

Sunwater

NOVEMBER 2021

Rookwood Weir Project

Social Impact Management Report – Year 1

wsp



Question today *Imagine tomorrow* Create for the future




Rookwood Weir Project Social Impact Management Report – Year 1

Sunwater

WSP
Level 12, 900 Ann Street
Fortitude Valley QLD 4006
GPO Box 2907
Brisbane QLD 4001

Tel: +61 7 3854 6200
Fax: +61 7 3854 6500
wsp.com

REV	DATE	DETAILS
A	25/10/2021	First Draft for review
B	11/11/2021	Final

	NAME	DATE	SIGNATURE
Prepared by:	Roland Short; Emilee Durie	11/11/2021	
Reviewed by:	Felicity Richards	11/11/2021	
Approved by:	Kelly Waltisbuhl	11/11/2021	

This document may contain confidential and legally privileged information, neither of which are intended to be waived, and must be used only for its intended purpose. Any unauthorised copying, dissemination or use in any form or by any means other than by the addressee, is strictly prohibited. If you have received this document in error or by any means other than as authorised addressee, please notify us immediately and we will arrange for its return to us.



Table of contents

1	Introduction.....	1
1.1	Purpose.....	1
1.2	Background	1
1.3	Project history	2
1.4	Approval conditions.....	3
1.5	Report structure	4
1.6	Limitations	4
2	Community and stakeholder engagement	5
2.1	Desired outcomes	5
2.2	Communication and engagement summary	5
2.3	Future strategies	10
3	Employment, training and development	11
3.1	Desired outcomes	11
3.2	Management measures.....	11
3.3	Monitoring results – year 1.....	12
3.4	Mitigations update and future strategies	14
4	Housing and accommodation.....	15
4.1	Desired outcomes	15
4.2	Management measures.....	15
4.3	Accommodation camp and housing availability	15
4.4	Mitigations update and future strategies	15
5	Community health, safety and wellbeing	16
5.1	Desired outcomes	16
5.2	Management strategies.....	16
5.3	Implementation status	16
5.4	Mitigations update and future strategies	18

List of tables

Table 1.1	SIMR structure.....	4
Table 2.1	Community and stakeholder engagement activities November 2020 to September 2021.....	5
Table 3.1	Local Commitment – Employment and spend.....	11
Table 3.2	Local employment progress as of 30 September 2021.....	12
Table 3.3	Smoothed averaged unemployment rates (%) across designated zones.....	13
Table 3.4	Enquiries to the ICN portal	14
Table 3.5	Local spend tracking	14

List of figures

Figure 2.1	Issues raised (all stakeholders) 24 Nov 2020 – 30 Sept 2021	6
------------	----------------------------------------------------------------------	---

List of appendices

Appendix A	Communication and engagement tools	
------------	------------------------------------	--

1 Introduction

1.1 Purpose

This Social Impact Management Report (SIMR) addresses the Coordinator-General's conditions of approval for the Rookwood Weir Project (the Project), namely condition 2 (a) *Provide an annual Social Impact Management Report (SIMR) to the Coordinator-General for approval for a period of five years from the commencement of construction of each stage of the weir.*

This SIMR details the social impact management strategies implemented by Sunwater and the Rookwood Weir Project Alliance (the Alliance) for the Project and the results of strategy implementation to date.

1.2 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. It 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.

