing 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>▪ 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	To be identified with stakeholders, however the following are provided as a guide to begin discussions: <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</li> </ul> The Health, Social, Family and Community Wellbeing Strategy will need to be closely integrated with the other Project environmental management plans.

### 19.8.5 Housing and Accommodation Strategy

**Housing and Accommodation Strategy** – This Strategy will be developed to provide accommodation solutions for the Project workforce across the life of the Project that avoids placing additional pressure on:

- Housing and accommodation resources in Marlborough, Ogmores, Clairview, The Caves, Yaamba 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, The Caves, Yaamba and Clairview.

The indicative framework for this strategy is shown at Table 19-53.

**Table 19-53 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 that avoids placing additional pressure on: <ul style="list-style-type: none"> <li>▪ Housing and accommodation resources in Marlborough, Ogmores, St Lawrence, The Caves, Yaamba 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>



## 19.9 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 which added to current projects may increase the strain in the region. 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.

### 19.9.1 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).

### 19.9.2 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, 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.

## 19.10 Draft Action Plans

Central Queensland Coal has developed four draft Action Plans. The purpose of these plans is to detail the proposed strategies for managing the direct and indirect impacts from the Project. The draft Action Plans are based on key themes drawn from social research and stakeholder consultation and engagement.

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.

The Action Plans are:

- Housing and Accommodation;
- Employment, Training and the Local Economy;
- Social Identity and Cohesion; and
- Health and Community Infrastructure.

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.

### 19.10.1 Action Plans

The Action Plans (see Table 19-54 to Table 19-57) describe the purpose of the plan, the objectives, the stakeholders likely to partner to action the plan, the impacts mitigated by the plan, and the actual actions to be taken to mitigate the impacts.

The Action Plans will be finalised prior to the commencement of construction activities. The Action Plans will continue to be updated through the life of the Project, taking into consideration the Project stage, the state of the social and economic environment within the Project area and additional externalities that may influence the successful achievement of the desired outcomes.

**Table 19-54 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 Ogmore	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 Ogmore, then regional localities for non-local commute workforce	Central Queensland Coal		▪ Ongoing	▪ Utilisation of existing facilities.		
Utilisation of new accommodation facilities at Marlborough Caravan Park	Central Queensland Coal		▪ Ongoing	▪ Utilisation of existing facilities.		
Identify an accommodation manager to coordinate with local real estate agencies and relevant Councils regarding accommodation options in local communities	Central Queensland Coal		▪ Ongoing	▪ Enhance opportunities to live locally if desired.		

\*Both refers to the construction and operational phases

# Both refers to potential for negative and positive outcomes

**Table 19-55 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>▪ Central Queensland Coal;</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>▪ Central Queensland Coal;</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>▪ Central Queensland Coal;</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>		

Introduction			
<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> <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>Contractors;</li> <li>ICN Gateway;</li> <li>Local businesses;</li> <li>Industry associations; and Relevant Councils.</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> <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>Central Queensland Coal</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>Central Queensland Coal;</li> <li>Local Council; 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

# Both refers to potential for negative and positive outcomes

**Table 19-56 Action Plan: Social Identity and Cohesion**

Introduction						
Purpose	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 Ogmore					
Objectives	To manage changes to social identity and avoid social friction in the Marlborough and Ogmore communities					
Impacts						
Impact	Nature#	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



Introduction						
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> <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>▪ Central Queensland Coal;</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> <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 19-57 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
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	Negative	Both	Almost certain	Minor	High	Medium

Introduction						
lead to the need to expand existing landfill facilities.						
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> <li>▪ Establish productive partnerships with health service providers and local medical practitioners.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Central Queensland Coal;</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> <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>▪ Central Queensland Coal,</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>		

Introduction			
<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>▪ Central Queensland Coal;</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>▪ Central Queensland Coal;</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

## 19.11 Monitoring, Reporting and Review

### 19.11.1 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.

#### 19.11.1.1 Central Queensland Coal Stakeholder Engagement Group

A stakeholder engagement group will be established for the Project. The intent of the group (The Central Queensland Coal 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.

#### 19.11.1.2 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.

#### 19.11.1.3 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. These data will be used to contextualise broader trends that occurring both in and outside of the local and regional area. This will provide Central Queensland Coal to be understand potential impacts, both positive and negative in a geographical and thematic based approach.

### 19.11.2 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.

### 19.11.3 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.

### 19.11.4 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.

## 19.12 Dispute Resolution

Central Queensland Coal is committed to work with anyone who is impacted by the Project making a complaint or raising a genuine grievance in a timely, respectful and competent manner.

