

SUNWATER

# ROOKWOOD WEIR PROJECT SOCIAL IMPACT ASSESSMENT REVIEW REPORT



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## Rookwood Weir Project Social Impact Assessment Review Report

Sunwater

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# ACRONYMS

ABS	Australian Bureau of Statistics
BIBO	Bus-in Bus-out
CQRWSS	Central Queensland Regional Water Supply Strategy
CGER	Coordinator-General's Evaluation Report
CHRC	Central Highlands Regional Council
DBC	Detailed Business Case
EIS	Environment Impact Statement
ERA	Environmentally Relevant Activity
FIFO	Fly-in fly-out
GAWB	Gladstone Area Water Board
LFRIP	Lower Fitzroy River Infrastructure Project
LGA	Local Government Area
MCU	Material Change of Use
RRC	Rockhampton Regional Council
SA	Statistical Area
SEIFA	Social Economic Index for Areas
SIA	Social Impact Assessment
SIAR	Social Impact Assessment Review
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
WASC	Woorabinda Aboriginal Shire Council

# 1 INTRODUCTION

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## 1.1 PROJECT BACKGROUND

In 2004, the Queensland Government signed the National Water Initiative Agreement, which committed Queensland to working with the Australian Government and other states and territories to progress national water reform. Since then, state and local governments have worked in partnership to implement water reforms. The Central Queensland Regional Water Supply Strategy (CQRWSS) is the outcome of the Central Queensland Regional Water Supply Study, which assessed current water availability and future demands, and how demand could best be met while protecting the natural values and ecosystems.

The CQRWSS, covers about 153,000 square kilometres (km), including Queensland's Fitzroy River Basin and the coastal streams of the Capricorn Coast and the Gladstone region. It is a long-term strategy to meet the water supply needs of the region and proposes a framework for sharing supplies into the future, particularly addressing the following key issues:

- continued urban growth and industrial development, particularly in the Lower Fitzroy and Gladstone areas, and mining development in the Bowen and Surat coal basins
- entitlements in some existing regional water supply systems are at or approaching full usage
- some existing water supply schemes are performing below water user requirements
- water demand projections indicate regional supply shortfalls for urban, industrial, coal mining and agricultural requirements.

The CQRWSS identified the Lower Fitzroy River as the ideal location for the region's next main water storage. It identified development of a new weir at Rookwood and/or the raising of the existing Eden Bann Weir as the preferred solutions to meet the urban and industrial needs of the region. These findings were followed by the Queensland Government declaring in July 2007 that the Gladstone Area Water Board (GAWB), Sunwater and the former Rockhampton and Livingstone Shire Councils (now Rockhampton Regional Council (RRC)) would come together as proponents for the Lower Fitzroy Joint Venture. The RRC withdrew soon after but remained a key stakeholder.

The Lower Fitzroy River Infrastructure Project (LFRIP), the new weir at Rookwood and/or the raising of the existing Eden Bann Weir, was declared a Coordinated Project (previously a Significant Project) in 2011 for which an Environmental Impact Statement (EIS) was required. The LFRIP EIS was approved by the Queensland Government's Coordinator-General in December 2016 and the Australian Minister for Environment in February 2017, subject to conditions.

Following approval of the LFRIP EIS, Building Queensland finalised the Detailed Business Case (DBC) and released it to the public in January 2018, with a commitment by the Australian Government to partially fund the project, subject to the outcomes of the DBC. The DBC focused on the Rookwood Weir component of the LFRIP as the preferred "Reference Project" (Rookwood Weir Stage 2 – RL 49, which included Stage 1 (concrete crest to RL 45.5) with the addition of gates).

Budget reviews in 2019 indicated the project costs had increased beyond those outlined in the DBC and above the funding commitments by the Queensland and Australian governments. Therefore, the Rookwood Weir Project (the Project) is now an un-gated weir, which was identified and assessed in the LFRIP EIS as Stage 1 (concrete crest to RL 45.5), and will optimise water yield for the previously committed budget. The Project continues to be jointly funded by the Australian and Queensland governments.

Throughout 2019, Sunwater continued to finalise the Project design and worked through a range of secondary environmental approvals in accordance with local government approval and Queensland legislative requirements. In

addition, further assessments, such as this Social Impact Assessment Review (SIAR) were undertaken to meet the Queensland Government's Coordinator-General approval conditions.

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## 1.2 PURPOSE OF REPORT

Sunwater commissioned WSP Australia Pty Ltd (WSP) to review the 2014 Social Impact Assessment (SIA) for the Rookwood Weir component of the LFRIP, prepared in 2014. The purpose of this review is to address the Coordinator-General's EIS approval condition and to ensure the SIA for the Project reflects the current social and economic context and the current Project components.

As construction of the Project is anticipated to commence in late 2020, with full operation targeted for the beginning of 2023, requirements in the Coordinator-General's Evaluation Report (CGER) are now triggered. This report has been prepared to meet the requirements of Condition 1 in Schedule 3 of the Coordinator-General's Imposed Conditions for the Rookwood Weir in Appendix 2, which states:

- (a) *If construction does not commence within two years of the public notification of this Coordinator-General's report, the proponent is required to undertake a social impact assessment review and report to the Coordinator-General.*
- (b) *The report is to be submitted to the Coordinator-General six months prior to commencement of construction of each stage of the weir.*
- (c) *The social impact assessment review will include:*
  - i. *a review of the social baseline to ensure the assessment of impacts are accurate in the current social and economic context*
  - ii. *a review of the proposed social impact mitigation strategies arising from stakeholder consultation on the project.*
- (d) *The report must be made publicly available on the proponent's website.*

This report will be referred to herein as the SIAR.

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## 1.3 PROJECT COMPONENTS FOR ASSESSMENT

The SIAR provides an assessment of potential social impacts that may arise from changes in the social environmental and Project components. This SIAR assesses one social change, which is the potential for the limited availability of local construction workers, due to the increase in construction projects in the Rockhampton region and surrounding areas.

The following Project components have changed:

- the potential need for a fly-in fly-out (FIFO) workforce to supplement the available construction workforce in the local study area and regional study area
  - development of an accommodation camp to cater for workers from the regional study area (to mitigate fatigue management) and potential supplementary FIFO workers
  - an increase in the number of people required for construction and the duration of construction
  - a reduced water supply yield (65,402 megalitres (ML) for blended use: medium priority (MP) and high priority (HP)) relative to that outlined in the EIS and original SIA (76,000 ML HP) which reflects the Rookwood Weir (Stage 1) component being constructed during this time
  - increased night works to allow the constructor's proposed concrete pouring methodology.
- 

## 1.4 SIAR STRUCTURE

Table 1.1 provides an overview of the structure and content of the SIAR



Table 1.1 Structure and content of the SIAR

CHAPTER	CONTENT
Acronyms	Details the abbreviations used throughout the report.
Section 1: Introduction	Provides background information of the Project, including location and components. Details the purpose of the SIAR and outlines the structure of the report.
Section 2: Methodology	Outlines the approach used to compile the SIAR. Provides a list of the reference material and data sources used to compile the updated social baseline information Highlights limitations and assumptions relating to the use and interpretation of the data and information used in the preparation of the SIAR.
Section 3: Project Overview	More detailed overview of the Project, Project components, delivery, timeline, location and project changes.
Section 4: Study Area	Defines the local study area and regional study area, based on areas most likely to experience change and areas encompassing the most relevant demographic data as defined by the Australian Bureau of Statistics (ABS).
Section 5: Regional Social Environment Changes	Provides an overview of changes in the regional study area (between 2014 SIA and more recent statistics), such as other projects and proposals requiring a workforce, as well as changes in the social baseline and community services and facilities.
Section 6: Engagement for the Project	Outlines the engagement objectives and activities undertaken in 2019 and 2020.
Section 7: Social Changes, Impacts and Management Strategies	Assesses the impact of the Project in the current social environment and the impact of changes to the Project components since the 2014 SIA. Outlines existing strategies and forward strategies to manage impacts and maximise opportunities. Impacts and management/mitigation strategies have been categorised and aligned with the SIA key matters from the social impact guideline, including: <ul style="list-style-type: none"> <li>— community and stakeholder engagement</li> <li>— workforce management</li> <li>— housing and accommodation</li> <li>— local business and industry procurement</li> <li>— health and community wellbeing.</li> </ul>
Section 8: Management Plans and Monitoring	Details management plans and related monitoring programs noted in Section 7.
Section 9: Conclusion	Provides the concluding comments.
Section 10: Reference list	Provides details of all references included in the SIAR.

# 2 METHODOLOGY

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## 2.1 APPROACH

The approach used to compile the SIAR includes:

- a desktop review of the project description and components associated with Rookwood Weir Stage 1, as detailed in the 2014 SIA
  - a desktop review of Sunwater’s engagement with landholders, RRC, industry groups and the broader community in 2019
  - a review to identify and document changes in the social environment between 2016 and the present (dependent on publicly available information) and changes in the Project description and components, such as the potential need for a proportion of the workforce to be FIFO to supplement any local workforce shortages
  - desktop assessment of the likely positive and negative impacts and opportunities associated with changes in the social environment and the Project description and components, using the key matters outlined in the Coordinator-General’s *Social Impact Assessment Guideline, March 2018*
  - identifying and recording mitigation and monitoring strategies to address each impact
  - reporting to address the Coordinator-General’s Imposed Condition 1 of Schedule 3, Appendix 2.
- 

## 2.2 REFERENCE MATERIAL AND DATA SOURCES

Various documents were reviewed to ensure this SIAR adheres to regulatory requirements and they are detailed in Section 2.2.1. In addition, Section 2.2.2 outlines data sources that are publicly available and were used to inform the current social environment. Project and consultation information has been provided by Sunwater.

### 2.2.1 REFERENCE MATERIAL

This report has been prepared with reference to:

- the Coordinator-General’s *Social Impact Assessment Guideline, March 2018*, which enables clear and concise reporting and comparison using the SIA key matters, including:
  - community and stakeholder engagement
  - workforce management
  - housing and accommodation
  - local business and industry procurement
  - health and community wellbeing
- the Coordinator-General’s *Lower Fitzroy River Infrastructure project: Coordinator-General’s Evaluation Report on the Environmental Impact Statement, December 2016*
- outcomes from a preliminary meeting with the SIA Unit of the Office of the Coordinator-General.

The *Strong and Sustainable Resource Communities Act 2017* (SSRC Act), which commenced on 31 August 2017, introduced new legislation to ensure residents of communities near large resource projects benefit from the construction and operation of the resource project. The SSRC Act was used to understand requirements for providing regional economic benefits associated with the Project and to inform impact mitigation.

## 2.2.2 DATA SOURCES

Data was obtained from secondary sources, including:

- Queensland Government Statisticians Office, 2019 Queensland Regional Profiles for Rockhampton Local Government Area (LGA), Central Highlands LGA and Woorabinda LGA
- ABS, 2016 data and more recent data, where available
- State and local government websites
- *Stakeholder Engagement Plan: Rookwood Weir*, Sunwater Limited 2019
- Meeting notes from engagement with landholders, stakeholders, industry and broader community members
- *Lower Fitzroy River Infrastructure Project Environmental Impact Statement*, which included the *Social Impact Assessment Report* (2014, GHD).

Limitations in data and previous reporting were identified, including:

- there has been a change to statistical boundaries for Rockhampton LGA, which doesn't allow for an accurate comparison of baseline statistics for the area
- a landholder survey and landholder interviews informed the baseline data in 2014 SIA (twenty-one surveys were wholly or partly completed and returned), a survey was not repeated for this review
- it is assumed property descriptions and land use are generally consistent with the EIS
- ABS data for Rockhampton City is not included, therefore, the SIAR only reports ABS data for Rockhampton LGA, as the city is a large portion of the LGA and the LGA is more relevant to the SIAR when considering the regional social environment and potential impacts.

# 3 PROJECT OVERVIEW

The Project is a landmark project that will capture valuable water in the lower Fitzroy River, 66km south-west of Rockhampton, for use across the Central Queensland region. Building the Project, specifically the Rookwood Weir, will:

- improve water security for the region
- help grow Central Queensland by increasing water for homes, agriculture and industry
- create jobs and business opportunities for local residents and businesses.

For more information about the Project and latest updates refer to the Sunwater’s Project webpage, which can be accessed via [www.sunwater.com.au/projects/rookwood-weir-project/](http://www.sunwater.com.au/projects/rookwood-weir-project/).

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## 3.1 PROJECT OBJECTIVES

The overarching Project objectives include:

- deliver economic benefit to the broader region (Central Queensland) by supporting:
    - the transition to higher value agricultural production
    - improved drought resilience and water security for agricultural, industrial and urban users, over the long term
    - participation of Queensland suppliers, local workforces, contractors and manufacturers, including opportunities for apprentices and trainees
  - deliver a sustainable financial model, which:
    - recovers operational and maintenance costs through the sale of water allocations
    - forecasts the annual charge associated with water sales to be sufficient to fund ongoing operations and maintenance costs.
- 

## 3.2 PROJECT COMPONENTS

The Project comprises two key components including:

- constructing the new Rookwood Weir to a full supply level of 45.5m AHD, including:
  - construction of an uncontrolled concrete ogee weir on the Fitzroy River, downstream of the Mackenzie and Dawson River systems
  - structural works on the right riverbank including the installation of intake screens, a low flow outlet, turtle passage and fishlock
  - earth fill and concrete abutments
- enabling works (infrastructure components associated with the Project), such as upgrading existing infrastructure to support both the construction of the weir and operations once it is built (refer to Table 3.1 for a full list of enabling projects).

Table 3.1 Enabling works

ENABLING WORKS	PURPOSE	DETAILS OF WORKS
1 Thirsty Creek Road upgrade	The Thirsty Creek Road upgrade will be delivered by the RRC and will ensure the local road network can safely accommodate future construction traffic.	<ul style="list-style-type: none"> <li>— Widening a 16.2km section of Thirsty Creek Road to 6.5m, from the intersection of Riverslea Road to the Rookwood Weir site</li> <li>— Applying a bitumen seal to identified road segments</li> <li>— Upgrading existing culverts.</li> </ul>
2 Capricorn Highway Intersection upgrade	The Capricorn Highway Intersection upgrade at Gogango will ensure construction traffic can safely cross the Capricorn Highway when travelling to the site.	<ul style="list-style-type: none"> <li>— Relocating the existing intersection approximately 200m west, from the Capricorn Highway to the Riverslea Road rail crossing</li> <li>— Widening the pavement to create a new intersection layout, including resurfacing and line marking.</li> </ul>
3 Riverslea Bridge upgrade	A new bridge at Riverslea will be constructed to replace the existing crossing, which would otherwise be inundated when the Rookwood Weir reaches full supply. As traffic volumes are low, only a single lane crossing is required.	<ul style="list-style-type: none"> <li>— Constructing a 220m long, 4.2m wide, 18m high concrete bridge structure</li> <li>— Constructing and line marking a single 3.5m road lane connecting the approaches to the bridge with the existing road, including passing bays at both ends</li> <li>— Demolishing the existing culvert crossing.</li> </ul>
4 Hanrahan Crossing culvert upgrade	Design development/finalisation underway.	<ul style="list-style-type: none"> <li>— Installing culverts at Hanrahan crossing situated downstream of Rookwood Weir.</li> </ul>

### 3.3 PROJECT DELIVERY

Construction of the weir component of the Project will be managed by the Rookwood Weir Alliance (Alliance), made up of Sunwater, GHD (as the design proponent) and the preferred construction partner (to be appointed July 2020). The formation of the Alliance is detailed in Figure 3.1. It is anticipated the Alliance will be established in August 2020, for the start of construction. It is important to note specific details of the Project and/or impact management, including the final labour resourcing and local industry participation strategies, will not be finalised until the construction partner is appointed. As such, the content provided in this document is based on the best available information at the time of publication. Any additional changes to the social impact assessment baseline following the formation of the Alliance will be included in the first social impact management report as required by condition 2, in schedule 3 of Appendix 2 of the CGER.

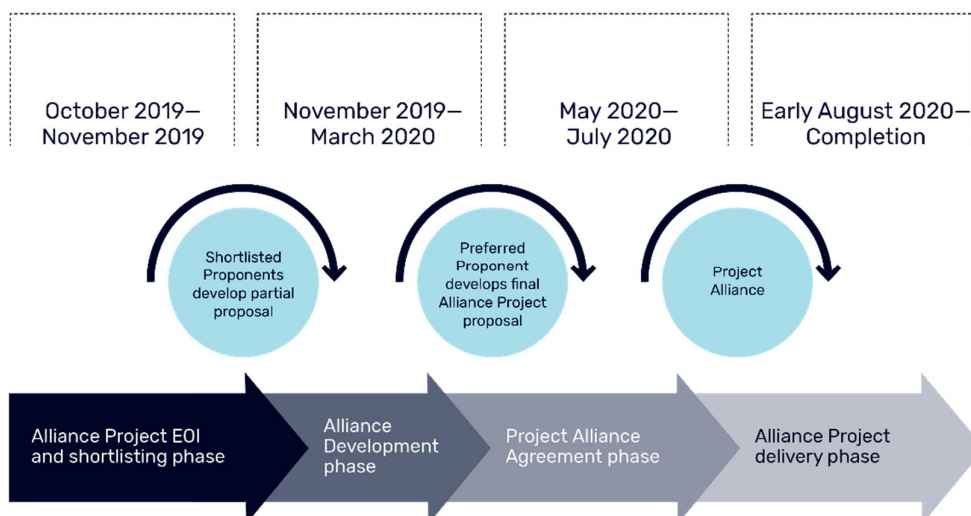


Figure 3.1 Project Alliance establishment timeline

## 3.4 PROJECT TIMELINE

Table 3.2 outlines the overarching timeline for the key Project components, including construction of the new Rookwood Weir and other infrastructure and enabling works. The timeline also integrates the establishment of the Alliance and outlines delivery methods.