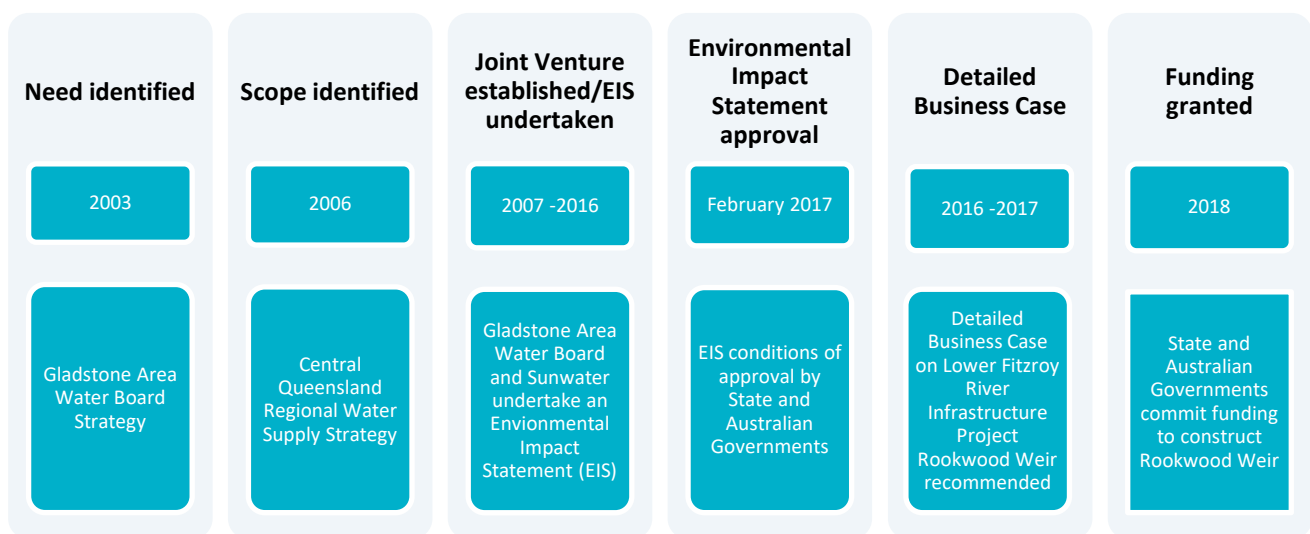
Following approval of the LFRIP EIS, Building Queensland finalised the Detailed Business Case (DBC). It released it to the public in January 2018, with a commitment by the Australian Government to partially fund the Project, subject to the outcomes of the DBC. The DBC focused on the Rookwood Weir component 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 SIMR, were undertaken to meet the Queensland Government’s Coordinator-General approval conditions.

This project has been in development since 2003 and has moved through several stages prior to construction starting. The table below provides a brief snapshot of the Project history.

1.3 Project history



In 2003, Awoonga Dam on the Boyne River dropped to 7.6 per cent of its total capacity, prompting calls for the development of new storage for the region to increase water security. GAWB was engaged to deliver a strategic water plan which identified a weir on the lower Fitzroy River as the preferred option to mitigate the current single supply source risk.

In 2006 the Central Queensland Regional Water Supply Strategy identified the Lower Fitzroy River as the ideal location for the region’s next main water storage. It outlined the development of a new weir at Rookwood 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 State Government declaring in July 2007 that GAWB, Sunwater and the former Rockhampton and Livingstone Shire Councils (now RRC) would come together as proponents for the Lower Fitzroy Joint Venture. The Project would be referred to as the Lower Fitzroy River Infrastructure Project, which included the proposed Rookwood Weir and/or the proposed raising of the Eden Bann Weir. As previously mentioned, RRC withdrew soon after.

Following appointment, work on the Environmental Impact Statement (EIS) progressed through several Commonwealth, and State milestones before final terms of reference were issued in September 2014. During this process unfolding, GAWB released its strategic water plan in 2013, which explored options to increase water security through the construction of the Gladstone-Fitzroy Pipeline project and Rookwood Weir.

The draft EIS public consultation occurred between July and August 2015. Following feedback, amendments were made through 2016, and the Coordinator-General accepted the revised draft EIS and released an evaluation report in late 2016. The final EIS approval came via the Commonwealth Minister for the Environment and Energy’s assessment decision notice in February 2017.

In May 2016, the Commonwealth Government had allocated \$2 million for the Queensland Government to prepare a detailed business case for the Lower Fitzroy River Infrastructure Project (LFRIP). The Commonwealth Government also committed \$130 million in project funding subject to outcomes. The detailed business case considered options including:

- a new Rookwood Weir at 76,000 ML yield (with gates)
- a new Rookwood Weir at 54,000 ML yield (without gates)
- upgrading Eden Bann Weir to a 50,000 ML yield
- upgrading Eden Bann Weir to a 50,000 ML yield with one of A) a 15,000 ML desalination plant at Gladstone or B) a pipeline from Fred Haigh Dam with a potential 19,000 ML yield.

Ultimately, the option to construct Rookwood Weir to a 76,000 ML yield was considered most viable, given the Commonwealth Government funding of \$130 million was only in relation to the Rookwood Weir, and the DBC progressed evaluating this option in detail only. The addition of gates was estimated to cost approximately \$20 million more than the ungated option, which for the significant additional yield delivered greater value for money and was included in the recommended project for the Rookwood Weir as part of the DBC.