A company representative will be responsible for community liaison, in this regard and will:

- Assist Central Queensland Coal in managing the interface between the Project, stakeholders and the community; and
- Be the first point of contact for managing complaints, enquiries and / or comments in relation to the Project.

The Central Queensland Coal representative will be responsible for:

- Coordinating a response to any complaints, enquiries and / or comments received; and
- Monitoring monthly the frequency and number of complaints received.

Central Queensland Coal will develop a complaints and grievance procedure for receiving, managing, investigating and responding to community or stakeholder grievances.

Complaints and grievances about the Project will be able to be lodged:

- In writing or in person to identified staff members;
- By e-mail; and
- By phone.

Any employee or contractors receiving a complaint will record the details on a Complaint Form. The complaints form will include sections for:

- Name, address and contact telephone number for the complaint;
- Nature and details of the complaint; and
- Date and time the complaint was received.

The completed Complaints Form will be forwarded to the company representative in a timely manner. The person taking the complaint is to inform the complainant in a timely manner after receiving the initial complaint that (initial response):

- The complaint has been recorded;
- Status of the complaint; and
- When a formal reply is expected to be provided.

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

- Upon receiving the Complaint Form, an 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 upon receiving the complaint;
- The appointed Central Queensland Coal representative shall address the complaint and communicate a full response to the complainant in an appropriate medium within the timeframe in the initial response;
- The full complaint response and any identified action will be recorded in the Complaints Register to be developed for the Project;
- 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 Central Queensland Coal representative to ensure they are implemented satisfactorily.

Once the Central Queensland Coal representative is satisfied the action(s) have been completed, they will record this on the Complaints Form and the Complaints Register.

## 19.13 Qualitative Risk Assessment

A qualitative risk assessment process has been undertaken for the social impacts of the Project. The assessment of impacts utilises a risk-based assessment framework based on the anticipated interaction of probability and consequence of impacts occurring. The descriptors of the likelihood of a particular event occurring and the descriptors of the consequence of the impact occurring are at Table 19-58 and Table 19-59.

**Table 19-58 Qualitative measure of likelihood**

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.

**Table 19-59 Qualitative measures of consequence**

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.

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 19-60.

**Table 19-60 Qualitative impact 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 19-60 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.

An assessment of the anticipated social impacts resulting from the Project is presented at 19.10 within each of the draft Action Plans.

## 19.14 Conclusion

The potential social impacts associated with the construction, operation and decommissioning of the Project were defined through the assessment of Project effects against the attributes of the existing receiving social environment.

The assessment of impacts considered the following key attributes:

- Opportunities for employment;
- Business opportunities;
- Transportation;
- Community participation and exclusion;
- Community disruption;
- Increased demand on community infrastructure and social services; and
- Housing market.

The assessment of the Project's relationship to these attributes, together with the consideration of the values the community places on these attributes allowed for the identification of positive and negative impacts. The Project has the potential to generate positive social benefits for the region, state and nation. Key benefits of the Project identified in the social assessment include:

- Opportunities for employment;
- Potential business opportunities;
- Improved social infrastructure to support increases in local population; and
- Increased wealth within the community.

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

- Transport and site access issues;
- Exclusion of the community;
- Disruption to community cohesion;
- Increased demand on community services;
- Potential for inflationary pressure in local housing, commercial and industrial property markets; and
- Increased burden on local and regional infrastructure.

The adverse impacts will be mitigated through the implementation of the Social Impact Strategy. Central Queensland Coal has developed five indicative management strategies as part of the Social Impact Strategy to address social impacts associated with the Project. The actions plans are included as part of the SIA provided as Appendix A17 – Social Impact Assessment. The indicative management strategies and associated action plans address the following aspects:

- Community and Stakeholder Engagement;
- Workforce Management;
- Local Business and Industry Content;
- Health and Community Wellbeing; and
- Housing and accommodation.

The management strategies will support ongoing management of the social change processes and social impacts and benefits associated with the Project. Consequently, it is expected that following the application of mitigation measures and management strategies, the Project will have an overall positive social effect on the local and regional area. The associated ongoing monitoring, reporting and review processes will ensure the appropriateness of mitigation measures and management strategies by enabling continual improvement of strategies.

## 19.15 Commitments

In relation to social impacts, Central Queensland Coal's commitments are provided in Table 19-61.