Table 3.2 Overarching Project timeline

OCT-DEC 2019	JAN-MAR 2020	APR-JUN 2020	JUL-SEP 2020	OCT-DEC 2020	JAN-JUN 2021
<b>Thirsty Creek Road Upgrade</b> award and construction commences			Thirsty Creek Road Upgrade construction completed		
<b>Weir Alliance</b>	Alliance development stage	Alliance Agreement finalisation	Alliance Award	Weir early works commence	Weir construction commences (subject to approvals obtained)
<b>Capricorn Highway Intersection Upgrade tender</b>		Capricorn Highway Intersection Upgrade construction	Capricorn Highway Intersection Upgrade construction completed		

OCT-DEC 2019	JAN-MAR 2020	APR-JUN 2020	JUL-SEP 2020	OCT-DEC 2020	JAN-JUN 2021
<b>Riverslea Bridge Upgrade</b> tender		Riverslea Bridge Upgrade contract award	Riverslea Bridge Upgrade construction commences (subject to environmental approvals)		Riverslea Bridge Upgrade construction completed (subject to environmental approvals and weather)
<b>Hanrahan Crossing Culvert Upgrade</b> – hydraulic modelling		Hanrahan Crossing Culvert upgrade design completed			

### 3.5 PROJECT LOCATION

The Project is a ‘greenfield’ development near Rookwood Crossing on the Fitzroy River (refer to Figure 3.2) and is located adjacent to Thirsty Creek Road, approximately 15km north of Gogango, and about 66km south-west of Rockhampton, along the Capricorn Highway.



Figure 3.2 Location of the Project and enabling work sites



## 3.6 PROJECT CHANGES

Table 3.3 provides a general overview of the Project changes. More detailed analysis of the impacts associated with the Project changes, both positive and negative, is included in Section 8.

It is important to note, the most significant change is that the Project does not include Eden Bann Weir; however, this component may be progressed at a stage in the future.

Table 3.3 Overview of Project changes

PROJECT DETAIL	INDICATOR	2014 PROJECT (FROM 2014 SIA)	2020 PROJECT
<b>Project value</b>	<b>AUD:</b>	\$495m (Rookwood Weir and Eden Bann Weir).	The Project value, as outlined in the Development and Operations Deed, is \$352.2 m (ex GST).
<b>Water capacity</b>	<b>Allocation:</b>	76,000 ML of water per annum (Rookwood Weir and Eden Bann Weir).	65,402 of blended MP and HP water per annum for allocation in the Central Queensland region.
<b>Inundation area</b>	<b>Properties:</b>	Rookwood Weir: partial inundation on 26 properties across 38 lots  Operational releases may impact on properties located downstream.	Rookwood Weir: 27 landholders (properties) across 35 lots  Operational releases may impact on properties located downstream.
<b>Construction and operations</b>	<b>Timeframe:</b>	2.5 years, main construction works will occur during the dry season.	2 years, main construction works are expected to occur during the dry season.
	<b>Construction hours:</b>	Nominally 6am to 6pm Monday to Saturday and night works restricted as far as practicable.	Nominally two shifts – day and night – Monday to Friday  Night works will occur during the ‘in river’ construction stages scheduled for 2021 and 2022. The duration of night works is being confirmed by the Alliance. The OCG has been consulted on the increased night works and a post-EIS noise impact assessment was undertaken. This assessment confirmed the impacts were consistent with those outlined in the EIS and can be effectively managed. This information will be provided in the SIMR.
	<b>Operation hours:</b>	24 hours	24 hours
<b>Community and stakeholder consultation</b>	<b>Directly impacted properties</b>	<ul style="list-style-type: none"> <li>— Rookwood Weir: 2 properties</li> <li>— Riverslea Crossing: 2 lots</li> <li>— Total: 4</li> </ul>	<ul style="list-style-type: none"> <li>— Rookwood Weir: 4 properties</li> <li>— Riverslea Crossing: 2 lots</li> <li>— Total: 6</li> </ul>

PROJECT DETAIL	INDICATOR	2014 PROJECT (FROM 2014 SIA)	2020 PROJECT
<b>Workforce and housing</b>	<b>Workforce size</b>	<ul style="list-style-type: none"> <li>— 150 (for both weir sites), and 60 people at Rookwood Weir at peak construction workforce numbers</li> <li>— Five people for operational workforce numbers.</li> </ul>	<ul style="list-style-type: none"> <li>— 180 construction workforce numbers (235 people in total including associated works)</li> <li>— Five people for operational workforce numbers.</li> </ul>
	<b>Skills requirement</b>	<ul style="list-style-type: none"> <li>— 50-60 per cent unskilled construction labourers and 40-50 per cent skilled construction labourers</li> <li>— Skills required for employment: <ul style="list-style-type: none"> <li>— plant and equipment operation</li> <li>— form work construction and reinforcement setting</li> <li>— concrete batching, pouring and finishing</li> <li>— welding, electrical, plumbing, dogmen, riggers, drillers and other specialist trades</li> <li>— trenching, pipe laying and joining</li> <li>— explosives (only if required during excavation)</li> <li>— surveying</li> <li>— clerical and record keeping</li> <li>— construction engineering supervision (range of skills, including foremen)</li> <li>— environmental supervision</li> <li>— laboratory technicians.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>— 58 per cent unskilled construction labourers and 42 per cent skilled construction labourers.</li> <li>— Skills required for employment would be the same as those identified in 2014 SIA, including: <ul style="list-style-type: none"> <li>— plant and equipment operation</li> <li>— form work construction and reinforcement setting</li> <li>— concrete batching, pouring and finishing</li> <li>— welding, electrical, plumbing, dogmen, riggers, drillers and other specialist trades</li> <li>— trenching, pipe laying and joining</li> <li>— explosives (only if required during excavation)</li> <li>— surveying</li> <li>— clerical and record keeping</li> <li>— construction engineering supervision (range of skills, including foremen)</li> <li>— environmental supervision</li> <li>— laboratory technicians.</li> </ul> </li> </ul>
	<b>Sourcing of workforce</b>	<ul style="list-style-type: none"> <li>— Committed to sourcing employees from local/ regional area</li> <li>— A small number of specialists from elsewhere in Queensland</li> <li>— As per Queensland Procurement Policy and use of Industry Capability Network.</li> </ul>	<ul style="list-style-type: none"> <li>— Committed to sourcing employees from local/ regional area</li> <li>— Potential FIFO workforce to supplement demand on local and regional workforces</li> <li>— A small number of specialists from elsewhere in Queensland</li> <li>— As per Queensland Procurement Policy and use of Industry Capability Network.</li> </ul>

PROJECT DETAIL	INDICATOR	2014 PROJECT (FROM 2014 SIA)	2020 PROJECT
	<b>Workforce accommodation</b>	<ul style="list-style-type: none"> <li>— Locally sourced workforce will already be residing in the region</li> <li>— Workforce sourced from other parts of the state are expected to be mainly housed in short term temporary commercial accommodation in Rockhampton and surrounding areas.</li> </ul>	<ul style="list-style-type: none"> <li>— Locally sourced workforce will already be residing in the region</li> <li>— Accommodation camp for workforce to be constructed</li> <li>— Relevant approvals (Material Change of Use, Operational Works and Environmentally Relevant Activity) have been approved by Local and State Government Agencies</li> <li>— Limitations / criteria is being established regarding exceptions to living in the accommodation camp</li> <li>— Short term temporary commercial accommodation in Rockhampton and surrounding areas for workforce prior to the construction of the accommodation camp and for overflow as required.</li> </ul>
	<b>Workforce travel</b>	<ul style="list-style-type: none"> <li>— All construction workers will be transported daily by bus to the construction site and back to their accommodation or to a meeting point close to their accommodation.</li> </ul>	<ul style="list-style-type: none"> <li>— All construction workers will be transported at the beginning and end of the work roster (i.e. 10/4 rolling roster) from Rockhampton to accommodation camp</li> <li>— All construction workers will be transported daily by bus to the construction site and back to the accommodation camp</li> <li>— Locally sourced workforce alternative travel from their residence to site will have limitations / criteria, which are yet to be established regarding exceptions to bus transport.</li> </ul>

PROJECT DETAIL	INDICATOR	2014 PROJECT (FROM 2014 SIA)	2020 PROJECT
Community health, safety and wellbeing	Environmental and social impact		<ul style="list-style-type: none"> <li>— It is likely that some impacts would be experienced during construction and operation of the accommodation camp. However, these impacts can be managed through the Construction EMP and measures such as a code of conduct and the Stakeholder Engagement Plan</li> <li>— Positive impacts on community health, safety (fatigue) and wellbeing would be associated with the reduction in travel and traffic on local roads that would otherwise occur.</li> </ul>
Local business and industry	Participation	<ul style="list-style-type: none"> <li>— As per Queensland Procurement Policy and use of Industry Capability Network.</li> </ul>	<ul style="list-style-type: none"> <li>— As per Queensland Procurement Policy and use of Industry Capability Network.</li> </ul>

# 4 STUDY AREA

The study areas remain generally the same as the areas outlined in the Rookwood Weir Stage 1, as detailed in the 2014 SIA. Other areas associated with the Eden Bann Weir are removed from the local and regional study areas as they are no longer affected.

For this SIAR, the regional and local study areas are used. Sections 4.1 and 4.2 provide descriptions of these study areas.

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## 4.1 REGIONAL STUDY AREA

The regional study area includes the communities in the vicinity of the Project that would:

- be affected by Project impacts and benefits
- provide resources for the Project, such as workforce and social infrastructure.

The regional study area is shown in Figure 4.1 and consists of RRC, Central Highlands Regional Council (CHRC) and Woorabinda Aboriginal Shire Council (Woorabinda) LGAs.

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## 4.2 LOCAL STUDY AREA

The local study area, as previously reported in the 2014 SIA (Figure 4.2), includes the weir site and properties upstream associated with the impoundment. Properties impacted by the Project construction and the upgrade of river crossings upstream (e.g. Riverslea Crossing) and downstream (Hanrahan Crossing) are included. The Project will impact 27 landholders; however, the size of the local study area will be reduced as the Eden Bann Weir has been removed from the Project description. During construction indirect impacts (intermittent noise, dust generation and increased traffic) are predicted at the Gogango township, which is included in the local study area.

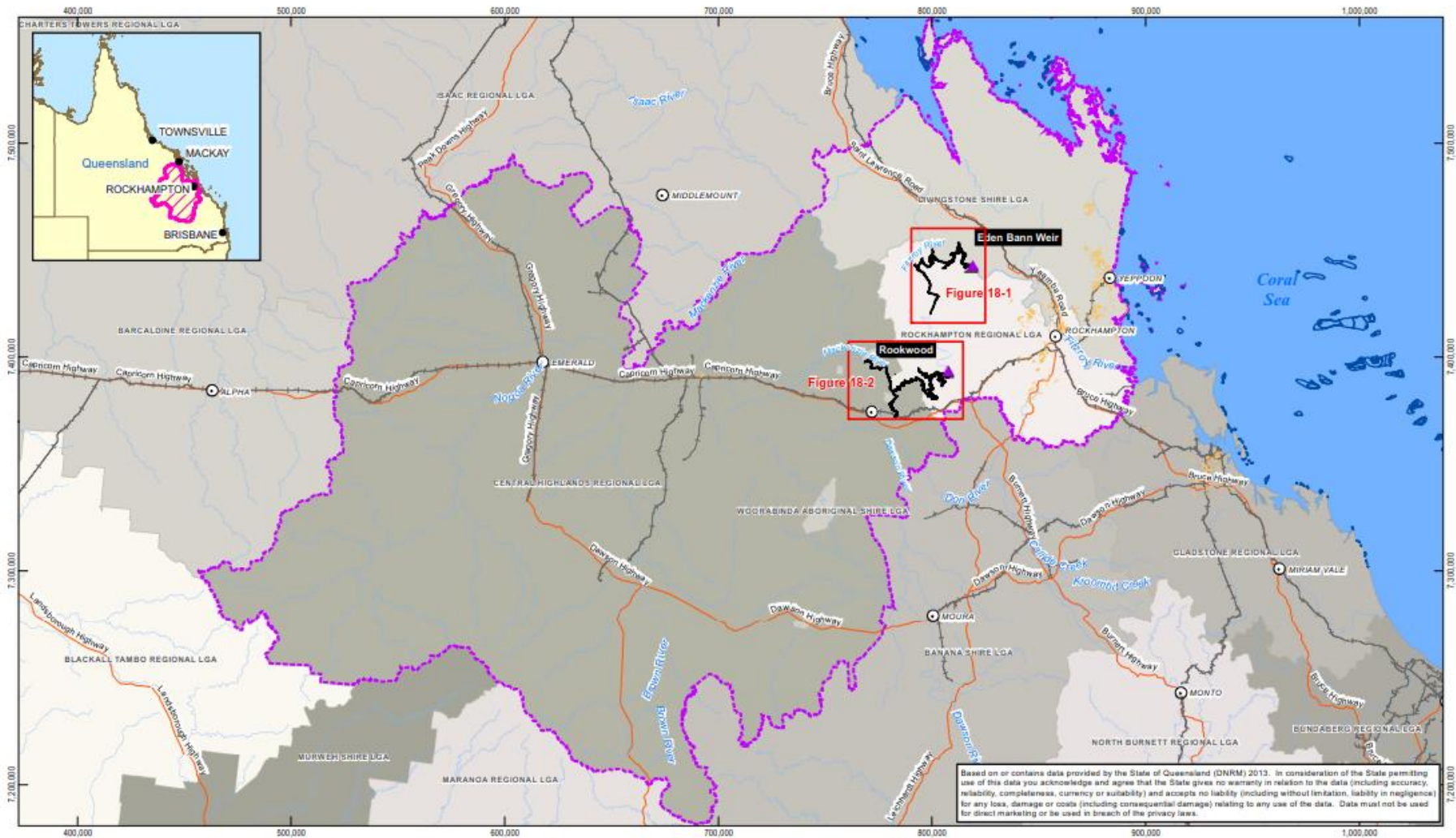


Figure 4.1 Regional study area

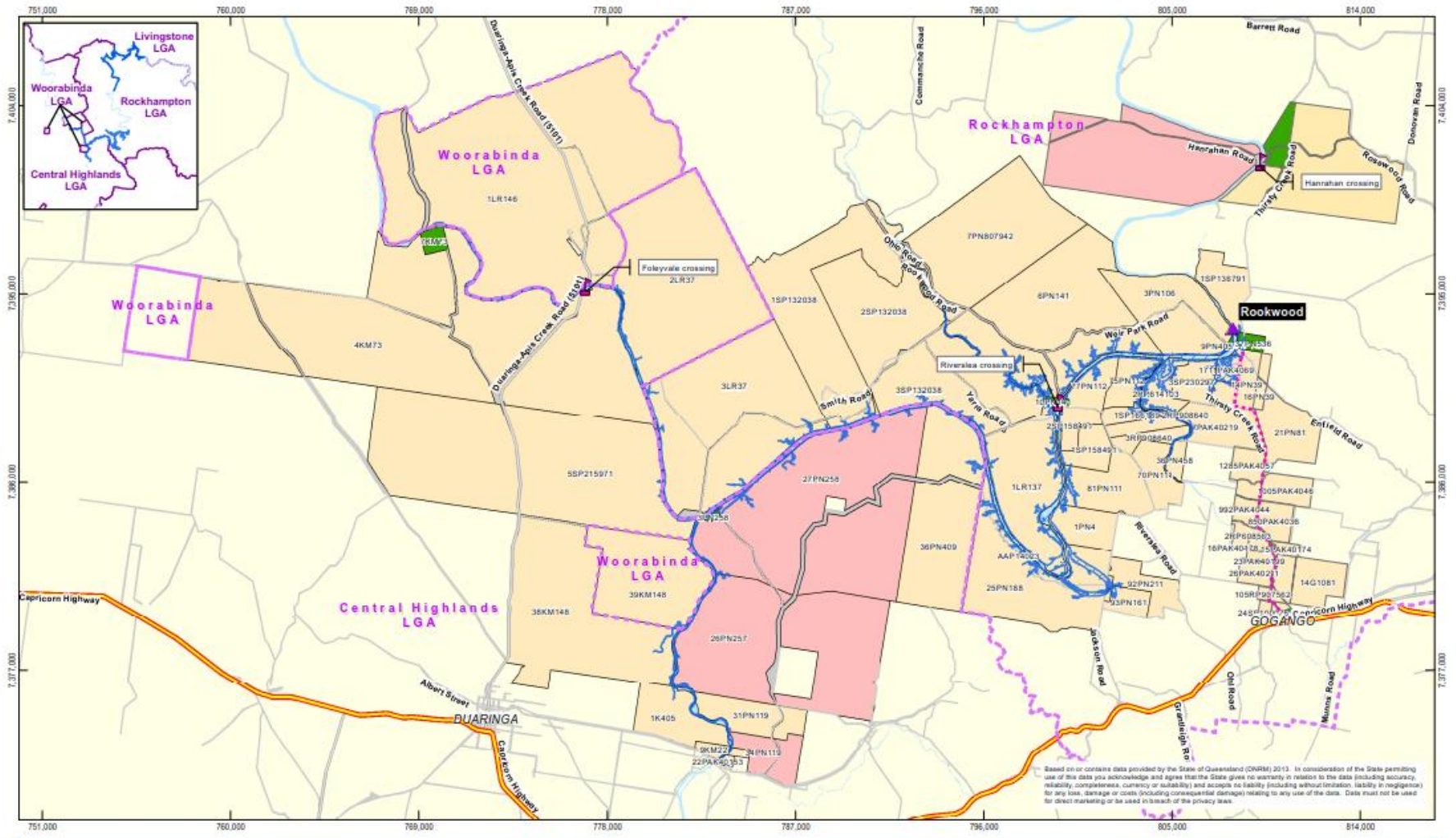


Figure 4.2 Local study area

# 5 REGIONAL SOCIAL ENVIRONMENT CHANGES

This section provides an overview of social and community changes in the regional study area since the 2014 SIA. It provides context for the current situation and insight into why some of the changes to Project components have been made. This section includes:

- other projects and/or proposals in the area
- the regional social baseline
- social services and facilities at the regional level.

## 5.1 OTHER PROJECTS AND/ OR PROPOSALS IN THE AREA

There are a number of projects in the regional study area, that have recently started construction or will start before or during the Project construction, as illustrated in Table 5.1. The cumulative impact of these projects will place significant pressure on local services and facilities and may reduce the availability of local and regional workers and the capacity of local businesses to participate in the Project construction. As a result, Sunwater may need to adjust its workforce strategy by sourcing a proportion of the workforce from outside the local and regional study areas.