In 2017 the DBC was completed. The Project has been endorsed publicly by the Queensland and Australian governments, who each committed to fund half of the total \$352.2 million (ex GST) cost per the Rookwood Weir Development and Operations Deed, under a partnership arrangement. The details of the arrangement are currently being finalised.

In March 2021, the Commonwealth and Queensland governments committed another \$7.5 million each to raise the crest height of Rookwood Weir by 700 mm, increasing the yield to from 76,000 megalitres to 86,000 megalitres for water users. This brought total government investment in the project to \$367.2 million.

1.4 Approval conditions

Rookwood Weir will be developed in accordance with its Material Change of Use (MCU) Development Approval, with requirements including compliance with the Coordinator-General's Imposed Conditions.

The Coordinator-General's imposed **Condition 2 – Social Impacts** which seeks the proponent to report on the implementation measures to mitigate and manage social impacts of the construction and operation of the weir on local and regional communities.

This SIMR has been prepared to meet the requirements of the imposed Condition 2, which states:

- (a) *Provide an annual Social Impact Management Report (SIMR) to the Coordinator-General for approval for a period of five years from the commencement of construction of each stage of the weir.*
- (b) *The SIMR must describe the social impact management strategies and actions implemented and the outcomes achieved to:*
 - (i) *inform, consult, collaborate and negotiate with stakeholders and the community and to demonstrate that stakeholder and community concerns have been considered in making decisions to avoid, mitigate and manage social impacts.*
 - (ii) *provide local and regional employment, training and development opportunities and to mitigate and manage any project-related impacts on local labour markets.*
 - (iii) *mitigate and manage any impacts of the project on the local and/or regional housing markets*
 - (iv) *mitigate and manage project-related impacts on community health, safety and wellbeing.*
- (c) *Make each SIMR publicly available on the proponent's website during each year of the reporting period.*

1.5 Report structure

The SIMR structure is outlined in Table 1.1. This structure ensures, the requirements of imposed Condition 2, outlined in Section 1.4 are met.

Table 1.1 SIMR structure

SECTION	SECTION TITLE	DESCRIPTION OF CONTENT
Section 1	Introduction	Provides background information of the Project. Details the purpose of the SIMR and outlines the structure of the report.
Section 2	Stakeholder and Community	Reporting on the Project's engagement activities and how concerns have been considered in project planning and decision-making.
Section 3	Employment, Training and Development	Reporting on the Project's employment training and development strategies, including how project benefits are enhanced.
Section 4	Housing and Accommodation	Reporting on the Project mitigation and management strategies which address housing availability and affordability.
Section 5	Community Health, Safety and Wellbeing	Reporting on the progress of the Project's commitments and management strategies which address safety and wellbeing.

1.6 Limitations

This SIMR was prepared using a range of primary and secondary data sources supplied by Sunwater to WSP for the purposes of review. These include:

- approved project strategies, plans and protocols
- the Project's stakeholder database (Consultation Manager) logs and report
- monthly project progress reports
- enquiry logs from the Industry Capability Network (ICN) Portal.

No warranty, undertaking or guarantee whether expressed or implied, is made with respect to the data reported or the conclusions drawn. To the fullest extent permitted at law, WSP, its related bodies corporate and its officers, employees and agents assumes no responsibility and will not be liable to any third party for, or in relation to any losses, damages or expenses (including any indirect, consequential or punitive losses or damages or any amounts for loss of profit, loss of revenue, loss of opportunity to earn profit, loss of production, loss of contract, increased operational costs, loss of business opportunity, site deprecation costs, business interruption or economic loss) of any kind whatsoever, suffered on incurred by a third party.

2 Community and stakeholder engagement

This section addresses the Coordinator-General’s Condition 2 (b) “to inform, consult, collaborate and negotiate with stakeholders and the community, and to demonstrate that stakeholder and community concerns have been considered in making decisions to avoid, mitigate and manage social impacts.”

2.1 Desired outcomes

The Alliance is committed to effectively engaging stakeholders on the Project, building relationships, responding to local concerns and identifying and delivering economic and regional opportunities. The Rookwood Weir Stakeholder Management Plan (SMP) has been developed to assist the Alliance in successfully delivering the Project according to the Coordinator-General’s Condition 2 (b).

The objectives of engagement as outlined in the SMP are:

- 1 Build understanding of the Project within the region.
- 2 Create and maintain effective dialogue with stakeholders for the duration of the Project.
- 3 Identify and mitigate issues before they escalate.
- 4 Consult, inform and educate stakeholders on the Project.
- 5 Identify opportunities for the Alliance to add value prior to, during and post construction.
- 6 Celebrate Project milestones.