**Table 19-61 Commitments – social environment**

<b>Commitments</b>
<b>Stakeholder and community engagement</b>
Implement a Stakeholder and Community Engagement Plan to ensure stakeholders and members of the community are adequately informed and are aware of communication channels in case they have any issues, complaints, questions or comments.
As a minimum, consult with: <ul style="list-style-type: none"> <li>▪ Directly affected and neighbouring landholders;</li> <li>▪ Affected Indigenous groups;</li> <li>▪ Residents and local businesses;</li> <li>▪ The LSC and RRC; and</li> <li>▪ Relevant State government departments.</li> </ul>
Identify ways to engage and notify affected stakeholders regarding impacts, mitigation measures and commitments.
<b>Workforce management</b>
Prepare and implement a Social Impact Strategy, inclusive of: <ul style="list-style-type: none"> <li>▪ The communication and integration of Central Queensland Coal's commitments through its procurement strategies and procedures and within its supply chain;</li> <li>▪ The development and implementation of workforce recruitment and management strategies; and</li> <li>▪ The development and implementation of a workforce behaviour and code of conduct.</li> </ul>
Encourage local and regional residents to seek employment opportunities to assist in staff and crew retention and strengthen the local communities and their economies.
Enhance employment opportunities for all members of the community by providing education and training, skills development.
Attract and maintain a capable and competent workforce from the local and broader regional community areas across the life of the Project.
Enhance workforce retention rates particularly for resident workers.
<b>Local business and industry content</b>
Prepare and implement local business and industry content strategies, inclusive of: <ul style="list-style-type: none"> <li>▪ How Central Queensland Coal will engage with industry and promote procurement opportunities and capability in the LSC and RRC areas;</li> <li>▪ Identify capable industries within the LSC and RRC areas to support the Project; and</li> <li>▪ Engage with contractors based on the most competitive tender proposal that shall include 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>
Support businesses in the LSC and RRC areas to encourage the ongoing development of these regions.
Promote and implement fair and equitable access to businesses in the LSC and RRC areas to supply chain opportunities associated with the Project.
<b>Health, social, family and community wellbeing</b>
Prepare and implement health, social, family and community wellbeing strategies, inclusive of: <ul style="list-style-type: none"> <li>▪ Measures to inform the community about the Project and to provide communication channels in case they have any issues, complaints, questions or comments about the Project;</li> <li>▪ Measures to encourage participation in and support for the LSC, IRC and RRC planning processes and outcomes; and</li> <li>▪ Measures to monitor the type and availability of emergency services' availability so that any change in demand for these services can be met because of the Project.</li> </ul>
Manage any change in demand on government and community services and facilities.
Optimise positive interactions between the non-residential workforce and the local communities.
Support a safe and secure environment for the Project workforce.

## 19.16 ToR Cross-reference Table

**Table 19-62 ToR cross-reference**

Terms of Reference	Section of the EIS
<b>Information requirements - social</b>	
1.1 Conduct a social impact assessment (SIA) in accordance with the Coordinator-General's <i>Social impact assessment guideline</i> (July 2013) and the Coordinator-General's <i>Social impact assessment guideline (draft)</i> (October 2016) (or other guideline in place at the time of delivery of the SIA).	Section 19.2 and 19.8
The SIA should be developed in consultation with the Coordinated Project Delivery Division in the Office of the Coordinator-General, Department of State Development, and describe the likely social impacts (positive and negative) on affected communities.	Section 19.8
The proposed mitigation measures are to be discussed.	Section 19.7
Should the Strong and Sustainable Resource Communities Bill 2016 (SSRC Bill) be passed, the proponent must meet all requirements of the legislation that apply to the project.	Noted
Matters to be considered in the SIA are detailed in the following sections.	
1.2 The SIA should include:	Section 19.4.2
a) a profile of key stakeholders	
b) a social baseline study of potentially impacted communities within the SIA study area	Section 19.5
c) an overview of state government legislation, policies and priorities which complement the mitigation measures for the project's social impacts	Section 19.2
d) an explanation of sources used to gather information, as well as relevant analysis methods. Discuss rationale for both primary and secondary data	Section 19.4
e) a description of how the potentially impacted communities and affected stakeholders / other interested parties were engaged and consulted with during the development of the SIA	Chapter 1 - Introduction
f) identification of potential social impacts and their likely significance, including duration	Section 19.6
g) the proponent's proposed enhancement and mitigation / management measures	Sections 19.7 and 19.8
h) details of the proponent's proposed monitoring and reporting framework	To be developed as part of the frameworks listed in Sections 19.8.4 and 0
<b>Social impact assessment study area</b>	
1.3 Define the project's SIA study area (including the local, district, regional and state level as relevant), taking into account the:	
a) potential for social impacts to occur	Sections 19.4.1.4
b) location of other relevant projects (existing or proposed)	Section 19.5.2.5
c) location and types of physical and social infrastructure, settlements and land-use patterns	Sections 19.5
d) social values that might be affected by the project including integrity of social conditions, liveability, social harmony and wellbeing, and sense of community	Section 19.6
e) Indigenous social and cultural characteristics, such as native title rights and interests, and cultural heritage	Chapter 18 – Cultural Heritage