Table 5.1 Other projects/ proposals in the area

PROJECT NAME	DETAILS
Department Transport and Main Roads: Rockhampton Ring Road	<ul style="list-style-type: none"> <li>— Estimated cost: \$1 billion</li> <li>— Reduced congestion and improved road network efficiency</li> <li>— Estimated 780 jobs</li> <li>— Construction start not confirmed, construction complete by 2025.</li> </ul>
Adani Coal: Carmichael Coal Mine	<ul style="list-style-type: none"> <li>— Estimated cost: \$2 billion</li> <li>— Open-cut and underground coal mine with initial yield of 15 million tonnes annually</li> <li>— Estimate of jobs up to 1,500 direct at the peak of construction</li> <li>— Construction commenced in 2019.</li> </ul>
Lacour Energy – Goldwing JV: Clark Creek Wind Project	<ul style="list-style-type: none"> <li>— Estimated cost: &gt;\$800 Million</li> <li>— Up to 195 wind turbines located on the Broadsound Range (170km north of Rockhampton)</li> <li>— Estimated 300-350 construction jobs and 20 full time operational jobs</li> <li>— Construction to commence in mid-2021.</li> </ul>
Queensland Government: Capricornia Correctional Centre expansion	<ul style="list-style-type: none"> <li>— Estimated cost: \$241 million</li> <li>— 348 new cells and 130 extra full-time permanent jobs at the prison</li> <li>— 100 construction jobs and more than 70 direct ongoing jobs after commissioning</li> <li>— Construction commenced mid-2018 and is expected to be completed in 2022.</li> </ul>



PROJECT NAME	DETAILS
Department Transport and Main Roads: Bruce Highway Northern Access Upgrade	<ul style="list-style-type: none"> <li>— Estimated cost: \$121 million</li> <li>— Bruce Highway widening to four lanes to cater for increasing traffic demand</li> <li>— Estimate of jobs is 260</li> <li>— Construction commenced in January 2019 and is expected to be completed and open to traffic in mid-2021.</li> </ul>
Department Transport and Main Roads: Capricorn Highway—Rockhampton to Gracemere Duplication	<ul style="list-style-type: none"> <li>— Estimated cost: \$ 74.99 million</li> <li>— Four lane the Capricorn Highway between Rockhampton and Gracemere will enhance safety and highway capacity by improving connectivity and travel times for highway users</li> <li>— Estimate number of jobs is 187 jobs direct over the life of the Project</li> <li>— Construction commenced in October 2019. Expected to be completed in early 2021.</li> </ul>
Defence Projects: Shoalwater Bay Military Training Area Remediation Project	<ul style="list-style-type: none"> <li>— Estimated cost: Between \$105 - \$140 million</li> <li>— Improvements to key training facilities</li> <li>— Estimate of jobs not publicly available</li> <li>— Construction commenced in 2019 and is expected to be completed in 2022.</li> </ul>
Defence Projects: Australia-Singapore Military Training Initiative (ASMTI)	<ul style="list-style-type: none"> <li>— Estimated cost: &gt;\$800 Million</li> <li>— Provide Australian troops with better training opportunities and strengthen Australia's relationship with Singapore</li> <li>— Estimate of jobs not publicly available</li> <li>— Completion of design and construction 2019 to 2024.</li> </ul>
Defence Projects: Expansion of Shoalwater Bay Training Area (SWBTA) under the ASMTI	<ul style="list-style-type: none"> <li>— Estimated cost not publicly available</li> <li>— Construction of urban operations training facilities, information and communication technology infrastructure, waste management and medical facilities across the expanded SWBTA</li> <li>— Estimate of jobs at peak construction is 450</li> <li>— Construction started in 2020.</li> </ul>
Department of Transport and Main Roads: Gavial-Gracemere Road – Lawrie Street Upgrade (LSU) project	<ul style="list-style-type: none"> <li>— Estimated cost: \$35 million</li> <li>— Extra two lanes and construction of a new bridge on Lawrie Street to reduce congestion and improve safety</li> <li>— Estimate number of jobs is 56</li> <li>— Pre-construction commenced in September 2020 and is expected to be completed in mid-2022.</li> </ul>
Department of Transport and Main Roads: Capricorn Highway (Rockhampton - Emerald) overtaking lanes	<ul style="list-style-type: none"> <li>— Estimated cost: \$19 million</li> <li>— Provision of six separate overtaking lanes on the Capricorn Highway between Rockhampton and Emerald to provide extra safety and guidance for road users</li> <li>— Estimate number of jobs is 60</li> <li>— Staged construction commenced in February 2020. Completion time not available.</li> </ul>

Source: Capricorn Enterprise – Region of Innovation, Mirage News, Adani Australia, Department of Defence

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## 5.2 REGIONAL SOCIAL BASELINE

The purpose of the social baseline is to provide an up-to-date understanding of the existing conditions and characteristics of the communities in the regional study area. The latest 2016 Census data, and more recent data, where available, is included in this section and relates to topics such as population, housing composition and occupancy, average income, primary industries and occupations. This information provides a basis for identifying new social changes, and as such, the Project's level of social impact in the regional study area.

This section provides an overview of the demographics and community characteristics across the three LGAs in the regional study area, including a summary of the social changes that have occurred since the 2014 SIA, which includes 2011 Census data. Appendix A provides a detailed description of changes in the social baseline between 2011 and 2016. While there have been some changes in the social baseline, such as a reduction in population growth rates, increases in the Indigenous population and changes in mining employment in CHRC, key aspects of the social environment have remained relatively stable since 2011.

It should be noted that an ABS boundary change occurred for RRC in the 2016 census. As a result, some demographic data reports a larger change than actual change between the 2014 SIA and 2016. The resident population and annual average growth rates use 2018 data from ABS 3218.0, Regional Population Growth, Australia, various editions.

### 5.2.1 ESTIMATED RESIDENT POPULATION

The CHRC has experienced a slight decline in residential population from 2011 to 2018 (29,533 to 28,645 residents). Conversely, Woorabinda (982 to 1,005) and RRC (78,939 to 81,067) experienced a slight increase in population from 2011 to 2018, which is consistent with population growth in Queensland.

In the regional study area, RRC had the largest population; however, Woorabinda had the fastest population growth over five years with a growth rate of 0.4 per cent. The decline in population within CHRC could be attributed to the decline in the resources sector between 2011 and 2018, given that in 2011, 14.1 per cent of the CHRC population was non-residential workers on-shift.

The statistics reported for the RRC residential population (2011 and 2018 above) are based on the revised boundary of RRC. This is significantly different than the data reported in the 2014 SIA, which was based on the previous boundary for RRC, reporting RRC had 112,383 people (2011), region study area total 142,898 people (2011), and regional study area and percentage of Queensland 3.2 per cent (2011).

*Source: ABS 3218.0, Regional Population Growth, Australia, various editions*

### 5.2.2 AVERAGE ANNUAL GROWTH RATE

Across the regional study area, the average annual growth rate has slowed between the two five-year periods of 2006 to 2011 and 2013 to 2018. This is consistent with Queensland as a whole, which had 1.8 per cent growth rate between 2006 and 2011, and 1.5 per cent growth rate between 2013 and 2018.

In RRC and CHRC however, there were negative average growth rates reported for the five-year period between 2013 to 2018, with -0.8 per cent and -0.2 per cent respectively. Whereas, Woorabinda's growth rate over the five-year periods remains positive although significantly slowed with 1.45 per cent and 0.4 per cent in 2011 and 2018, respectively.

*Source: ABS 3218.0, Regional Population Growth, Australia, various editions*

### 5.2.3 ESTIMATED RESIDENT POPULATION (GROWTH RATES)

The expected average annual growth rates from 2016 through to 2041 are comparatively lower than those anticipated from 2011 through to 2031, where the population growth was expected to be driven predominately by mining and associated industry development.

CHRC and RRC have relatively low annual population growth rates expected from 2016 through to 2041 (0.2 per cent and 1.0 per cent respectively), and they are much less than Queensland's estimated population growth (to 2041) at 1.6 per cent.

Woorabinda expected annual population growth is expected to have a decline to -0.5 per cent between 2016 through to 2041, previously 1.7 per cent from 2011 through to 2031.

*Source: Queensland Government Population Projections, 2018 edition (medium series)*

#### 5.2.4 PROPORTION OF MALES TO FEMALES

There was no significant change to the proportions of males and females in each of the LGA's in the regional study area between 2011 and 2016. Between 2011 and 2016 there was a marginal decrease in males in CHRC (53.6 per cent in 2011 and 52.7 per cent in 2016) and RRC (50.1 per cent in 2011 and 49.4 per cent in 2016), which is consistent with Queensland as a whole, which had 49.6 per cent males in 2011 to 49.4 per cent males in 2016. Conversely, Woorabinda had an increase in males with 47.3 per cent in 2011 and 48.9 per cent in 2016.

Gender ratios, not percentages, were included in the 2014 SIA.

*Source: 2011 Census QuickStats: Central Highlands (R), (Qld), Rockhampton (R), Woorabinda (S), Queensland  
2016 Census QuickStats: Central Highlands (R), (Qld), Rockhampton (R), Woorabinda (S), Queensland*

#### 5.2.5 MEDIAN AGE

Across CHRC and RRC there was a marginal decrease in median age between 2011 and 2016 (33 years to 31 years in CHRC and 37 years to 36 years in RRC). This decrease is inconsistent with Queensland, which saw the median age increase by just over one year from 36 years in 2011 to 37.3 years in 2016. Woorabinda's median age also increased from 22 years in 2011 to 23 years in 2016; however, Woorabinda's median age is a lot younger than Queensland.

*Source: 2011 Census QuickStats: Central Highlands (R), (Qld), Rockhampton (R), Woorabinda (S), Queensland  
2016 Census QuickStats: Central Highlands (R), (Qld), Rockhampton (R), Woorabinda (S), Queensland*

#### 5.2.6 FAMILY COMPOSITION

There was no significant change in family composition between 2011 and 2016. Slight changes in RRC can be attributed to the ABS boundary changes.

In comparison to the 2014 SIA, RRC still contains the largest number of families (20,277) followed by CHRC (6,5930) and Woorabinda (206). This is reflective of population variations.

Both the CHRC and RRC recorded a higher percentage of couple families with children (51.1 per cent and 40.8 per cent, respectively), while Woorabinda recorded the highest proportion of one-parent families (53.4 per cent).

*Source: 2014 SIA and ABS, Census of Population and Housing, 2016, General Community Profile - G25*

#### 5.2.7 INDIGENOUS STATUS

Overall, the proportion of Indigenous persons in the total population in the regional study area has increased from 5.7 per cent (7,894 people) in 2011 to 7.4 per cent (7,992 people) in 2016. Between 2011 and 2016 CHRC and Woorabinda had an increase in both the total number of Indigenous people (1,020 to 1,210 people in CHRC and 877 to 908 people in Woorabinda) and an increase in the proportion of the population (3.6 per cent to 4.3 per cent in CHRC and 92.8 per cent to 94.4 per cent in Woorabinda). This is consistent with the total number of Indigenous people (155,824 to 186,489 people) and an increase in the proportion of the population Queensland (3.6 per cent in 2011 and 4.0 per cent in 2016).

Conversely, in RRC the total number of Indigenous persons decreased from 5,997 people in 2011 to 5,874 people in 2016, yet there was an increase in the proportion of the population between 2011 and 2016 (5.5 per cent and 7.4 per cent respectively), which could be attributed to the ABS boundary changes.

*Source: 2014 SIA and ABS, Census of Population and Housing, 2016, Aboriginal and Torres Strait Islander Peoples Profile -*

## 5.2.8 UNEMPLOYMENT RATE

Between 2011 and 2016, the unemployment rate increased across the regional study area (5.1 per cent to 6.4 per cent), which is similar to the increase across Queensland (5.6 per cent to 6.1 per cent).

Although the unemployment rate increased in CHRC (2.1 per cent to 4.0 per cent), it is still significantly lower than Queensland (6.1 per cent), which was similar to the findings in 2011. Similarly, the unemployment rate increased in RRC (5.7 per cent to 7.4 per cent), which is slightly higher than the Queensland unemployment rate.

*Source: 2014 SIA and Australian Government Department of Employment, Skills, Small and Family Business, Small Area Labour Markets Australia, various editions (2019)*

## 5.2.9 PERCENTAGE OF EMPLOYMENT BY INDUSTRY

Between 2011 and 2016, employment in the mining sector decreased in CHRC (from 26 per cent to 22 per cent). Interestingly, the prominence of the mining sector in RRC, was not a major industry of employment in 2011, yet represented 3.9 per cent in 2016.

Health care, education and administration continue to be prominent employment sectors for each of the LGAs, which is consistent with the Queensland market.

*Source: 2014 SIA and ABS, Census of Population and Housing, 2016, General Community Profile - G51 and unpublished data*

### 5.2.9.1 TOP EMPLOYMENT BY OCCUPATION

Employment in education roles is consistent between 2011 and 2016 for CHRC and Woorabinda, with the same roles prominent in the regional study area and throughout Queensland.

The state average for Professionals (19.8 per cent) in 2016 is higher than the three LGAs. RRC saw an increase in Professionals and Clerical and Administration Workers between 2011 and 2016.

The prominence of machinery operators and drivers, technicians and trade workers and labourers across the regional study area is consistent between 2011 and 2016. This indicates that the regional labour market may possess the relevantly skilled workers needed to meet project construction demands. However, it is noted that with competing projects and the low unemployment rate in the regional study area, when compared to Queensland, workers would need to transfer from existing employment and contracts to take up a role on the Project.

*Source: 2014 SIA and ABS, Census of Population and Housing, 2016, General Community Profile - G57 and unpublished data*

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## 5.3 ACCOMMODATION

### 5.3.1 LONG-TERM ACCOMMODATION

The 2014 SIA reported that the estimated vacancy rates for all types of residential rental accommodation (long-term accommodation) in the RRC had increased between 2008 to 2009 and 2009 to 2010. The vacancy rate grew from 3.2 per cent to 4.6 per cent between the two time periods.

CHRC and Woorabinda were not included in the 2014 SIA as locations for long-term accommodation options.

The data presented in the 2014 SIA is not publicly available in more recent years. As such, the below data details the percentage of private dwellings that were unoccupied in RRC and Queensland in 2011 and 2016. In 2011, 12.0 per cent of RRC dwellings were classified as unoccupied compared to 10.3 per cent in Queensland (ABS QuickStats 2011r). In 2016, there was a minor increase in the unoccupied dwellings both in RRC and Queensland, with 12.6 per cent and 10.6

per cent respectively (ABS QuickStats 2016r). The increase in vacancies would be related to the resource sector downturn in the region surrounding RRC and people have been moving away for other job opportunities.

The five areas with the highest percentages of vacant dwellings for RRC sourced from .idcommunity social atlas 2011 and 2016 are listed in Table 5.2.

Table 5.2 RRC LGA five areas with highest percentage of vacant dwellings

2011	2016
Rural South East (15.6 per cent)	Rockhampton City and Depot Hill (17.5 per cent)
Mount Morgan District (14.9 per cent)	Allenstown (15.1 per cent)
The Range (12.4 per cent)	Mount Morgan District (14.4 per cent)
Allenstown (11.8 per cent)	Berserker and The Common (13.8 per cent)
Berserker and The Common (10.8 per cent)	The Range (13.7 per cent)

Source: .idcommunity social atlas 2011 and 2016.

Although there was a minor increase in unoccupied dwellings, it is important to highlight that the available dwellings are located a considerable distance of between 70km (Gracemere) and 100km (Mount Archer) from the Project. Furthermore, as illustrated in Figure 5.1, between 2011 and 2016 the location of unoccupied dwellings changed across the RRC.

In 2016, there were less dwellings available in the Rural West area, which is closer to the Project site, and more dwellings available in Rockhampton City and Depot Hill, Gracemere and Parkhurst – Limestone Creek – Mount Archer, which are areas further away from the Project site. This is consistent with realestate.com.au (31 January 2020), which identified approximately 205 rental properties available in Rockhampton – Greater Region. Figure 5.2 demonstrates that most vacant rental properties are located in Gracemere, Rockhampton city and surrounding suburbs. Although there is some available long-term accommodation in RRC, the distance to the Project site would trigger fatigue risk for workforce travelling the extended distance to the Project site. Sunwater is also conscious of the need to manage demand on the local long-term accommodation market and the impact increased demand could have on competition and rental prices in the regional study area.