To support these objectives, Sunwater and Alliance partners have developed the following desired outcomes:

- project communication is clear, timely and relevant to stakeholders
- proper consideration and addressing of community concerns
- the Project encourages a high level of engagement on negotiable issues.

2.2 Communication and engagement summary

2.2.1 Engagement activities

In the previous year to 30 September 2021, Sunwater has been involved in approximately 977 communication and engagement interactions involving 799 distinct stakeholders. Interactions include emails, phone calls, meetings, information sessions and social media enquiries. Table 2.1 shows communications and engagement activities from November 2020 through to September 2021.

Table 2.1 Community and stakeholder engagement activities November 2020 to September 2021

STAKEHOLDER GROUP	INTERACTIONS	STAKEHOLDERS
Land access: easement – land access	728	65
Customer: potential customer	562	96
Community: residents directly impacted by works	545	126
Land access: land access only	510	50
Internal stakeholders: internal staff	482	100

STAKEHOLDER GROUP	INTERACTIONS	STAKEHOLDERS
Land access: acquisition – land access	175	10
Land access: lease – land access	133	8
Business: local business operator	102	36
Community: general public	66	64
Government: local council	61	44
Customer: current irrigation customer	2	2
Other	366	464

2.2.2 Interests and issues

Throughout the reporting period since November 2020, topics raised by stakeholders included issues surrounding land, environment, water and construction of the Rookwood Weir Project, outlined in Figure 2.1. The most frequent topic addressed included land issues regarding acquisition, compensation and land use. A smaller number of interactions discussed environment protection and biodiversity conservation, with further key interests including water demand, sales and allocations, general construction enquiries and traffic and transport during construction.