<b>Social Baseline Study</b>		
1.4	Undertake a targeted baseline study of the people residing within the project's SIA study area. This will provide a benchmark against which to identify the project's social issues, potential negative and positive social impacts, and the mitigation/management plans to address these impacts. The social baseline study should be based on quantitative and participatory methods. It should be supplemented by community engagement processes and primary data collection and should reference relevant data contained in local and state government publications, reports, plans, guidelines and documentation, including regional and community plans.	Section 19.4.1.3
<b>Community Engagement</b>		
1.5	The baseline study, assessment of potential social impacts and development of appropriate mitigation measures and management plans should be informed by an inclusive and collaborative community and stakeholder engagement process. The engagement should commence at an early stage of the EIS process and should include consultation with a broad range of stakeholder groups including affected landholders, local residents, community groups, Traditional Owner/Aboriginal and Torres Strait Islander representatives, state and local government agencies, and non-government organisations.	Section 19.4.1.3. Consultation has been undertaken reported on in Chapter 1 – Introduction.
1.6	The community and stakeholder engagement process should be adequately described and documented in the EIS report. This should include details such as stakeholders consulted (including how and when they were consulted), principle and processes adopted, overview of the consultation program and key events, stakeholder feedback and issues raised (including the means by which these have been or will be addressed), and details of any negotiations or agreements required for impact mitigation and management.	Section 19.4.1.3. Consultation has been undertaken reported on in Chapter 1 – Introduction.
<b>Potential impacts and mitigation - social</b>		
<b>Impact assessment</b>		
1.7	Assess and describe the type, level and significance of the project's social impacts (both negative and positive), based on the outcomes of the community engagement, social baseline study and impact analysis processes. This should include sufficient data to enable affected local and state authorities to make informed decisions about the project's effects. The potential social impacts will be identified by considering the potential project-induced changes to key aspects included in the social baseline study.	Section 19.6 and Appendix A10 – Queensland Regional Profiles
1.8	Impact assessment should include an assessment of the potential scope and significance of impacts at the local and regional level, considering factors such as population and demographic changes, workforce, lifestyle and amenity, community values, housing, local and regional planning outcomes, social infrastructure, and the health and social/cultural wellbeing of families and communities.	Section 19.6 and Appendix A10 – Queensland Regional Profiles
1.9	The impact assessment should also evaluate and discuss the potential cumulative social impacts resulting from the proposed project in combination with other existing or projects in advanced planning stages within the SIA study area. Key issues assessed should include: <ul style="list-style-type: none"> <li>a) Population</li> <li>b) Workforce (construction and operation)</li> <li>c) Workforce accommodation</li> <li>d) Local and regional housing markets</li> <li>e) Use of and access to community infrastructure, services and facilities (including social and health services and facilities)</li> <li>f) Any existing legacy issue(s) or cumulative impact(s) which is/are not attributed to the present project proposal or other known projects which are at an advanced stage of planning</li> </ul>	Sections 19.6 and 19.9 and Appendix A10 – Queensland Regional Profiles
1.10	The impact assessment should describe: <ul style="list-style-type: none"> <li>a) The impacts identified by the SIA process</li> <li>b) Impacted stakeholders</li> <li>c) Mitigation and management measures, including timing/timeframes</li> <li>d) Defined outcomes, and the performance indicators and targets to achieve the outcomes</li> <li>e) Monitoring and reporting framework</li> <li>f) Residual impacts (after mitigation/management) and how these will be addressed.</li> </ul>	Sections 19.5, 19.6, 19.7 and 19.8 and Appendix A10 – Queensland Regional Profiles

<b>Management plans</b>	
1.11 Management plans for the following are to be provided as part of the SIA: a) Community and stakeholder engagement b) Workforce management c) Housing and accommodation d) Local business and industry content e) Health and community wellbeing	Sections 19.7 and 19.8