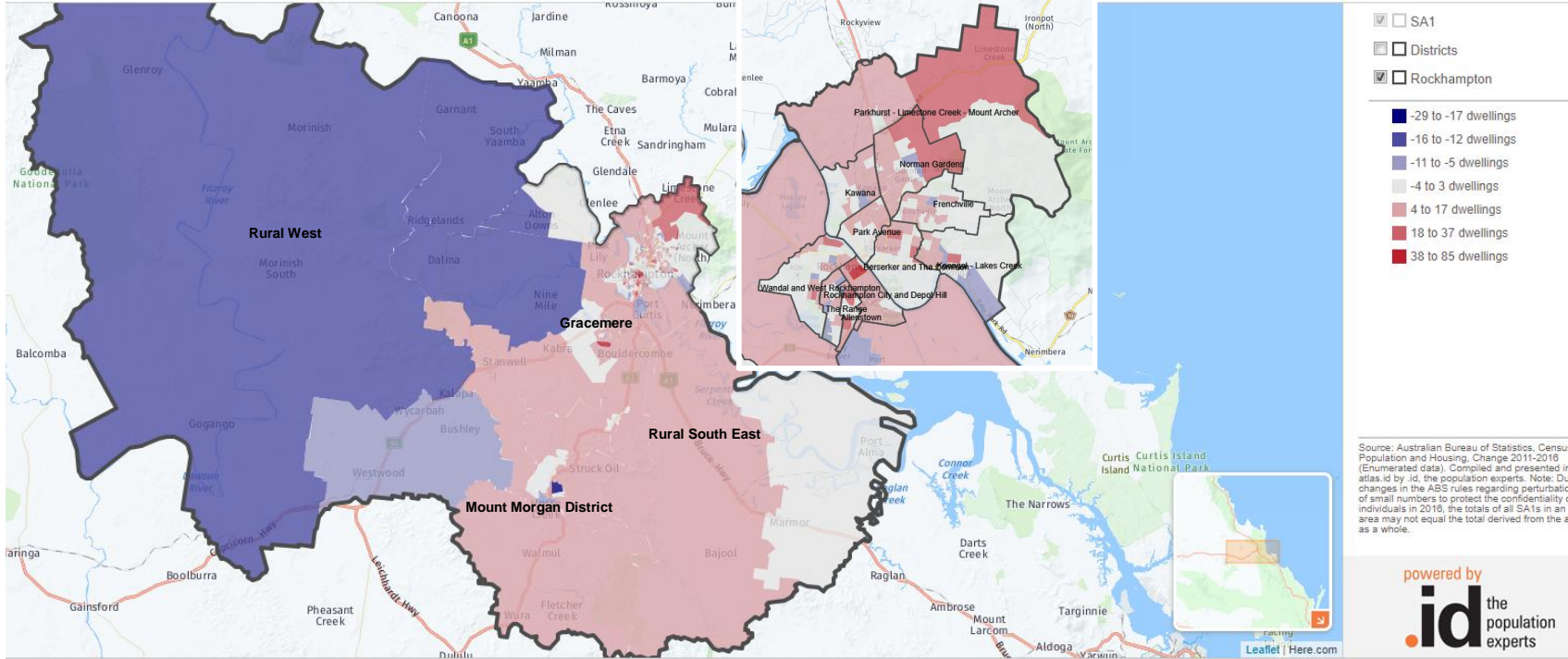


Figure 5.1 RRC LGA vacant dwellings - change between 2011-2016

Source: .idcommunity social atlas 2011 and 2016

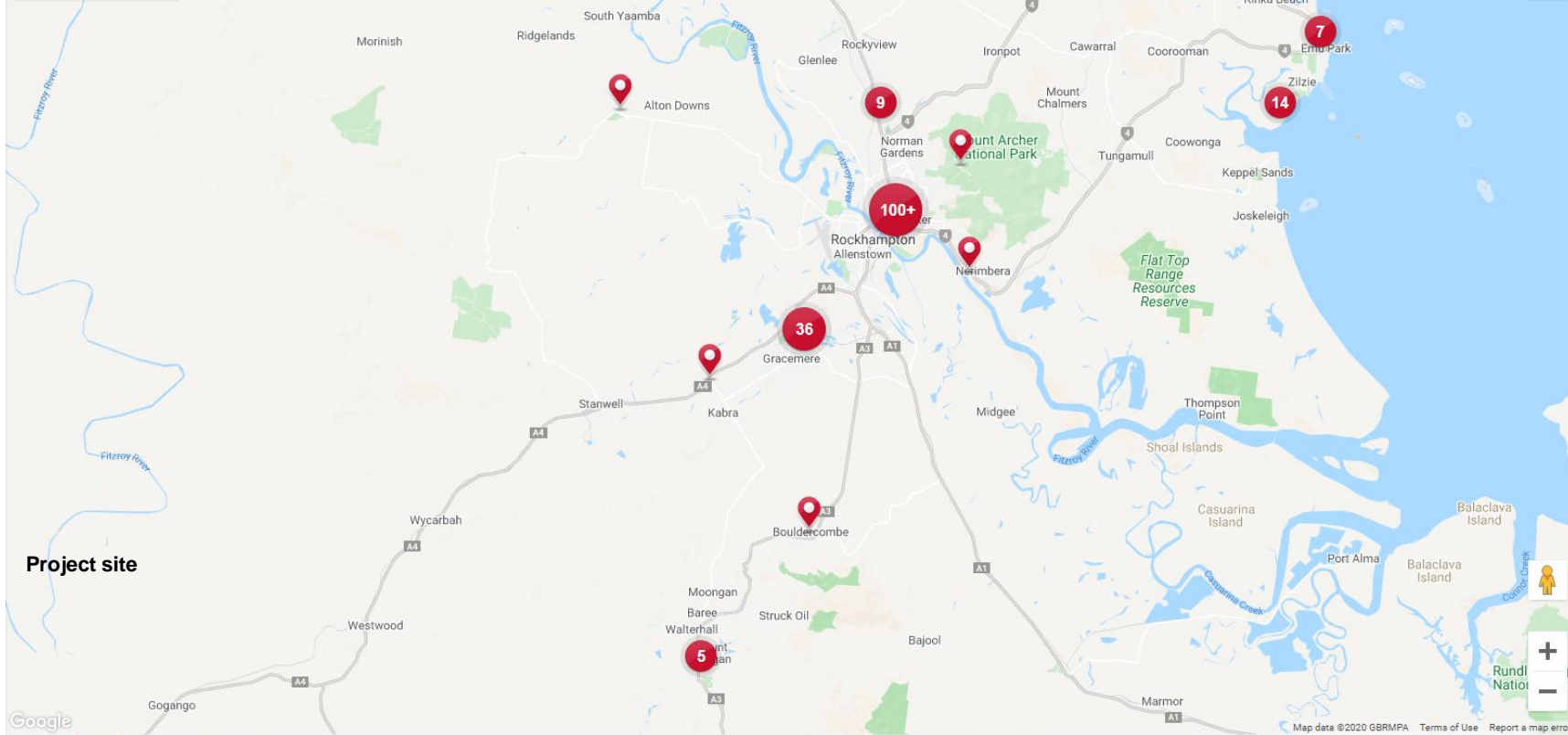


Figure 5.2 Rockhampton – Greater Region vacant rentals 2020

Source: realestate.com.au, accessed 31 January 2020.

### 5.3.2 SHORT-TERM ACCOMMODATION

Table 5.3 details the number and type of short-term or tourist accommodation establishments in Rockhampton City between 2010 and 2020. Data from the 2014 SIA was consolidated to be consistent with currently available data, to enable comparison. The 2014 SIA noted there was some decline in the number of establishments in Rockhampton City between 2007 and 2010, with a total of 66 accommodation establishments in 2010. Since then, there has been a further reduction of tourist accommodation establishments, with 45 establishments remaining in Rockhampton City (Booking.com, as at February 2020).

None of the listed accommodation establishments are located within a safe driving distance of the Project. One hotel/motel, with fifteen rooms, is available for short-term accommodation in Westwood approximately 16.5km from the site.

The reduction in short-term accommodation would be attributed to the decline in the resources sector in the broader region, which reduces demand. Further, the presence of Airbnb as an alternative accommodation option would also reduce the demand for formal accommodation establishments. Airbnb is not included as an accommodation source as these informal establishments would not be used by Sunwater or its contractors.

Table 5.3 Tourist accommodation establishments in Rockhampton City

ACCOMOCATION ESTABLISHMENTS TYPES	2010	2020
Hotels, motels, serviced apartments, holiday flats, units and resorts	47*	39
Caravan/ holiday parks	15	4
Holiday flats and units	0	1
Visitor hostels/ homestay	4	1
<b>TOTAL</b>	<b>66</b>	<b>45</b>

Source: 2014 SIA and Booking.com

\*establishments with 15 or more rooms

Throughout the year, Rockhampton City hosts several events that attract visitors to the regional study area. These visitors would use short-term accommodation facilities:

- CFWF presents Big Beer Festival (January 2020)
- Great Australian Bites (January 2020)
- Rockhampton Speedway (March and April 2020)
- Golden Mount Festival (May 2020)
- 7 Rocky River Run 2020 (May 2020)
- Fitzroy River Barra Bash
- Rockhampton Show (June 2020)
- Rockhampton Races (February, March and June 2020)
- Top Guns Young Guns Rodeo (February, April and June 2020)
- Rockynats (June 2020)
- Big Boys Toys (July 2020)
- Rockhampton River Festival (July 2020)
- Gemfest – Festival of Gems (August 2020)



- The Village Festival (August 2020)
- Swim Around Keppel (August 2020).

*Source: Capricorn Enterprise – Region of Innovation*

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## 5.4 SOCIAL INFRASTRUCTURE, SERVICES AND FACILITIES

Rockhampton City is still the main regional centre closest to the Project. Consistent with 2014 SIA, residents throughout the regional study area travel to Rockhampton City to access most types of services and facilities. The 2014 SIA provides a comprehensive overview of all social infrastructures, services and facilities, of which there has been no significant change.

The following outlines social infrastructure, services and facilities from the 2014 SIA and provides overview of any change.

### 5.4.1 COMMUNICATIONS

There are various forms of mass media and communication services available in the regional study area, as detailed in the 2014 SIA:

- free to air television networks
- numerous AM, FM and digital radio stations
- newspapers including the *Rockhampton Morning Bulletin* and the *Rockhampton Fitzroy News* and *Queensland Country Life* (noted as having the highest readership in the 2014 SIA)
- post offices located in Rockhampton, Duaranga and a community postal agency in Westwood.

With the roll out of National Broadband Network (NBN) there has been an improvement in telecommunications such as internet, connection, telephone and mobile phone connections; however, there are some locations that still has limited coverage in the regional study area.

### 5.4.2 TRANSPORT INFRASTRUCTURE

Across the regional study area, there has not been any major changes to transport infrastructure from the 2014 SIA, such as the rail network (North Coast (Brisbane-Cairns) railway line), road networks, port and airport facilities.

The Rockhampton Airport, which is located five kilometres from Rockhampton City, is a major Australian regional airport servicing Rockhampton and Central Queensland, with flights to Brisbane, Mackay, Townsville and Cairns. It has approximately 650,000 passengers passing through the terminal every year.

As the Project progresses, further consultation with RRC, specifically the commercial business unit responsible for managing and operating the Rockhampton Airport, would be required to understand impacts and opportunities associated with FIFO workers supplementing any shortfall in access to a local workforce. Further engagement would help in understanding and planning for FIFO workers, including expanded services, and determine any mitigation or management approaches accordingly.

### 5.4.3 HEALTH AND EMERGENCY SERVICES

Consistent with findings from the 2014 SIA, health services and facilities are mostly located in Rockhampton City. The Rockhampton Hospital is the largest hospital in Central Queensland and the main referral hub for the region with more than 300 beds as well as speciality and allied health services. There are also three smaller hospitals, including Mount Morgan Hospital, Mater Misericordiae Hospital (Rockhampton) and Hillcrest Rockhampton Private Hospital. In the regional study area, there are smaller state facilities such as Woorabinda Multipurpose Health Service, the Blackwater Multipurpose Health Service and Duaranga Outpatients Clinic. With the upgrade of the Rockhampton Hospital, there are more beds available, increasing the capacity of medical facilities in the regional study area.

Apart from major incidents it is unlikely the Project workforce would take up any beds at the Rockhampton Hospital or other health providers. The Project will include health practitioners as part of the workforce (such as paramedics) to treat any employees at the Project site and/or accommodation camp.

Across the regional study area, there has not been any major changes to emergency services from the 2014 SIA including Police, Ambulance, State Emergency Services, Rural Fire Brigade. As the Project progresses, further consultation with representatives from each of these services is needed to understand their capacity and/ or concerns regarding the Project and to inform any mitigation or management approaches accordingly.

#### *5.4.4 EMPLOYMENT PRECINCTS – UNSKILLED AND SKILLED LABOUR*

In addition to the prominent agricultural industry within the regional study area, there are a number of major industrial and military precincts, which also employ skilled and unskilled labourers. These include:

- Bajool - Bajool Explosives Depot
- Depot Hill - including the railway yards
- Gracemere - around Capricorn Highway
- Kawana - around the railway line
- Lakes Creek - around Lakes Creek Road
- Park Avenue - around the railway line
- Parkhurst - including Parkhurst Industrial Estate
- Rockhampton city - around Derby Street and Stanley Street
- Stanwell Power Station
- West Rockhampton - Army Depot (west of Western Street).

This further demonstrates that there is a high demand for skilled and unskilled labour in the regional study area.

# 6 ENGAGEMENT FOR THE PROJECT

This section outlines the community and stakeholder engagement undertaken by Sunwater in 2019 and 2020. Project and engagement objectives that underpin the engagement approach are detailed along with a summary of activities and outcomes.

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## 6.1 ENGAGEMENT OBJECTIVES

The engagement objectives were developed with the aim of:

- building understanding of the Project within the region
  - creating and maintaining effective dialogue with stakeholders for the Project duration
  - consulting, informing and educating stakeholders on the Project
  - identifying and managing issues and risks during construction delivery
  - identifying opportunities for the Project to add value prior to, during and post construction
  - celebrating Project milestones.
- 

## 6.2 STAKEHOLDERS

Stakeholders for the Project include those engaged during the 2014 SIA. Changes are associated with government department names.

- Queensland Government agencies and elected representatives
- Queensland Minister for Natural Resources, Mines and Energy
- Queensland Treasurer
- Australian Minister for Infrastructure, Regional Development and Cities
- Queensland Department of Natural Resources, Mines and Energy
- Queensland Treasury
- Queensland Department of Infrastructure, Regional Development and Cities
- Infrastructure and Project Financing Agency
- Queensland Office of the Coordinator-General
- Social Impact Assessment Unit (SIAU) (former), Queensland Department of State Development, Infrastructure and Planning
- Regional councils:
  - RRC
  - CHRC
  - Woorabinda
- Traditional owners
- Community and conservation groups

- Community:
    - Directly affected landholders
    - Communities of Duarina, Gogango, Westwood, Wycarbah, Balcomba and Boolburra
    - Wider communities of the local government areas of Rockhampton, Livingstone Shire and Central Highlands.
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## 6.3 COMMUNITY AND STAKEHOLDER ENGAGEMENT ACTIVITIES

Sunwater has liaised directly with impacted landholders, key stakeholders, suppliers and the broader community to provide information on the Project, answer questions and address concerns. A summary of engagement conducted in 2019 and 2020 is provided in Table 6.1. The engagement report is provided in Appendix B.

Table 6.1 Summary of engagement conducted in 2019/20

ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
Landholder meetings	One-on-one meetings with impacted landholders (construction and inundation) to introduce the team and outline the process	— Impacted landholders	— Potential inundation of properties.	— Direct engagement with each landholder to resolve concerns including information provision, agreement on strategies, further land surveys and impact management plans.
			— Safety, traffic and operations during construction.	— Various resolutions including additional fencing, provision of traffic plan, confirmation of dust mitigation measures.
			— Request for greater project information.	— Increase in information provision including community information session and direct contact with stakeholders.
			— Property access concerns	— Various resolutions directly with landholders including Land Access Agreements.
	Meetings with landholders to gain access for field studies to occur	— Impacted landholders	— Request to clear vegetation and weed management.	— Various resolutions including referral to legislation and relevant agency, agreement to property owner weed protocol, provision of information.
			— Safety and impact during road construction.	— Various resolutions including provided more information and traffic management plan and compensation agreement.

ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
			— Concern about impacts during flood events and evaporation.	— Various resolutions reach including more information provision.
			— Land access arrangements	— Various resolutions including greater information provision, rehabilitation plans, land surveys, agreed new access arrangements and fire break arrangements.
Elected representative meetings / briefings	Rookwood Weir scope of works and timing	— Elected representatives – Councils	— Request for off-stream storage or distribution scheme.	— Project team confirmed request was not in scope but could be delivered privately.
		— Elected representatives – Queensland Government		
	— Elected representatives – Australia Government	— Raised a ‘no overtaking and passing lane’ is not the best solution for long-term planning.	— Project team directed to appropriate agency for consideration.	
		— Query about how Sunwater would manage water quality impacts.	— Advised water quality testing would occur before, during and after construction in accordance with the <i>Environment Protection and Biodiversity Conservation Act 1999</i> .	
	Project update	— CHRC Mayor Kerry Hayes, CEO Scott Mason, and Deputy Mayor Gail Godwin Smith — Lachlan Millar MP	— Concern about project updates to be made aware of opportunities and job creation.	— Project team confirmed they would provide regular briefings on the project progress.
Meeting to meet project team and discuss milestones for Thirsty Creek Road Upgrade	— RRC	— Questioned if Rookwood Weir would still supply water to Gladstone.	— Confirmed that water will be provided to Gladstone – the amount will be determined by Gladstone’s need in consultation with Sunwater.	

ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
			— Raised community concern that the detour on Thirsty Creek Road was straighter than the proposed new road.	— Confirmed the Thirsty Creek Road Upgrade does involve straightening the road where the detour is in place.
			— RCC concern no written construction agreement provided and waiting for response.	— Project team issued letter to RCC.
	Meeting to meet project team and discuss milestones for Capricorn Highway Intersection Upgrade	— RRC — Department of Transport and Main Roads	— N/A	— N/A
	Communications and media update for Thirsty Creek Road Upgrade	— RRC Media and Communications Coordinator — Office of the Queensland Minister for Natural Resources, Mines and Energy	— N/A	— N/A
	Communications and media update for Capricorn Highway Intersection Upgrade	— RRC Media and Communications Coordinator — Office of the Queensland Minister for Natural Resources, Mines and Energy	— N/A	— N/A

ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
Key stakeholder meetings / briefings	Project update	— Advance Rockhampton, Department of Transport and Main Roads (TMR), Advance Rockhampton, Department of Agriculture and Fisheries, Department of State Development, Manufacturing, Infrastructure and Planning, Capricorn Enterprise, Gladstone Engineering Alliance, Resource Industry Media and Adviser to Senator Matt Canavan	— Clarification sought on water to be delivered at Stanwell intake.	— Addressed through water marketing and water planning discussion run by Sunwater and DNRME.
Industry/supplier briefings and presentations	Industry briefing: Rockhampton	— Westwood Progress Association	— No matters were raised other than general conversations.	— N/A
	Major Projects Forum: Capricorn Enterprises	— Westwood Progress Association	— No matters were raised other than general conversations.	— N/A
Public/community meetings and information sessions	Project update: Duinga (2 sessions)	— AgForce Queensland (Central Queensland Region)	— Landholder concern about use of the road which is used for cattle crossing and if cattle become stranded in the land allocated for the weir.	— Agreement in place with landholder for lease of land, confirmation property will be fenced to reduce cattle movement and commitment to ongoing liaison if required for cattle management.
	Project update: Gogango (2 sessions)	— Gogango community	— Concern about flood impact of Melaleuca Creek on Rookwood Road after construction.	— Further due diligence on the site required. Committed to follow up with stakeholder.



ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
	Community drop-in session: Rockhampton	— Rockhampton community (15 attendees)	— After construction could the road flood on the Foleyvale approaches?	— Advised that other than the approach roads to the new bridge, the road at Foleyvale will not be upgraded as part of the project. As such, the flood immunity of the road will be unchanged post construction.
	Community drop-in session: Rockhampton	— Rockhampton community (38 attendees)	— Concern the road crossing the Dawson River flood after construction.	— Advised estimates in the project's EIS show no inundation at full supply level and negligible afflux during Q2 events.
			— Concern about safety of the Gogango Creek Crossing.	— Advised that safety and speed management processes were in place.
			— Concerned about inadequate dust suppression while Thirsty Creek Road works and weir is being built.	— Discussion with stakeholder on construction and requirements.
	Community drop-in session: Duaringa Community drop-in session: Gogango	— Duaringa community (25 attendees) — Gogango community (40 attendees)	— Concerned if Sunwater will implement an early warning alert system for Rookwood Weir?	— Advised project team is committed to working with the community to ensure their feedback on early warnings are communicated to the weir operator for consideration.
Community events and legacy items	'Weir 4 Life' Program	— All stakeholders	— N/A	— N/A
	Schools Education Program	— Schools in the regional study area	— N/A	— N/A
Notifications/project update collateral	Notification for Gogango and Duaringa community meetings	— Local communities (approximately 600)	— N/A	— N/A

ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
	Project brochure	— Distribution: Duaringa, Foleyvale, Gogango, Riverslea and Westwood residents, key stakeholders, copies to elected representatives and Council offices	— N/A	— N/A
Letters	Telstra service relocations (Riverslea Road, Thirsty Creek Road and Young Road)	— Gogango residents	— N/A	— N/A
	Announcement of Capricorn Highway Intersection Upgrade award and timing	— Gogango residents (January 2020) — Gogango residents (March 2020)	— N/A	— N/A
Ministerial / media release	Ministerial release to announce the Thirsty Creek Road Upgrade contract to RRC	— Regional media (December 2019)	— N/A	— N/A
	Media event to announce Thirsty Creek Road contract	— Media (all local news, press and radio), Queensland Minister for Natural Resources, Mines and Energy, Local Queensland MPs, RRC Mayor	— MP comment that weir should be built at full capacity at 76,000 megalitres.	— N/A
	Media release to announce works commencing on Thirsty Creek Road	— Gogango residents (March 2020)	— N/A	— N/A

ACTIVITIES	PURPOSE/ DETAILS	STAKEHOLDER GROUP	MATTERS RAISED	RESOLUTIONS
	Media release to announce launch of the Rookwood Weir portal on the ICN Gateway	<ul style="list-style-type: none"> <li>— Media</li> <li>— Article distribute to members of Advance Rockhampton, Capricorn Enterprise members and ICN members</li> </ul>	— N/A	— N/A
	Rookwood Weir Project Listing notification: ICN	<ul style="list-style-type: none"> <li>— Email from ICN Gateway</li> <li>— Monthly report received advising how many people have registered with the ICN. (218 as at 31 March 2020)</li> </ul>	— N/A	— N/A
	Media release for Riverslea Bridge Upgrade tender on QTenders	<ul style="list-style-type: none"> <li>— Regional media</li> </ul>	— N/A	— N/A
	Notification for Riverslea Bridge Upgrade tender on QTenders	<ul style="list-style-type: none"> <li>— Email from ICN Gateway, Advance Rockhampton and Capricorn Enterprises</li> </ul>	— N/A	— N/A
Advertisements	EOI for Main Weir Package to market	<ul style="list-style-type: none"> <li>— QTenders, regional media, Advance Rockhampton, Capricorn Enterprises</li> </ul>	— N/A	— N/A
	Supplier briefings	<ul style="list-style-type: none"> <li>— Regional media, ICN Gateway organisation, Capricorn Enterprise, Advance Rockhampton</li> </ul>	<ul style="list-style-type: none"> <li>— Construction Skills QLD (CSQ) concern SEQ projects will strain on CQ's ability to attract skilled labour, apprentices, and trainees.</li> </ul>	<ul style="list-style-type: none"> <li>— Early engagement with CSQ regarding needs for local content, plus trainees/ apprentices to meet 15 per cent mandate.</li> </ul>

## 6.4 ACCOMMODATION CAMP DEVELOPMENT APPROVAL PROCESS

An accommodation camp is being established to support the construction of the Rookwood Weir and to reduce excessive travel and travel time, decrease shift lengths, and reduce other health and safety factors including road vehicle accidents and negative community impacts due to increase road use. Following completion of construction, the camp will be dismantled, all infrastructure will be removed, and the area will be returned to its predevelopment state.

The accommodation camp will be located in the north-western corner of the subject site, with a footprint of approximate 8.45 ha which will be fully fenced off from the rest of the rural premises. The camp will have a maximum capacity of 250 persons.

The camp will consist of a series of self-contained accommodation units that include ensuite facilities (shower and toilet). The accommodation units will be serviced by onsite amenities that include a kitchen and dining area as well as onsite laundry facilities. Recreation use areas such as a gym and barbeque area may also be included in the onsite facilities. The proposal also includes the provision of ancillary office space such as meeting and training rooms.

The accommodation camp required approval through the RRC Development Approval (DA) process. The required approvals (Material Change of Use (MCU), Operational Works and Environmentally Relevant Activity (ERA)) have been sought and granted by the relevant Local and State Government Agencies. The approvals process included public notification and no submissions were received. The MCU and ERA DA was lodged on 24 March 2020. The MCU and ERA was approved on 16 September 2020. No submissions were received during public notification from 20 July to 7 August 2020. The Operational Works approval was granted in November 2020.

The RRC DA rules outlined in Table 6.2 provide guidance on the MCU/ERA approval process and timeframes that were undertaken.

Table 6.2 DEVELOPMENT APPROVAL PROCESS

DA RULES	DETAILS
<b>Application DA rules Part 1</b>	The application is taken to be properly made on the business day (BD) it is received by the assessment manager (AM), subject to criteria being met that include payment of the application fee and for a material change of use (MCU) of premises written consent from the owner of the premises. The AM must confirm within 10 BDs (the confirmation period) that the application has been properly made and issue a confirmation notice. Where an application is not properly made an action notice will be issued.
<b>Referral DA rules Part 2</b>	Referral agencies are identified for assessable development applications. A referral agency must determine within 5 BDs whether the application has been properly referred and issue a referral confirmation notice. The referral agency assessment period is 25 BDs commencing from the referral confirmation notice and includes the time taken for a referral agency to make an information request.
<b>Information request DA rules Part 3</b>	The AM must make an information request within 10 BDs from the end of the confirmation period. A referral agency must make an information request within the first 10 BDs of their referral assessment period. The applicant has up to three months to respond to the information request. If no information request is to be made, the AM will include the advice within the confirmation notice.
<b>Public Notification DA rules Part 4</b>	Public notification must start within 20 days of the day after Part 3 has ended (a response to every information request is submitted). Public notification for the application must be undertaken for a minimum of 15 BDs.

<b>DA RULES</b>	<b>DETAILS</b>
<b>Decision</b> <b>DA rules Part 5</b>	The AM must assess and decide the application within a 35 BD decision period (less the time taken for the AM to have made an information request). Assuming a 10 BD period for the information request, the decision period would be 25 BDs. A decision notice must be issued to the applicant within five BDs of deciding the application.

# 7 SOCIAL CHANGES, IMPACTS AND MANAGEMENT STRATEGIES

This section discusses the social changes, impacts and management strategies associated with the Project and the Project changes.

## 7.1 METHODOLOGY

Overall the impacts identified in the 2014 SIA are still relevant, although some would have less significance due to the changes in the Project components. A high-level overview of the potential impacts, previous and current, is provided below. These have been aligned to the SIA key matters.

The social impact significance assessment methodology from the 2014 SIA was used to assess the significance of social impacts, both new and any changes. For each impact, the likelihood and the consequence (severity of the impact on a stakeholder or stakeholder group) was identified. The results were combined into a likelihood/consequence matrix, assigning a significance rating to the social impact (as illustrated in Table 7.1). The purpose of the significance matrix is also to identify priority areas for mitigation and management actions.

More information on the social impact significance matrix, is included the 2014 SIA, Appendix A – Social Impact Assessment significance assessment methodology.

Table 7.1 Assessment of likelihood and consequence of social impact

LIKELIHOOD OF SOCIAL IMPACT	CONSEQUENCE OF SOCIAL IMPACT				
	INSIGNIFICANT	MINOR	MODERATE	MAJOR	EXTREME
<b>CERTAIN</b>	Medium	Medium	High	Very high	Very high
<b>VERY LIKELY</b>	Low	Medium	High	High	Very high
<b>LIKELY</b>	Low	Low	Medium	High	Very high
<b>POSSIBLE</b>	Negligible	Low	Medium	High	High
<b>UNLIKELY</b>	Negligible	Negligible	Low	Medium	High
<b>VERY UNLIKELY</b>	Negligible	Negligible	Low	Medium	Medium

Source: 2014 SIA

## 7.2 COMMUNITY AND STAKEHOLDER ENGAGEMENT

### 7.2.1 IMPACT CHANGE

The 2014 SIA identified a series of impacts that relate to the process and outcomes of community and stakeholder engagement. Most of the community and stakeholder engagement occurred before 2014 and was generally focussed on identifying and managing key issues and impacts for inclusion in the EIS. These impacts included:

- uncertainty about the Project regarding timing, local benefits and impacts and related anxiety as well as compensation, impact on property values, and impact on ability to plan for the future

- raised expectations from the community for additional benefits such as economic benefits to the region and additional water supply at reduced rates and improved river crossings.

Key issues raised in submissions for the EIS highlighted a need for a better understanding of timing, format and processes in relation to community consultation, engagement and collaboration. A key social impact was the loss of land and acquisition/compensation processes, including the need for ongoing negotiation and consultation. Also raised was the need for land access protocols during field investigations and site visits.

Apart from targeted consultation for the Detailed Business Case (DBC), engagement between 2014 and 2018 was limited. Sunwater maintained contact points and a website for general information, and meetings with key stakeholders were conducted as required. During this time there would have been increased uncertainty and expectation amongst the community as Sunwater was unable to confirm the final details of the Project. Key impacts would have related to the ability of affected landholders and industry groups to plan for future land and water use and the ability of service providers to plan for social changes in the region.

During times of little to no engagement, community and stakeholder concerns may have been heightened. However, with the final Project announcement and funding there is more certainty around potential impacts and opportunities.

Comprehensive engagement recommenced at the start of 2019 and was conducted throughout the year and the start of 2020. The purpose of this engagement was to confirm the Project description and discuss potential impacts. Key issues addressed during this time related to:

- project history
- project scope and timing
- landholder impacts
- water quality
- pricing structures / marketing
- local business and economic opportunities
- workforce accommodation options (RRC only).

Recent engagement also indicates no new issues were raised about the stakeholder engagement and communication process. Key stakeholders have noted a preference for ongoing engagement and involvement in Project planning particularly around employment, workforce management, environmental impact management and regional benefits.

Table 7.2 summarises impacts identified in the 2014 SIA and details any additional impact or changes in the significance of the impact for Community and Stakeholder Engagement.

Table 7.2 Summary of potential community and stakeholder engagement impacts and corresponding management strategy

<b>IMPACT DESCRIPTION</b>	<b>2014 IMPACT SIGNIFICANCE</b>	<b>PHASE</b>	<b>RECEPTOR</b>	<b>CURRENT IMPACT SIGNIFICANCE</b>	<b>REASON FOR CHANGE IN IMPACT</b>	<b>MANAGEMENT STRATEGY</b>
Uncertainty about the Project	Medium	Planning	Riparian landholders Regional community	Low	Decreased to low impact as Project has now received funding and announcement Project	Stakeholder Engagement Plan/ Weir for life Program Land Acquisition Strategy Land Access Protocol Compensation strategy

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Raised expectations from the community for additional benefits	High	Planning	Riparian landholders Regional community	Low	Decreased to low impact as Project components are defined and have been communicated with community reducing expectation of additional benefits.	Stakeholder Engagement Plan and Weir for life Program Land Acquisition Strategy Land Access Protocol Near-neighbour program

## 7.2.2 MANAGEMENT AND MITIGATION STRATEGIES

### EXISTING STRATEGIES

The following strategies are planned and or are being implemented:

- A stakeholder and community engagement plan will be prepared during the pre-construction phase and Sunwater will submit it to the Coordinator-General one month prior to the start of construction and operation phases.
- A near-neighbour program, with additional strategies to support the development and management of an accommodation camp near surrounding rural properties and small towns.
- A preliminary stakeholder engagement plan guiding engagement in the lead up to preconstruction and to help finalise the Project. As part of the engagement approach, contact points have been maintained, regular updates are placed on the project website, advertising was released for a contractor briefing, and regular stakeholder briefings and one-on-one meetings with landholders were conducted.
- A landholder liaison and stakeholder engagement manager.
- Contact and complaints points and grievance procedures are in place and will be continually monitored before and during construction and during operations.
- A project land access, acquisition and compensation strategy.
- Weir for Life Program that educates and continues to inform the local communities through construction and into operations.
- Engagement with RRC, Advance Rockhampton, Capricorn Enterprises, Department of State Development, Manufacturing, Infrastructure and Planning, Resource Industry Media (Gladstone) and the Gladstone Engineering Alliance at regular and agreed intervals.

### FORWARD STRATEGIES

The following strategies, which are proposed once the Alliance has been formed, will assist in managing issues and impacts identified in the SIAR:

- Targeted promotion of opportunities for the local community, including individuals, groups and businesses to participate in the Project construction and operation.
- Providing more opportunities for engagement such as industry, contractor, education and employment briefings, training days and outreach to potential apprentices through schools and nearby events, advertising in newspapers and Industry Capability Network (ICN) in the region to maximise interest in the Project.
- Broader engagement regarding changes in the Project components to ensure understanding and involvement.



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## 7.3 WORKFORCE MANAGEMENT

### 7.3.1 IMPACT CHANGE

Since the finalisation of the 2014 SIA report, the COVID-19 pandemic and social restriction measures are predicted to lead to changes in the economic and social environment. The undefined duration of these measures poses uncertainty to economic stability, and any lengthy continuation of restriction measures could lead to an increase in unemployment of skilled workers in the region.

Additionally, Sunwater has reviewed and updated its approach to workforce management due to changes in the Project description, including:

- reduced project scale
- marginal changes in the social environment
- increase in construction projects throughout the region
- need for fatigue and safety management.

The 2014 SIA noted a high level of significance for the impact of workforce size, skills requirement and sourcing of the workforce. The CGER outlined that EIS submissions also related to the loss of potential workers to project construction and concern regarding the ability to attract replacement workers for agricultural industries.

A key change is that Sunwater may not be able to solely rely on procuring a workforce from the local and regional study areas to support the Project construction. Current construction planning indicates the total workforce for the weir and associated works will be approximately 235 people (approximately 180 people for the weir construction during peak times) during a two-year period, while approximately five people will be required during operation. The number of people required for the weir construction has increased from 60 people to approximately 180 since the 2014 SIA. This increase is primarily due to changes in construction methodology and timeframes, as well as the need to construct the accommodation camp.

The change in construction methodology relates to the differences between roller compacted concrete (RCC) and conventional concrete (CVC). CVC will be adopted for the construction of the weir, incurring a more resource-intensive roster arrangement than outlined in the EIS submission using the RCC method.

Additionally, the project scope has now evolved with further understanding of the complexity of weir construction. This has resulted in the resource requirement for additional detailed design and fishway design, and significant temporary works to protect against flooding.

It is expected that required skills and occupations, including the workforce structure would remain similar to those reported in the 2014 SIA.

It is noted that a component of the workforce may be comprised of some workers that live in the regional study area and based in from locations such as Rockhampton in accordance with rostering. Some FIFO workers may be required for the following reasons:

- There has been little change in the existing availability of skilled unemployed people, and employment by industry and occupation has remained relatively stable. As such, it is unlikely that people will move to a construction project, potentially limiting Sunwater's ability to source people from the regional study area and to a lesser extent the local study area.
- As reported in the 2014 SIA, weir construction requires relatively specialised and skilled roles, that would be difficult to source locally. Approximately 40 per cent of the workforce would be specialists such as engineers and managers that would come from South East Queensland.
- Construction timeframes have been compressed and the workforce size has increased.

- Limited available skilled workers in the regional study area is further exacerbated by the need for at least 1,000 construction workers in the region over the next two to five years for other projects.
- While it is expected up to 58 per cent of the construction workforce would be unskilled labour, there is insufficient unemployed people in the local study area and the region able to support Project construction and as well as other projects in the area.

It is assumed temporary workforce accommodation will be located in Rockhampton, Gracemere and Duaranga during the camp establishment, subject to availability. The sub-contractors engaged to establish the camp will be accommodated in a FIFO camp. The requirements for temporary workforce accommodation is estimated to be:

- November - December 2020: approximately 23 people (excludes camp sub-contractors)
- January 2021: approximately 28 people (excludes camp sub-contractors).

Key potential impacts identified through recent engagement with key stakeholders and Sunwater’s construction planning review include:

- The need for more short-term accommodation to cater for workforces on a 10 days on/four days off roster.
- A potential reduction in the actual spend in local businesses as workforces residing in camp accommodation have a reduced ability to access local goods and services such as local cafes and shops.
- Potential reduced opportunities for economic growth associated with job creation as benefits are realised elsewhere.
- Increased pressure on local and regional roads at the change of roster.

Key benefits would include:

- Increased use of regional transport providers including Rockhampton Airport, regional airlines and bus services.
- A potential reduction in the need for ad hoc service provision, for example it is less likely that workers will travel to Rockhampton for medical assistance if they can receive care from areas surrounding their residence, which would create less pressure on local services and facilities and ensure effective planning.
- Potential to reduce the number of workers leaving agriculture for the construction industry, leading to more sustainable and stable communities.

Table 7.3 summarises impacts identified in the 2014 SIA associated with workforce management and details any additional impact or changes in the significance of the impact.

Table 7.3 Summary of potential workforce management impacts and corresponding management strategy

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Workforce size, skills requirement and sourcing of workforce	High (positive)	Construction	Regional community	Medium (positive)	Decreased to Medium impact as change in sourcing workforce to be supplemented by FIFO workers	CMP – recruitment planning Procurement Plan Use of the ICN Gateway

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Need for short-term accommodation to cater for workforce roster	<i>Not included in 2014 SIA</i>	Construction	Local business/ accommodation providers	Medium	New impact – no change	Procurement Plan CMP – recruitment planning
Reduction in actual spend in local business	<i>Not included in 2014 SIA</i>	Construction	Local business	Medium	New impact – no change	Procurement Plan CMP – recruitment planning
Increased pressure on local and regional roads at change of roster	<i>Not included in 2014 SIA</i>	Construction	Regional community Landholders and residents along access roads	Low	New impact – no change	CEMP – Traffic Management Plan
Increase in use of Rockhampton Airport and flights	<i>Not included in 2014 SIA</i>	Construction	Transport operators/ providers	Medium (Positive)	New impact – no change	Positive impact, no mitigation measures required
Reduced pressure on social services and facilities from Project workforce	<i>Not included in 2014 SIA</i>	Construction	Emergency services	Medium (Positive)	New impact – no change	Positive impact, no mitigation measures required
Reduced number of workers leaving agriculture industry	<i>Not included in 2014 SIA</i>	Construction	Regional community	Low (positive)	New impact – no change	Procurement Plan CMP – recruitment planning

### 7.3.2 MANAGEMENT AND MITIGATION STRATEGIES

#### EXISTING STRATEGIES

The following strategies are planned or are being implemented:

- Recruitment plans that use local recruiting agencies and strategies, maximising opportunities for local employment, this includes engaging in industry and subcontractor participation days.
- Provision of appropriate contractual arrangements with contractors to facilitate local employment opportunities.
- Stakeholder and community engagement including advertising to promote local employment and training.
- Onboarding and cooperation with a contractor, with an emphasis on using local subcontractors, businesses, training providers and interested participants.