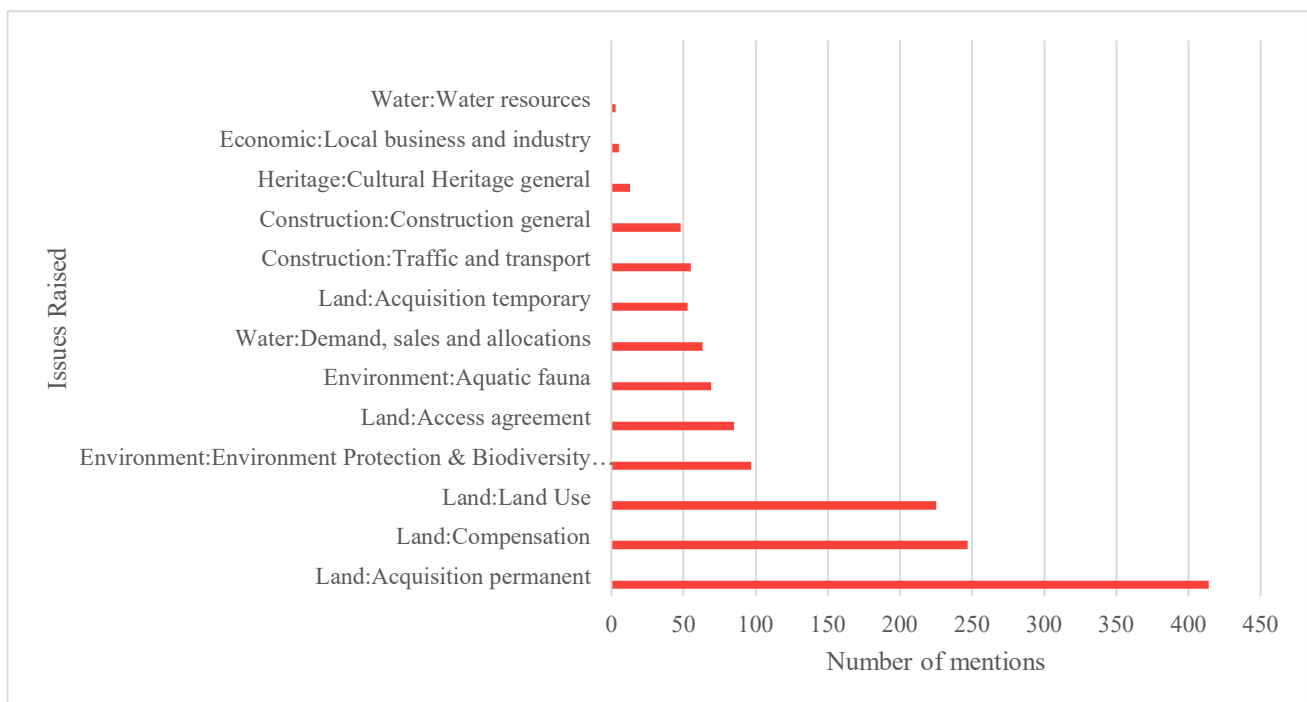


Figure 2.1 Issues raised (all stakeholders) 24 Nov 2020 – 30 Sept 2021

2.2.2.1 Community engagement

Over the past 12 months, community information sessions were held at Duaringa (2 June 2021) and Gogango (18 July 2021; 1 June 2021; 4 March 2021; 10 November 2020) to:

- generate community awareness about the Project
- provide an update on completed and planned activities
- display models discuss local supplier involvement and provide an opportunity for the community to engage with subject matter experts.

Key areas of community and stakeholder interest have included:

- Riverslea crossing
- inundation level and available information
- compensation agreements
- water tender processes
- condition of Riverslea and Weir Park Roads.

Further community engagement was completed via doorknock (5 March 2021; 8 February 2021; 19 June 2021) to maintain community relations with locally impacted residents, approximately four properties, and provide project information and general discussion of land use, requirements and project feedback.

Approximately 30 formal meetings were arranged with impacted residents and key stakeholders to discuss the Project, potential property impacts and acquisition agreements with the Alliance. Key areas of interest include:

- construction impacts including dust, noise and safety generated by construction
- road quality
- local crossings
- inundation
- water storage easements
- acquisition application, process, compensation and negotiation
- ecological and cultural heritage surveys.

The Alliance also regularly hosts dinners, barbeques and community site visits with surrounding residents from Gogango and Duinga. These events are generally well attended and receive positive feedback from community members and workers alike.

Members of the Alliance also attend a range of regional events that relate to social and environmental outcomes, such as a presentation at the Rockhampton Leagues Club, delivered by multiple stakeholders relating to water conservation and sustainability issues.

2.2.2.2 Indigenous stakeholder engagement

The Alliance have maintained community relations with local Indigenous stakeholders through multiple channels, including email and phone conversations. The Alliance has continued to engage the Woorabinda Aboriginal Shire Council (WASC) throughout the process as the trustee of the directly impacted land. WASC has been involved in conversations regarding site access for ecological and cultural heritage surveys and issues of proposed easement applications between Sunwater and the Department of Resources (previously Department of Natural Resource, Energy and Mines (DNRME)) and WASC.

A site visit was also attended by representatives of the Darumbal People, which provided further information and understanding about the Project and campsite, which received a positive response.

2.2.2.3 State Government engagement

Sunwater regularly engages the Department of Regional Development, Manufacturing and Water (DRDMW) through briefings to provide an update on project status and stakeholder engagement progress. Project updates are also provided to the Minister's Senior Media Advisor to discuss potential media opportunities and emerging issues.

Interests raised through engagements include:

- engagement process with native title holders
- water easement agreement requirements and submission
- water allocations and purchasing processes.

Two Queensland Government ministers attended Rookwood project site visits including:

- the Treasurer and Minister for Investment Cameron Dick, and the Minister for Regional Development and Manufacturing and Minister for Water Glenn Butcher both visited Rookwood project sites on 17 December 2020
- in April 2021 the Alliance hosted the Deputy Prime Minister and Minister for Infrastructure, the Hon Michael McCormack, and Queensland Minister for Water, the Hon. Glenn Butcher, to view the start of in-river activities
- during early September 2021, the Alliance welcomed Glenn Butcher, Minister for Regional Development and Manufacturing and Minister for Water, to a site visit of the Rookwood Weir project. This included a media conference that received a positive response.

2.2.2.4 Local Government engagement

Consultation with RRC has included ongoing communication with key representatives through email and phone, with multiple site visits to the Rookwood Weir project site. The site visits provided representatives, including the mayor, councillors and key officers, an overview of the Project. Interests included the importance of the Project in providing additional water security for the growing population and enhancement to agriculture and manufacturing industries. The site visits received a positive response from RRC representatives.

Additional site visits included the official opening of Riverslea Bridge with representatives of RRC, including the mayor and a tour of the Rookwood Weir Project site for the civil engineering team of RRC.

The Alliance continues to maintain contact with other local councils through email, briefings and phone discussions. Ongoing consultation with Livingstone Shire Council has included discussions on water sales and land purchased as part of the Project. An informal meeting was also completed with the Gladstone mayor to provide a brief update on the Project.

2.2.2.5 Business and Industry

The Alliance maintains a strong relationship with Advance Rockhampton, through regular ongoing communication via email. At the start of construction, a community information session was held with Advance Rockhampton to provide a presentation to stakeholders, including local businesses and suppliers, with an interest in participating in the Project tender process.

Other business and industry partners, including Capricorn Enterprise and Capricorn Conservation Council, expressed high interest in the Project, requesting to be kept up to date as the Project progresses.

The Alliance also regularly participates in a range of regional business and industry forums and events, including:

- attending and presenting at the Capricorn Enterprise’s Major Projects Forum to ~120 regional stakeholders
- hosting an Advance Rockhampton Industry Network Breakfast at the camp
- attending regular Capricorn Enterprise business networking events.

Sunwater also attended the Advance Rockhampton Careers Expo on 21 October 2021 to promote employment opportunities for regional residents.

2.2.2.6 Complaints

All complaints are triaged by a member of the Alliance Community and Stakeholder Relations Team (CSRT) as the designated complaints handling representatives for the Project. Complaints are escalated to relevant Sunwater personnel for their input and appropriate resolution. The Alliance are dedicated to maximising community and stakeholder satisfaction through effective and efficient responses.

The Alliance received several complaints via phone and email submission from local community members and impacted property owners during the reporting period. These included approximately eight emails and five phone calls to the Project email and hotline. Issues and complaints raised included:

- property valuation process
- property access
- construction and transport complaints relating to driver behaviour, including aggressive driver behaviour and excessive speed of construction vehicles
- excavations alongside access roads
- excessive dust generated along Riverslea Road, Thirsty Creek Road and Gogango intersection
- fugitive dust settling on irrigation pastures
- safety of Hanrahan Crossing, including curb height, railing and lighting
- damage to property grids along Weir Park Road
- Sunwater's Indigenous procurement process in relation to an unsuccessful tender.

In accordance with the Stakeholder Management Plan (SMP), majority of complaints were addressed and resolved within 24 hours. For those complaints that could not be addressed in this timeframe, the Community and Stakeholder Engagement representative ensured the complainant was informed of progress regarding their complaint.

2.2.3 *Communication activities*

To build an understanding of the Project within the region, Sunwater has implemented a range of communications tools to support the timely distribution of project information. They are described in the following sections.

2.2.3.1 Rookwood Weir community portal

The Rookwood Weir community portal sits on the Sunwater website and provides a comprehensive online platform for community members and stakeholders to find information about the Project. The portal includes monthly updates on construction progress, latest news, employment and procurement opportunities and contact points for further enquiry.

2.2.3.2 Rookwood Weir Roundup

The Rookwood Weir Roundup is a monthly project e-newsletter available on the community portal and sent to stakeholders registered on the distribution list to receive project updates. The newsletter informs readers of construction progress, community events past and planned, up to date project timelines and current employment and procurement opportunities.

To date, 13 editions of the Rookwood Weir Roundup have been issued.

2.2.3.3 Social media

The Rookwood Weir Facebook page provides regular updates about the Project and works underway. The page also provides an additional publicly available communication pathway to reach the Alliance via Facebook Messenger. As of the end of September 2021, the Facebook page had approximately 1,100 followers.

Sunwater posts approximately four posts per month, with the number of views steadily increasing from approximately 1,000 in December 2020 to nearly 6,000 in September 2021. This demonstrated a growing level of interest in the Project, with people actively seeking out project updates.

2.3 Future strategies

Due to COVID-19 policies, engagement activity is shifting to a focus on offsite activities, while opportunities for onsite tours and activities will likely remain limited. A revised engagement and communication implementation plan has been developed with a focus on attendance at external events.

The following forward strategies are proposed:

- continued implementation of the SMP including a quarterly review of methods to engage with council, local business and industry groups, community members and landholders
- identify opportunities to focus on attendance at external events and school assemblies, static displays in shopfronts, and more dynamic online content such as videos.

3 Employment, training and development

This section addresses the Coordinator-General’s Condition 2 (b) “provide local and regional employment, training and development opportunities and to mitigate and manage any project-related impacts on local labour markets.”