- The use of local recruiters and cooperation with business development groups in the regional study area to encourage interest, capacity building and the involvement.
- Engagement with local Indigenous Groups, training providers and Indigenous owned businesses to maximise opportunities for preconstruction and construction activities such cultural heritage clearance.
- Registration on the ICN sustainable employment opportunities for local and Indigenous suppliers by maximising their opportunities to participate in the Project, refer to Appendix C for a copy of promotional material encouraging local suppliers to register (a requirement of ICN) and a list of potential work packages ICN would be used for.
- Apprenticeships and training program with the target of onboarding 15 per cent.
- Advertising in local papers for unskilled and skilled workers to participate.

#### *FORWARD STRATEGIES*

The following strategies would assist in managing issues and impacts identified in the SIAR:

- Criteria for local employment and contractor commitments, such as the number of people employed, roles filled, including Indigenous workers and other minority groups as well as people.
- Flexible rostering and guidelines and facilities to assist people from the immediate surrounding area.
- Provide flexible options for people who live in the local study area and regional study area, to stay in the accommodation camp when they are rostered on.

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## 7.4 HOUSING AND ACCOMODATION

### 7.4.1 *IMPACT CHANGE*

The 2014 SIA reported there would be minimal impact on the local short and long-term housing supply in the regional study area. It was expected that most of the workforce, apart from specialists, such as engineers and managers would be sourced from the regional study area. As a result, there would only be a minor need for vacant housing and short-term accommodation, such as hotels. Only positive benefits would be derived in the form of additional spending on accommodation, goods and services for non-resident workers.

Submissions for the EIS did not identify any additional concerns or impacts associated with accommodation.

Recruitment from within the regional study area is the priority. However, due to potential limited availability of local construction workers it is expected that most of the workforce will either live in Rockhampton or fly into Rockhampton from the South East or North Queensland. If workforce members live in Rockhampton or fly into Rockhampton the impact would be relatively high as the drive time to site is approximately one hour and 30-minutes and accommodation near the site would be required for safety reasons and fatigue management.

The construction program is based on a likely two-year build that will include works in both the wet and dry seasons. The dry season construction occurs in the winter period, which has reduced daylight hours. To achieve a minimum seven hours of work per person, per day, the workforce would need to be engaged for 13.5 hours, including travel times. In accordance with the current Queensland Fatigue Risk Management System Resource Pack (Queensland Department of Health, 2014), working longer than a 12-hour shift places that person in a “high risk” Fatigue Category and controls are required to be put in place to mitigate the risk. As such, Sunwater is proposing the development of an accommodation camp in proximity to the site (location illustrated in Figure 7.1).

The workforce will be bused in from nominated and consistent locations in Rockhampton, such as the Rockhampton Airport. Any resident workers within a safe driving distance, nominated by the contractor, will be able to drive their own vehicle to and from site each day or elect to be transported by bus or stay in the accommodation camp (depending on their role). Where possible, Sunwater will promote the use of group transport, such as buses, to avoid impacts on local roads and impacts such as noise and the use of public and private space for carparking.

The accommodation camp has been designed to house the maximum workforce numbers. It will be established on Lot 2 SP136791 and have its own access and egress roads from Thirsty Creek Road to avoid any impacts on the landowner. The camp will be designed by a specialist and provide a holistic and balanced living environment that focuses on healthy lifestyle choices with the following facilities:

- individual accommodation with ensuites
- Foxtel entertainment package
- WIFI connections
- kitchen and dining room
- wet mess
- gym and recreation room complete with pool table, table tennis table, etc.
- undercover area for BBQs and social gatherings
- outdoor recreational area
- sewerage treatment plant and irrigation system
- shared laundry facilities.

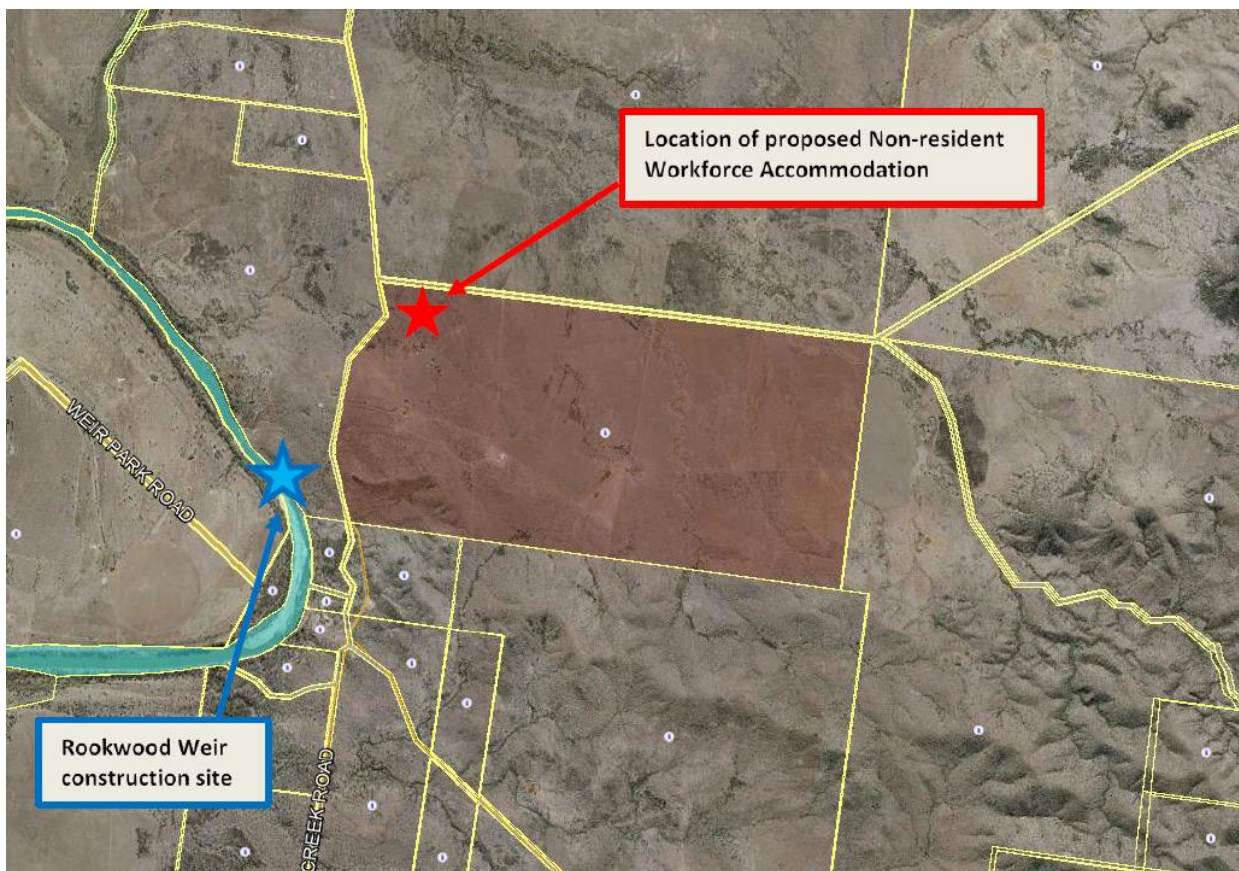


Figure 7.1 Proposed location for non-resident workforce accommodation

Key potential impacts identified through recent engagement with key stakeholders and Sunwater’s construction planning review include:

- Reduced possibilities for accommodation providers to gain economic benefit from non-resident workers and specialists; however, it is noted the workforce used to construct and deconstruct the accommodation camp, as well as those involved in early works will require local accommodation.

- Existing vacant long-term housing will not be taken up by workers associated with the Project construction, reducing long-term economic benefits (long term project staff and specialists would have likely rented in the regional study area).

Key benefits include:

- Local employment in the form of camp operations, catering, housekeeping, maintenance and service jobs for local businesses and residents.
- Increased demand for goods and services, stimulating local and regional economic activity.
- Accommodation and meal requirements will be managed by Sunwater and its contractors, leaving workers to focus on their core operational activities.
- Reduced number of vehicles on local roads at the start and end of each shift, which is a key consideration on regional roads (i.e. limited capacity and the potential for conflicts with existing heavy vehicle movements associated with agriculture).
- Elimination of travel times for most of the workforce and associated fatigue during and outside of work hours, which can be a contributing factor to workplace incidents.
- Reduced vehicle trips to and from the construction site and the number of vehicles travelling to the site.
- Ensures construction activities, which are time sensitive, such as concrete pours, can start and finish early each day, reducing overall project delivery risks.

Table 7.4 summarises impacts identified in the 2014 SIA associated with housing and accommodation and details any additional impact or changes in the significance of the impact.

Table 7.4 Summary of potential housing and accommodation impacts and corresponding management strategy

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Need for short-term accommodation to cater for workforce roster	<i>Not included in 2014 SIA</i>	Construction	Local business/ accommodation providers	Medium	New impact – no change	Procurement Plan CMP – recruitment planning
Reduction in actual spend in local business	<i>Not included in 2014 SIA</i>	Construction	Local business	Medium	New impact – no change	Procurement Plan CMP – recruitment planning
Increased demand for goods and services,	<i>Not included in 2014 SIA</i>	Construction	Local business	Medium	New impact – no change	Stakeholder Engagement Strategy CMP Recruitment Plan (Plan and use of the ICN Gateway)

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Workforce accommodation camp, demand on housing supply in regional area	<i>Not included in 2014 SIA</i>	Construction	Regional community	Very high (positive)	New impact – no change	Positive impact, no mitigation measures required
Workforce accommodation camp, reduced economic benefit associated with long-term housing	<i>Not included in 2014 SIA</i>	Construction	Regional community (workforce) Local business accommodation providers)	Low	New impact – no change	Stakeholder Engagement Strategy
Workforce accommodation camp, change in community dynamics, workforce behaviour	<i>Not included in 2014 SIA</i>	Construction	Regional community	Medium	New impact – no change	Stakeholder Engagement Strategy CEMP Employee procurement process and code of conduct
Temporary increase in demand for transport facilities/ services – airport and flights	<i>Not included in 2014 SIA</i>	Construction Operations	Transport operators/ providers	Medium	New impact – no change	Stakeholder Engagement Plan
Safety risks due to increased traffic on local roads	High	Construction	Workforce, landholders and residents along access roads	Low (positive)	Changed to low (positive) impact, as it is likely that safety risks would decrease on local roads due to the inclusion of the accommodation camp and buses transporting employees to site	CEMP – Traffic Management Plan Stakeholder Engagement Plan

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Damage to local roads due to project construction traffic	Low	Construction	Landholders along access roads (loss of cattle)	Low (positive)	Changed to low (positive) impact, it is likely that damage to local roads due to project construction would be less due to the inclusion of the accommodation camp and fewer buses transporting employee to site	CEMP – Traffic Management Plan Stakeholder Engagement Plan

## 7.4.2 MANAGEMENT AND MITIGATION STRATEGIES

### EXISTING STRATEGIES

The following strategies are planned and or are being implemented:

- Ongoing engagement with RRC and the Office of the Coordinator-General regarding development of the accommodation camp and approvals. The DA for the accommodation camp requires a 15-day public notification and submission period. Sunwater will work with RRC to prepare a submissions report for further review by the Coordinator-General and any key issues and management strategies will be made available on the RRC and Sunwater websites.
- Ongoing engagement with accommodation providers to maximise benefits during construction of the accommodation camp.
- Suitable accommodation for specialists, including those involved in the construction of the accommodation camp and those involved in early and enabling activities will be sourced locally and from areas including Rockhampton, Duaranga, Mount Morgan, Stanwell, Gracemere, Mount Hay and Yamba. Outreach with local service providers, as per the local procurement plans, will ensure economic benefits are realised.
- All construction workers will be transported daily by bus to each project site.
- Complaints handling procedure and contact points to ensure Sunwater is aware of and can manage issues raised by the broader community in relation to workforce travel and behaviour.

### FORWARD STRATEGIES

The following strategies would assist in managing issues and impacts identified in the SIAR:

- Sunwater will prepare and distribute a stakeholder and community update in the form of an advertisement, website update and community drop-in sessions to ensure the broader community and key stakeholders are aware of the proposed accommodation camp.
- Continual engagement with project workforces to ensure accommodation is satisfactory and offers similar facilities and services as formal accommodation establishments.
- A health and wellbeing program for the workforce, including those residing in the local study area.
- Regular engagement with transport providers including regional bus companies, airlines and RRC regarding the availability of flights, designated services to and from the site, and potential pick up points such as the Rockhampton Airport.



- A code of conduct for all workforce members including travel to and from the site, and the use of local services in line with existing contractor commitments and management practices.

## 7.5 HEALTH AND COMMUNITY WELLBEING

### 7.5.1 IMPACT CHANGE

The impacts associated with health and community wellbeing identified in the 2014 SIA are unchanged. The only notable difference in the Project description is that the area of inundation will be less, creating a reduced level of impact.

Submissions for the EIS, raised community health and safety concerns about the need for traffic management planning and traffic safety arrangements due to increased traffic volumes. Other key considerations included potential increases in noise and dust impacts for local residents and the need for environmental monitoring processes. Emergency planning processes and protocols regarding water flow, flooding and inundation were also raised along with land access and the viability of land for agricultural operation.

The impact of inundation areas on farmland including productivity, access to stock routes and water entitlements is being addressed through ongoing engagement with landholders; noting that, changes in the Project have reduced the inundation area.

Table 7.5 summarises impacts identified in the 2014 SIA associated with health and community wellbeing and details any additional impact or changes in the significance of the impact.<sup>1</sup>

Table 7.5 Summary of potential health and community wellbeing impacts and corresponding management strategy

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Disruption to daily life and business	Low	Planning	Riparian landholders	Low	No change	Stakeholder Engagement Plan Land Acquisition Strategy Compensation Strategy Land Access Protocol
Potential costs to landholders due to the spread of weeds	Low	Planning	Riparian landholders	Low	No change	CEMP – Weed Management Plan
Potential, temporary or permanent loss of land	Medium	Construction	Landholders on either side of the weir	Medium	No change	CEMP – Land Acquisition Strategy

<sup>1</sup> Sunwater has engaged a local consultant to undertake additional noise assessment focussed on the weir construction and potential night works. This assessment is being undertaken in April and May 2020.

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Temporary impact on lifestyle	Low	Construction	Landholders on either side of the weir and along access route	Low	No change	CEMP – Weed Management Plan CEMP – Traffic Management Plan Land Access Protocol Stakeholder Engagement Plan (including a grievance management process)
Temporary increase in demand for community services, facilities and emergency services	Low	Construction	Emergency services	Low	No change	Emergency management plan
Impacts on access to groundwater resources	Low	Operations	Riparian landholders and road users	Low	No change	Compensation Strategy
Loss of land and access as a result of flooding	Low	Operations	Riparian landholders	Low	No change	Land Acquisition Strategy Compensation Strategy Land Access Protocol
Loss of land and infrastructure such as pumps, fences and watering points	Low	Operations	Riparian landholders upstream	Low	No change	Land Acquisition Strategy Compensation Strategy Stakeholder Engagement Strategy
Increase in cattle bogging	Low	Operations	Riparian landholders upstream	Low	No change	Land Acquisition Strategy Compensation Strategy Stakeholder Engagement Strategy

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Loss of existing water allocation for agricultural activities (drinking water for cattle in water holes in the riverbed)	Medium	Operations	Riparian landholders	Medium	No change	Land Acquisition Strategy Compensation Strategy Stakeholder Engagement Strategy
Potential for recreational use of the upstream river, disrupting rural lifestyle and increasing the risk of trespassing and crime	Low	Operations	Local community in the upstream areas	Low	No change	The Project will not provide facilities for, or that encourage recreational use of the river

## 7.5.2 MANAGEMENT AND MITIGATION STRATEGIES

### EXISTING STRATEGIES

The following strategies are planned or are being implemented:

- Ongoing engagement and emergency response planning in consultation with Queensland Fire and Rescue Service, Queensland Police Service and Queensland Ambulance Service.
- Air quality, noise and vibration, and water management programs to be implemented at the commencement of construction, including processes for managing and monitoring noise and dust impacts, bore and water flow issues for local residents.
- Managing potential nuisance activities, including notifying residents and stakeholders of noise generating activities, time restrictions on activities and dust suppression, and maintaining and operating equipment, plant and machinery in accordance with manufacturers' guidelines.
- An alert system for landholders to inform them of water release activities.
- A project complaints and grievance procedure as part of the stakeholder and community engagement strategy, and near neighbour policy.
- A weed management plan to prevent the introduction of new weeds species and the spread of declared weeds.
- Complaint management processes and procedures.
- Appointment of a landholder liaison and stakeholder engagement manager.
- Social impact monitoring for land access.

### FORWARD STRATEGIES

The following strategies are proposed and will assist in managing issues and impacts identified in the SIAR:

- Weir for Life Program, that aims to educate and continue to inform the local communities through construction and into operations.

## 7.6 LOCAL BUSINESS AND INDUSTRY PROCUREMENT

As with community health and wellbeing, very little changes have occurred in the local and regional study areas since the 2014 SIA. Due to the increased competition in the area, local and regional construction service providers and subcontractors may be difficult to source. It is expected there may be some transfer between planned projects and projects that are underway, and the Project team will engage with other major projects to mitigate impacts where possible. Services, equipment and materials required for the Project are typical for construction projects in the region and it is anticipated that they would be available.

Sunwater is committed to local business and industry procurement. Several industry briefings and engagement programs have been undertaken to date and consultation with service providers, such as RRC, to ensure existing and emerging businesses and suppliers are aware of the Project and can participate is ongoing. Where possible local contracts have been procured including RRC for road and intersection upgrades and this will continue to be the case during the construction period. Sunwater is focusing on local procurement in alignment with the Queensland Procurement Policy and it is anticipated that approximately 70 per cent of Project spend will be within Central Queensland and 95 per cent within Queensland.

Sunwater captures local spend, local committed spend and local workforce hours as part of a monthly *Rookwood Weir Project Progress Report*, which is currently distributed to more than 1500 stakeholders that have registered interest in the Project. This Report will evolve to reflect the different phases of Project delivery.

A new benefit that relates to Sunwater’s procurement strategy is the inclusion of additional contracts for services and goods associated with the accommodation camp.

It is noted that since the finalisation of this report the COVID-19 pandemic and social restriction measures have led to shortages and increased delays in materials imported globally. The undefined duration of these measures poses great uncertainty to future economic stability. Local procurement would increase the reliability and minimise material procurement timeframes for the Project as well as providing benefit to local business and suppliers.

### 7.6.1 IMPACT CHANGE

Table 7.6 summarises impacts identified in the 2014 SIA associated with local business and industry procurement and details any additional impact or changes in the significance of the impact.

Table 7.6 Summary of potential local business and industry procurement impacts and corresponding management strategy

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Additional contracts for services and goods associated with the accommodation camp	<i>Not included in 2014 SIA</i>	Construction Operations	Regional business (providing goods and services)	Very high (positive)	New impact – no change	Stakeholder Engagement Strategy CMP Recruitment Plan (Plan and use of the ICN Gateway)

IMPACT DESCRIPTION	2014 IMPACT SIGNIFICANCE	PHASE	RECEPTOR	CURRENT IMPACT SIGNIFICANCE	REASON FOR CHANGE IN IMPACT	MANAGEMENT STRATEGY
Increase in water security and allocations at regional level	Very high (positive)	Operations	Regional community	Very high (positive)	Remains very high (positive): however, due to the Project being progressed as an ungated weir, which has lesser volume, there is a perception that water security and allocations are less.	Positive impact, no mitigation measures required.
Potential, temporary impact on productivity	Medium	Construction	Landholders on either side of the weir and along access route	Medium	Remains medium level impact as will likely be the same on productivity, no additional impact is anticipated.	Land Acquisition Strategy CEMP Weed Management Plan Traffic Management Plan Land Access Protocol. Stakeholder Engagement Plan (including a grievance management process)
Loss of property and agricultural business viability	Low	Operations	Riparian landholders	Low	Remains low impact as no additional property loss is anticipated.	Land Acquisition Strategy Compensation Strategy Stakeholder Engagement Plan

## 7.6.2 MANAGEMENT AND MITIGATION STRATEGIES

### EXISTING STRATEGIES

The following strategies are planned or are being implemented:

- Planning for and delivering against the Queensland Procurement Policy.
- Procurement planning in line with the Australian Industry Participation Policy (AIPP).
- Advertising work packages on the Industry Capability Network (ICN) Gateway. The ICN Gateway provides opportunities to engage with and maximise local supplier content, as well as second and third tier supply chain opportunities.

- Engagement with RRC and other significant stakeholders.
- Indigenous Group engagement and partnership program.

*FORWARD STRATEGIES*

- Opportunity for collaboration amongst major projects in region (resourcing and materials) including through the Capricorn Enterprise Group and Advance Rockhampton.

# 8 MANAGEMENT PLANS AND MONITORING

## 8.1 MANAGEMENT PLANS

Management plans are derived from the mitigation measures described in 2014 SIA and updated as required based on Section 7 and summarised in Table 8.1. Table 8.2 describes the management plans and/or strategies and their key features as they apply to managing social impacts. Also included, is progress/timing to provide an update on the development/implementation of the management plans/strategies in line with current project timeframes.

Table 8.1 Social impact management plans

MANAGEMENT PLAN/STRATEGY	KEY FEATURES OF THE PLANS/ STRATEGIES TO MANAGE SOCIAL IMPACTS	PROGRESS/ TIMING
<b>Weir 4 Life Program</b>	<p>Sunwater’s strategic approach to engagement for Rookwood Weir is embodied in the Weir 4 Life Program. It is a program of engagement initiatives that create shared value and embed the organisation into the fabric of the Central Queensland community. It includes:</p> <ul style="list-style-type: none"> <li>— Community information drop-in sessions</li> <li>— Community events</li> <li>— Industry briefings and presentations to regional forums</li> <li>— Education Research initiative</li> <li>— Schools Education Program.</li> </ul>	See below
<b>Stakeholder Engagement Plan</b>	<p>The Stakeholder Engagement Plan will include, but not be limited to:</p> <ul style="list-style-type: none"> <li>— tools and mechanisms for adequate, timely, clear, concise and regular communication with the stakeholders regarding project status, water allocations and management of key project impacts</li> <li>— consultation with landholders, identifying the respective roles and responsibilities of the Project team and landholders</li> <li>— alerts system regarding water releases</li> <li>— grievance and dispute management procedure</li> <li>— co-ordination with Traffic Management Plan and Construction Management Plan.</li> </ul>	The Stakeholder Engagement Plan has been prepared. It will be updated when following establishment of the Alliance.

MANAGEMENT PLAN/STRATEGY	KEY FEATURES OF THE PLANS/ STRATEGIES TO MANAGE SOCIAL IMPACTS	PROGRESS/ TIMING
<b>Land Acquisition Strategy</b>	<p>The Land Acquisition Strategy will include considerations including, but not be limited to:</p> <ul style="list-style-type: none"> <li>— the statutory context for land acquisition</li> <li>— implications for securing land and rights to land</li> <li>— a preference for acquisition by agreement</li> <li>— the process for acquiring land, the use of private land for project construction and quarrying on private land</li> <li>— timing of land acquisition and payment of compensation</li> <li>— grievance and dispute mechanisms, including mediation.</li> </ul>	<p>A Land Acquisition Plan has been prepared. It will be updated following establishment of the Alliance.</p>
<b>Compensation Strategy</b>	<p>The Compensation Strategy will include considerations for, but not be limited to:</p> <ul style="list-style-type: none"> <li>— productivity impacts, including temporary or permanent loss of land due to impoundment and easements, loss of viability of the business, time spent on project activities, loss of cattle due to project activities, weed spread due to project activities, loss of agricultural infrastructure such as pumps, costs of new fences and alterations to water allocation</li> <li>— loss of opportunistic river crossings</li> <li>— improved road access and flood immunity of identified river crossings</li> <li>— opportunities in relation to improved water security</li> <li>— grievance and dispute mechanisms, including mediation.</li> </ul>	<p>The Compensation Plan has been prepared and a list of affected parties identified.</p> <p>In the early stages of the process for water allocation holders.</p>
<b>Land Access Protocol</b>	<p>The Land Access Protocol will include, but not be limited to:</p> <ul style="list-style-type: none"> <li>— providing notice to landholders prior to accessing their property</li> <li>— opening/closing of property gates</li> <li>— respecting any individual requests from the landholders about timing and considering other land-based activities</li> <li>— limiting project traffic to agreed tracks</li> <li>— respecting appointment timing</li> <li>— informing landholders as soon as possible of any changes to appointments.</li> </ul>	<p>The Land Access Protocol has been prepared and provided to affected landholders.</p>



MANAGEMENT PLAN/STRATEGY	KEY FEATURES OF THE PLANS/ STRATEGIES TO MANAGE SOCIAL IMPACTS	PROGRESS/ TIMING
<b>Workforce Procurement Plan</b>	<p>The Workforce Procurement Plan will include, but not be limited to:</p> <ul style="list-style-type: none"> <li>— workforce requirements, including skills requirements, sourcing, accommodation and travel to and from the project site</li> <li>— recruitment planning giving preference to local employment by using local recruitment agencies</li> <li>— contractor terms and conditions regarding recruitment.</li> </ul>	<p>The Workforce Procurement Plan will be finalised once the Alliance is established.</p>
<b>Procurement Plan</b>	<p>The Procurement Plan (in line with Australian Industry Participation Policy (AIPP) and the Queensland Procurement Policy) will include:</p> <ul style="list-style-type: none"> <li>— policy specifying preference for local businesses to service the Project</li> <li>— announce work packages through the ICN Gateway (as applicable).</li> </ul> <p>Two plans included have been developed:</p> <ul style="list-style-type: none"> <li>— Strategic Procurement Plan – high level project wide plan</li> <li>— Significant Procurement Plan – weir specific plan that was approved by the Sunwater board and sent to the State for approval.</li> </ul>	<p>The Strategic Project Procurement Plan has been prepared. The Detailed Procurement Plan will be prepared following establishment of the Alliance.</p>
<b>Emergency Management Plan</b>	<p>Prepared in consultation with emergency services.</p>	<p>The Emergency Management Plan will be prepared following establishment of the Alliance.</p>
<b>Workforce camp protocol/ code of conduct</b>	<p>Behavior expected in local communities and in the accommodation camp.</p>	<p>The Workforce Camp Protocol/Code of Conduct will be prepared following establishment of the Alliance. Sunwater will provide strategic guidance.</p>

MANAGEMENT PLAN/STRATEGY	KEY FEATURES OF THE PLANS/ STRATEGIES TO MANAGE SOCIAL IMPACTS	PROGRESS/ TIMING
<b>Construction Environmental Management Plan (CEMP)</b>	<p>The CEMP will set measures to mitigate nuisance impacts and protect surrounding receptors from noise, dust and other impacts, which may influence health and wellbeing. This includes:</p> <ul style="list-style-type: none"> <li>— Noise Management Plan</li> <li>— Air Quality Management Plan.</li> </ul> <p>Other sub-plans will include:</p> <ul style="list-style-type: none"> <li>— Weed and Pest Management Plan: <ul style="list-style-type: none"> <li>— assigning designated vehicle wash down/brush down areas</li> <li>— restricting access to designated tracks</li> <li>— facilitating that all machinery and equipment entering the site is weed and pest free</li> <li>— the site being kept clear and free of waste, and waste will be appropriately stored and removed to approved waste stations (as appropriate)</li> </ul> </li> <li>— Traffic Management Plan: <ul style="list-style-type: none"> <li>— speed limits on access roads</li> <li>— specification of access tracks and roads to be used for project purpose</li> <li>— time limits on construction traffic movements</li> <li>— development of plan in consultation with landholders and local residents, which includes considerations for cattle crossing and other road uses</li> <li>— co-ordination with the Stakeholder Engagement Plan to inform stakeholders about updates/changes to project traffic</li> <li>— planning of implementation of river crossing construction and upgrades of crossings at Glenroy, Riverslea and Hanrahan.</li> </ul> </li> </ul>	<p>The CEMP will be finalised following establishment of the Alliance, based on the EIA and the CGER.</p> <p>The CEMP will be updated to include approval conditions.</p>

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## 8.2 MONITORING OF POTENTIAL SOCIAL IMPACTS

As outlined in the 2014 SIA, in addition to mitigating the predicted social impacts, there is a need to monitor the impacts and the effectiveness of the mitigation measures. Table 8.2 outlines proposed monitoring mechanisms to track social impact management measures, plans and strategies to the potential social impacts that have been identified. This summary includes monitoring strategies as they are still relevant and Sunwater intends to maintain previous impact management commitments.

Table 8.2 Summary of potential social impacts and corresponding management strategy

IMPACT DESCRIPTION	PHASE	RECEPTORS	MONITORING STRATEGY
<b>Community and social consultation</b>			
Uncertainty about the Project	Planning	Riparian landholders Regional community	Ongoing consultation and reports from consultation database
Raised expectations from the community for additional benefits	Planning	Riparian landholders Regional community	Monitoring of grievance reporting through free call number and project email
<b>Workforce management</b>			
Workforce size, skills requirement and sourcing of workforce	Construction	Regional community	Contractors' human resources data and reports ICN Gateway
Need for short-term accommodation to cater for workforce roster	Construction	Local business (accommodation providers)	Ongoing consultation and reports from consultation database
Reduction in actual spend in local business	Construction	Local business	Ongoing consultation and reports from consultation database
Increased pressure on local and regional roads at change of roster	Construction	Regional community landholders and residents along access roads	Ongoing consultation and reports from consultation database Monitoring of grievance reporting through free call number and project email
Increase in use of Rockhampton Airport and flights	Construction	Transport operators/ providers	Ongoing consultation and reports from consultation database
Reduced pressure on social services and facilities from Project workforce	Construction	Emergency services	Ongoing consultation and reports from consultation database Monitoring of grievance reporting through free call number and project email
Reduced number of workers leaving agriculture industry	Construction	Regional community	Ongoing consultation and reports from consultation database Contractors' human resources data and reports
<b>Housing and accommodation</b>			
Need for short-term accommodation to cater for workforce roster	Construction	Local business (accommodation providers)	Ongoing consultation and reports from consultation database
Reduction in actual spend in local business	Construction	Local business	Ongoing consultation and reports from consultation database Contractors' human resources data and reports
Increased demand for goods and services,	Construction	Local business	Contractors' human resources data and reports ICN Gateway
Workforce accommodation camp, demand on housing supply in regional area	Construction	Regional community	Ongoing consultation and reports from consultation database

IMPACT DESCRIPTION	PHASE	RECEPTORS	MONITORING STRATEGY
Workforce accommodation camp, reduced economic benefit associated with long-term housing	Construction	Regional community (workforce) Local business accommodation providers)	Ongoing consultation and reports from consultation database
Workforce accommodation camp, change in community dynamics, workforce behaviour	Construction	Regional community	Ongoing consultation and reports from consultation database Monitoring of grievance reporting through free call number and project email
Temporary increase in demand for transport facilities/ services – airport and flights	Construction Operations	Transport operators/ providers	Contractors' human resources data and reports
Safety risks due to increased traffic on local roads	Construction	Workforce, landholders and residents along access roads	Ongoing consultation and reports from consultation database Monitoring of grievance reporting through free call number and project email Contractors' human resources data and reports As per CEMP, specifically the Traffic Management Plan Monitoring of grievance reporting through free call number and project email Monitoring of incidence reporting
Damage to local roads due to project construction traffic	Construction	Landholders along access roads (loss of cattle)	Ongoing consultation and reports from consultation database Monitoring of grievance reporting through free call number and project email As per CEMP, specifically the Traffic Management Plan Monitoring of grievance reporting through free call number and project email Monitoring of incidence reporting
<b>Health and community wellbeing</b>			
Disruption to daily life and business	Planning	Riparian landholders	Ongoing consultation and reports from consultation database
Potential costs to landholders due to the spread of weeds	Planning	Riparian landholders	Monitoring of grievance reporting through free call number and project email
Potential, temporary or permanent loss of land	Construction	Landholders on either side of the weir	Ongoing consultation and reports from consultation database

IMPACT DESCRIPTION	PHASE	RECEPTORS	MONITORING STRATEGY
Temporary impact on lifestyle	Construction	Landholders on either side of the weir and along access route	Monitoring of grievance reporting through free call number and project email As per CEMP
Temporary increase in demand for community services, facilities and emergency services	Construction	Emergency services	Consultation with service providers
Impacts on access to groundwater resources	Operations	Riparian landholders and road users	Monitoring of grievance reporting through the proponent communications management process
Loss of land and access as a result of flooding	Operations	Riparian landholders	
Loss of land and infrastructure such as pumps, fences and watering points	Operations	Riparian landholders upstream	Monitoring of grievance reporting through the proponent communications management process
Increase in cattle bogging	Operations	Riparian landholders upstream	
Loss of existing water allocation for agricultural activities (drinking water for cattle in water holes in the riverbed)	Operations	Riparian landholders	
Potential for recreational use of the upstream river, disrupting rural lifestyle and increasing the risk of trespassing and crime	Operations	Local community in the upstream areas	
<b>Local business and industry content</b>			
Additional contracts for services and goods associated with the accommodation camp	Construction Operations	Regional business (providing goods and services)	Ongoing consultation and reports from consultation database Contractors' human resources data and reports ICN Gateway
Increase in water security and allocations at regional level	Operations	Regional community	Ongoing consultation and reports from consultation database Contractors' human resources data and reports ICN Gateway
Potential, temporary impact on productivity	Construction	Landholders on either side of the weir and along access route	Monitoring of grievance reporting through the proponent communications management process
Loss of property and agricultural business viability	Operations	Riparian landholders	

## 9 CONCLUSION

The SIAR has identified key differences in the social environment and project delivery, since the 2014 SIA, which would lead to changes in the type and the significance of impacts. The Project description, and its components, has changed since the completion of the 2014 SIA, particularly the removal of the Eden Barr Weir component and the focus on Rookwood Stage 1. The Project delivery timeframe has also been compressed, and as such, the size of the construction workforce for the weir has increased from approximately 150 people to 180 people (total workforce approximately 235 people).

While the population and demographic area has remained somewhat stable, the key change in the social environment is the prevalence of competing projects, which has the potential to reduce the availability of a workforce in the local and regional study areas. As a complete local workforce may not be available and to manage workforce fatigue, Sunwater has made changes to the Project to include the potential for some FIFO workers and an accommodation camp. These changes have led to new impacts and changes in the significance of some impacts, identified in the 2014 SIA, including a minor reduction in spending with local accommodation providers and services, and the reduced ability for workers in the regional area to stay at their own.

To address these changes and maximise benefits, Sunwater has prepared a number of mitigation measures and strategies, some of which were first detailed in the 2014 SIA. New mitigation and management strategies will also be implemented and will include activities such as ongoing engagement with the broader community regarding employment opportunities and training, workforce codes of conduct, and local procurement strategies for existing and emerging businesses.

The introduction of new Project components, the potential use of some FIFO workers and the changes in the social environment since 2014 are unlikely to create any significant negative impacts that cannot be addressed through effective management planning and monitoring programs, which Sunwater is planning or already delivering.

In conclusion, by taking an iterative planning approach, which will continue through to the design and development of the Project, Sunwater will effectively integrate both environmental and social considerations into decision making for the Project and support the objectives of a sustainable development.

# 10 REFERENCES

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# APPENDIX A

REGIONAL STUDY AREA STATISTICS





# A1 REGIONAL STUDY AREA BASELINE DATA

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Estimated resident population (2011-2018)</b> <i>Source: ABS 3218.0, Regional Population Growth, Australia, various editions</i>	<b>Slight decrease:</b> 29,533 people (2011) 28,645 people (2018) <i>Non-residential workers on-shift 4,835 (2011)</i> <i>FTE population estimate 34,365 (2011)</i>	<b>Slight increase:</b> 78,939 people (revised boundary 2011)* 81,067 people (2018)	<b>Slight increase:</b> 982 people (2011) 1,005 people (2016)	<b>Slight increase:</b> 109,454 people (revised boundary 2011)* 110,717 people (2018)	<b>Increase:</b> 4,474,098 people (2011) 5,011,216 people (2018)	<b>Slight decrease:</b> 2.5 per cent (2011)* 2.2 per cent (2018)	<p>CHRC regional study areas has experienced a slight decline in residential population from 2011 to 2018.</p> <p>Woorabinda and RRC has experienced a slight increase in population from 2011 to 2018, which is consistent with Queensland.</p> <p>Within the region, Rockhampton (R) LGA had the largest population with 81,067 persons. Within the region, Woorabinda (S) LGA had the fastest population growth over five years with 0.4 per cent.</p> <p>*ABS boundary change data (between 2011 and 2016) is included for more accurate representation. 2018 figures reflect Regional Population Growth figures.</p>

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Average Annual Growth Rate</b> <i>Source: ABS 3218.0, Regional Population Growth, Australia, various editions</i>	<b>Decline:</b> 0.9 per cent (2006-11) -0.8 per cent (2013-18)	<b>Decline:</b> 0.9 per cent (2006-11) -0.2 per cent (2013-18)	<b>Decline:</b> 1.4 per cent (2006-11) 0.4 per cent (2013-18)	<b>Decline:</b> 0.9 per cent (2006-11) -0.3 per cent (2013-18)	<b>Decline:</b> 1.8 per cent (2006-11) 1.5 per cent (2013-18)	Not applicable	<p>Across the LGA there has been a notable decline in annual average growth rates over the five-year period between 2006-11 and 2013-2018. This is consistent with Queensland as a whole, which had a 1.8 per cent growth rate between 2006 and 2011 and a drop to 1.5 per cent growth rate between 2013 and 2018.</p> <p>Within the region, Woorabinda (S) LGA had the fastest population growth over five years with 1.45 per cent and 0.4 per cent in 2011 and 2018, respectively.</p>

		CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Estimated resident population in the regional study area over time (2011-21 to 2016-41)</b>	2011	31,861	117,612	967	150,449	4,611,491	3.2 per cent	<p>The expected average annual growth rates from 2016-2041 are comparatively less than those anticipated from 2011 to 2031 where the population growth was expected to be driven predominately by mining and associated industry development.</p> <p>CHRC LGA (0.2 per cent) and RRC LGA (1.0 per cent) have minor annual growth expected (to 2041); however, this is not comparative to Queensland's estimated population growth (to 2041) (1.6 per cent).</p> <p>Woorabinda LGA population on the other hand is expected to have a decline of -0.5 per cent between 2016-2041.</p>
	2031	50,742	162,873	1,357	214,972	6,592,857	3.3 per cent	
	Average annual growth rate (2011)	<b>2.4 per cent</b>	<b>1.6 per cent</b>	<b>1.7 per cent</b>	<b>1.8 per cent</b>	<b>1.8 per cent</b>		
2016	28,783	81,589	992	111,364	4,848,877	2.3 per cent		
2041	30,133	104,153	870	135,156	7,161,661	1.9 per cent		
Average annual growth rate (2016)	<b>0.2 per cent</b>	<b>1.0 per cent</b>	<b>-0.5 per cent</b>	<b>0.8 per cent</b>	<b>1.6 per cent</b>			
<i>Source: Queensland Government Population Projections, 2018 edition (medium series)</i>								

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Proportion of males to females</b> <i>2011 Census Quick Stats: Central Highlands (R) (Qld), Rockhampton (R), Wooralinda (S)</i> <i>2016 Census Quick Stats: Central Highlands (R) (Qld), Rockhampton (R), Wooralinda (S))</i> NB: Gender ratios not percentages were included in 2014 SIA	<b>Minor change, slightly more females:</b> (males): 53.6 per cent (2011) 52.7 per cent (2016) (females): 46.4 per cent (2011) 47.3 per cent (2016)	<b>Change, slightly more females:</b> (males): 50.1 per cent (2011) 49.4 per cent (2016) (females): 49.9 per cent (2011) 50.6 per cent (2016)	<b>Minor change, slightly more males:</b> (males): 47.3 (2011) 48.9 per cent (2016) (females): 52.7 (2011) 51.1 per cent (2016)	Not included in 2014 SIA	<b>Minor change, slightly more females</b> (males): 49.6 per cent (2011) 49.4 per cent (2016) (females): 50.4 per cent (2011) 50.6 per cent (2016)	Not applicable	No significant change between the 2011 and 2016 census data gender distributions within each of the LGA's. The gender proportions for each LGA generally reflects the patterns of Queensland. Across the LGAs there was a marginal increase in females between 2011 and 2016, which is inconsistent with Queensland as a whole.

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Median age</b> <i>2011 Census Quick Stats: Central Highlands (R) (Qld), Rockhampton (R), Wooragee (S)</i> <i>2016 Census Quick Stats: Central Highlands (R) (Qld), Rockhampton (R), Wooragee (S)</i>	<b>Slight decrease:</b> 33 years (2011) 31 years (2016)	<b>Slight decrease:</b> 37 years (2011) 36 years (2016)	<b>Slight increase:</b> 22 years (2011) 23 years (2016)	Not included in 2014 SIA	<b>Slight increase:</b> 36 years (2011) 37.3 years (2016)	Not applicable	Across the LGAs there was a marginal decrease in median age between 2011 and 2016, which is inconsistent with Queensland.

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Family composition Totals for 2011 and 2016</b> (incorporates Couple Family with no Children, Couple Family with Children, and one-parent families)  <i>Source: 2014 SIA and ABS, Census of Population and Housing, 2016, General Community Profile - G25</i>	<b>Slight decrease</b> 6,962 (2011)  6,593 (2016)	<b>Decrease</b> 28,537 (2011)  20,277 (2016)	<b>Slight increase</b> 197 (2011)  206 (2016)	<b>Slight decrease</b> 35,696 (2011)  27,076 (2016)	<b>Slight decrease</b> 1,148,179 (2011)  1,221,148 (2016)	<b>Decrease</b> 3.1 per cent (2011)  2.2 per cent (2016)	<p>No significant change between the 2011 and 2016 census family composition. Increase indicated for RRC LGA potentially can be attributed to the ABS boundary changes.</p> <p>In comparison to the SIA report, RRC LGA still contains the largest number of families (20,277) followed by CHRC (6,593) and Woorabinda LGA (206). This is reflective to population variations.</p> <p>Both the CHRC and RRC LGAs recorded a higher percentage of couple families with children (51.1 per cent and 40.8, respectively), while Woorabinda LGA recorded the highest proportion of one-parent families (53.4 per cent)</p>

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Indigenous status totals for 2011 and 2016</b> (totals incorporate persons who identify as Aboriginal or Torres Strait Islander or both origins)  <i>Source: 2014 SIA and ABS, Census of Population and Housing, 2016, Aboriginal and Torres Strait Islander Peoples Profile - 102</i>	<b>Increase in total people, increased proportion of population</b> 1,020 3.6 per cent (2011)	<b>Decrease in total people, increased proportion of population</b> 5,997 5.5 per cent (2011)	<b>Increase in total people, increased proportion of population</b> 877 92.8 per cent (2011)	<b>Increase in total people, increased proportion of population</b> 7,894 5.7 per cent (2011)	<b>Increase total people, increased proportion of population</b> 155,824 3.6 per cent (2011)	<b>Decrease</b> 5.1 per cent .. (2011) 4.2 per cent .. (2016)	<p>Indigenous population for the regional study area in 2016 as opposed to the SIA report stats from 2011.</p> <p>Overall the number of indigenous people in the regional study area as a proportion of Queensland has decreased between 2011 (5.1 per cent) and 2016 (4.2 per cent).</p> <p>Within the LGAs and the regional study area, the proportion of Indigenous persons of the total population has increased between 2011 and 2016.</p> <p>Converse to CHRC and Woorabinda, the total number of indigenous persons in RRC decreased between 2011 and 2016. This could be attributed to the ABS boundary changes.</p>

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<b>Unemployment rate for 2011 and 2016</b> <i>Source: 2014 SIA and Australian Government Department of Employment, Skills, Small and Family Business, Small Area Labour Markets Australia, various editions (2019)</i>	<b>Increase:</b> 2.1 per cent (2011)  4.0 per cent (2019)	<b>Increase:</b> 5.7 per cent (2011)  7.4 per cent (2019)	<b>Decrease:</b> 67.7 per cent (2011)  8.0 per cent (2019)	<b>Increase:</b> 5.1 per cent (2011)  6.4 per cent (2019)	<b>Increase:</b> 5.6 per cent (2011)  6.1 per cent (2019)	Not applicable	Between 2011 and 2016, the unemployment rate has increased across the regional study area, which is similar to Queensland.  Of particular interest: <ul style="list-style-type: none"> <li>— 2019 unemployment rate increase for CHRC (4.0 per cent), which is still significantly lower than Queensland (6.1 per cent), this is consistent with 2011</li> <li>— 2019 unemployment rate has increased in RRC (7.4 per cent) and is currently slightly higher than Queensland (6.1 per cent), which is consistent with 2011. 2019 unemployment rate has seen a significant decrease in unemployment rate in Woorabinda (8.0 per cent); however, is higher than Queensland (6.1 per cent), which is consistent with 2011.</li> </ul>



	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<p><b>Percentage of employment by industry (top three 2011 and 2016)</b></p> <p><i>Source: 2014 SIA and ABS, Census of Population and Housing, 2016, General Community Profile - G51 and unpublished data</i></p>	<p>Mining (26 per cent)</p> <p>Agriculture forestry and fishing (11 per cent)</p> <p>Construction 7.9 per cent)</p> <p>(2016)</p> <p>Coal Mining (22 per cent)</p> <p>Beef Cattle Farming (Specialised) (7.3 per cent)</p> <p>Primary Education (3.6 per cent)</p>	<p>Health care and social assistance (12.8 per cent)</p> <p>Retail trade (10.9 per cent)</p> <p>Education and training (9.0 per cent)</p> <p>(2016)</p> <p>Hospitals (except Psychiatric Hospitals) (5.5 per cent)</p> <p>Coal Mining (3.9 per cent)</p> <p>Primary Education (2.8 per cent)</p>	<p>Health Care and social assistance (31.9 per cent)</p> <p>Public Administration and safety (20.3 per cent)</p> <p>Education and Training (15.5 per cent)</p> <p>(2016)</p> <p>Local Government Administration (19.8 per cent)</p> <p>Hospitals (except Psychiatric Hospitals) (11.3 per cent)</p> <p>Primary Education (10.7 per cent)</p>	<p>Not included in 2014 SIA</p> <p>(2016)</p> <p>Health Care and social assistance (12.4 per cent)</p> <p>Mining (10.5 per cent)</p> <p>Retail trade (9.9 per cent)</p>	<p>Not included in 2014 SIA</p> <p>(2016)</p> <p>Health Care and social assistance (13 per cent)</p> <p>Retail trade (9.9 per cent)</p> <p>Construction (9.0 per cent)</p> <p>Education and Training (9.0 per cent)</p>	<p>Not applicable</p>	<p>Between 2011 and 2016, employment in the mining sector decreased for CHRC. In RRC, mining was not a major industry of employment in 2011.</p> <p>Generally, employment in the primary education and health care sectors has also decreased, placing each of the LGA's beneath the Queensland state average and regional study area totals.</p> <p>Administration roles in Woorabinda are consistent between 2011 and 2016 (20.3 per cent and 19.8 per cent respectively).</p>

	CHRC	RRC	WOORABINDA	REGIONAL STUDY AREA TOTALS	QUEENSLAND	REGIONAL STUDY AREA AS PERCENTAGE OF QUEENSLAND	ANALYSIS
<p><b>Top employment by occupation 2011 and 2016</b></p> <p><i>Source: 2014 SIA and ABS, Census of Population and Housing, 2016, General Community Profile - G57 and unpublished data</i></p>	<p>(2011) Machinery operators and drivers (19.9 per cent) Technicians and trade workers (18,8 per cent) Managers (14.6 per cent)</p> <p>(2016) Machinery Operators and Drivers (18.3 per cent) Technicians and Trades Workers (17.6 per cent) Managers (15 per cent)</p>	<p>(2011) Technicians and trade workers (17.4 per cent) Labourers (21 per cent) technicians and trade workers (16.9 per cent)</p> <p>(2016) Technicians and Trades Workers (16.5 per cent) Professionals (16.1 per cent) Clerical and Administrative Workers (13.1 per cent)</p>	<p>(2011) Community and personal services (26.3 per cent)</p> <p>(2016) Community and Personal Service Workers (29 per cent) Labourers (17.2 per cent) Professionals (11.3 per cent)</p>	<p>(2016) Technicians and trades workers (16.8 per cent) Professionals (14.6 per cent) Clerical and administrative workers (12.4 per cent) Labourers (12.4 per cent)</p>	<p>(2016) Professionals (19.8 per cent) Technicians and trades workers (14.3 per cent) Clerical and administration workers (13.6 per cent)</p>	Not applicable	<p>Employment by education is consistent between 2011 and 2016 for CHRC and Woorabinda, with the same roles prominent in the regional study area and throughout Queensland.</p> <p>The state average for Professionals (19.8 per cent) is higher than the three areas. RRC saw an increase in Professionals and Clerical and Administration Workers between 2011 and 2016.</p> <p>Community and Personal Service Workers increased in Woorabinda between 2011 and 2016, which is consistent with high employment levels in Local Government Administration and Hospitals.</p>

# APPENDIX B

## COMMUNITY AND STAKEHOLDER ENGAGEMENT REPORT





# Rookwood Weir Project Industry and Community Engagement

October, 2019

### Industry briefing and community events

What   when	Where	How many?	Sentiment
Industry Briefing - Rockhampton	23 October	100+	😊
Community Information Drop-in session - Rockhampton	23 October	15	😊
Community Information Drop-in session - Gogango	24 October	40	😊
Community Information Drop-in session - Duarings	24 October	25	😊
Major Projects Forum - Capricorn Enterprises	25 October	200+	😊

### Industry Briefing communication

#### Promotion of event

- Rockhampton Bulletin - print advertisement - 9 October 2019
- Minister's Media Release
- Latest News
- LinkedIn post
- Facebook
- Twitter
- Industry Capability Network
- Capricorn Enterprises
- Advance Rockhampton



### Outcome of engagement

- Increase in positive community sentiment and decrease in negative media.

### Community sentiment

- Generally positive consumer sentiment – local jobs, local business opportunities
- Reduced yield and inundation
- Cynical as to whether the Project will go ahead

### Community event communication

- Meeting with Gogango and Duarings contacts to discuss approach and seek local catering to support events.
- Invitation letterbox dropped to residents in Gogango and Duarings.
- A4 Posters placed in the Community Hall at Gogango and in the Post Offices in Gogango and Duarings.



# APPENDIX C

ICN INFORMATION



# C1 ICN PROMOTION OF ROOKWOOD WEIR

**From:** [REDACTED]@icnqld.org.au  
**Sent:** Thursday, 5 December 2019 10:57 AM  
**To:** [REDACTED]  
**Subject:** FW: Sunwater Rookwood Weir Project Listing Notification

Hi [REDACTED]  
As requested, please find below the email that was circulated yesterday.

Regards  
[REDACTED]

**From:** Industry Capability Network Qld [mailto:info@icnqld.org.au]  
**Sent:** Wednesday, 4 December 2019 11:48 AM  
**To:** [REDACTED]@icnqld.org.au  
**Subject:** Sunwater Rookwood Weir Project Listing Notification



[View this email in your browser](#)

**New Project Listing....  
Rookwood Weir Project**

The Rookwood Weir Project, which includes associated road and bridge infrastructure projects, is being delivered by Sunwater and jointly funded by the Australian Government and Queensland Government.

The project involves the construction of a new weir on the Fitzroy River, approximately 66 kilometres south-west of Rockhampton in Central Queensland. The development was identified in the *Central Queensland Regional Water Supply Strategy* to help meet future urban agricultural and industrial water demand in Rockhampton, Gladstone and the Capricorn Coast.

The project involves:

- constructing the Rookwood Weir and associated ancillary infrastructure
- upgrading and widening 16.2 km of Thirsty Creek Road
- building a new intersection on the Capricorn Highway and upgrading Second Street and Third Street at Gogango
- constructing a new 18-metre high concrete Riverslea Bridge to replace the existing crossing, which, if not upgraded, would be inundated when the Rookwood Weir reaches full supply
- upgrading culverts at Hanrahan Crossing. Once constructed, Rookwood Weir will supply valuable water for the region - a resource that will support local economic growth by providing water for future agricultural diversification, industrial development and improved water security for Rockhampton, Gladstone and the Capricorn Coast.

Sunwater is committed to creating sustainable employment and economic development opportunities for local and Indigenous suppliers by maximising their opportunities to participate in the project.

Local industry operators interested in finding out more about this project are encouraged to register their interest at Sunwater's ICN Portal:

<https://rookwoodweir.icn.org.au>.

For more information on the project visit:  
[www.sunwater.com.au/projects/rookwood-weir-project](http://www.sunwater.com.au/projects/rookwood-weir-project).



**ICN Queensland**  
3 Clunes Ross Court, Eight Mile Plains Qld 4113  
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Email: [info@icnqld.org.au](mailto:info@icnqld.org.au)  
Web: [www.icnqld.org.au](http://www.icnqld.org.au)

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[gateway.icn.org.au](http://gateway.icn.org.au)

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## C2 ROOKWOOD WEIR POTENTIAL WORK PACKAGES

1. Accommodation of workforce
2. Asphalt / bitumen supply / installation
3. Batch plant screen and wash
4. Batch plant supply
5. Blasting services
6. Bussing to and from camp
7. Camp catering / consumables supply
8. Camp supply / installation / operation
9. Cement supply
10. Civil subcontractors
11. Concrete pumps
12. Concrete supply
13. Cranage
14. Diesel maintenance contractor
15. Electrical works
16. Employment services / labour hire
17. Environmental services
18. Equipment hire
19. Fencing
20. Formwork supply / installation
21. Fuel supply
22. Generators supply
23. Geotechnical Services (testing and investigations)
24. Haulage / transport
25. Landscaping
26. Line marking
27. Mechanical and materials supply
28. Mechanical subcontractors
29. Paramedics
30. Plant hire
31. Plant hire civil
32. Plant hire concrete
33. Plant hire placement
34. Plumbing
35. Potable water supply
36. Quarry materials
37. Scaffold supply / installation
38. Signage
39. Site office / facilities
40. Steel supply
41. Structural subcontractors
42. Survey
43. Telecommunications
44. Temporary works design services
45. Traffic control
46. Training providers
47. Training services
48. Tree removal
49. Vehicle hire
50. Waste removal
51. Wastewater treatment system
52. Water carts
- Other...