3.1 Desired outcomes

The Project is committed to contributing to economic growth by sourcing products and services from regional businesses and providing employment to Central Queenslanders. The Project will require at peak approximately 250 construction workers.

The Alliance is committed to maximising local and regional employment and industry participation while managing potential impacts on local labour markets to deliver the most benefit to the region in which the Project is located.

To do this, the Alliance has set out commitments to local employment and local spend.

Table 3.1 Local Commitment – Employment and spend

ZONES	EMPLOYMENT	APPRENTICES AND TRAINEES	ABORIGINAL AND TORRES STRAIT ISLANDER JOBS	LOCAL SPEND TARGETS
Within 125 km radius of site (Zone 1)	105	20	6	65.65%
Within 300 km radius of site (Zone 2)	76	14	3	6.54%
In Queensland (Zone 3)	49	8	2	23.54%
Outside Queensland	4	0	0	4.26%

3.2 Management measures

The Project has adopted the following measures to manage workforce and procurement commitments while maximising local and regional benefits. These include:

- an Employee Relations Management Plan (ERMP) outlines the Alliance’s commitments to achieving best practice industrial relations on the Project according to the Queensland Procurement Policy (QPP). The ERMP outlines targeted initiatives to recruit and retain local and Aboriginal and Torres Strait Islander workers, apprentices and trainees
- a Contracting Strategy Plan detailing the strategy for procurement of all goods, services and works intended to be sourced by the Alliance as part of the delivery of the Project
- an SMP that details engagement methods with RRC and other significant stakeholders such as Capricorn Enterprise Group and Advance Rockhampton
- provision of the Rookwood Weir Careers Portal on the Sunwater website to allow community members to register for potential job opportunities
- provision of the Industry Capability Network (ICN) portal to allow businesses open and fair opportunities to register to provide goods and services to the Project.

3.3 Monitoring results – year 1

An expression of interest campaign for a number of salaried and wages roles commenced in November 2020, with subsequent campaigns occurring in January 2021, March 2021 and August 2021. Positions were advertised on job search platform Seek and other advertising platforms and received large numbers of applications. The Project continues to recruit for direct wages roles.

There were 88 direct wages workforce employees engaged by the Project by the end of September 2021. This number continues to increase as the Project progresses, including 80 in August 2021 and 39 in June 2021. This is due to the transition from an earthwork focus to a structures focus on the Project and the requirement for additional labour as a result of this change.

During 2021, a small subcontractor workforce has been engaged by the Project utilised for plant operations, specialist works, and intermittent labouring requirements. Through the reporting period, retention on the Project worked well with minimal employee turnover of both wages and salary personnel.

Table 3.2 provides an overview of employment commitments versus actual recruitment on the Project up to September 2021.

Table 3.2 Local employment progress as of 30 September 2021

CATEGORY	PROCUREMENT ZONES	COMMITMENT	PROGRESS TO DATE	COMMITMENT STATUS
Local job opportunities	Zone 1 – within 125 km	105	114	Exceeded
	Zone 2 – within 300 km	76	15	In progress
	Zone 3 – within Queensland	49	55	Exceeded
	Zone 4 – outside of Queensland	4	12	Exceeded
Apprentices and trainees	Zone 1 – within 125 km	20	11	In progress
	Zone 2 – within 300 km	14	0	In progress
	Zone 3 – within Queensland	8	3	In progress
	Zone 4 – outside of Queensland	0	0	Not applicable
Aboriginal and Torres Strait Islander jobs	Zone 1 – within 125 km	6	21	Exceeded
	Zone 2 – within 300 km	3	0	In progress
	Zone 3 – within Queensland	2	4	Exceeded
	Zone 4 – outside of Queensland	0	0	Not applicable

The data shows that the Project has exceeded local employment commitments for Zone 1. However, it is yet to achieve its target of engaging people from the central Queensland region (Zone 2). This shortfall has primarily been met through recruitment across Queensland and nationally, exceeding these commitments.

Positively, the Project has also significantly exceeded Aboriginal and Torres Strait Islander job commitments by more than double, with 25 jobs over a commitment of 11 jobs. This is likely to increase further as the Project workforce continues to ramp up.

The Project has continued to progress with apprentices and trainees engaged on the Project, not yet meeting commitments for any zone. However, this likely correlates with the nature of work being undertaken in the intervening time since construction commenced; with the earthworks phase now transitioning to a structures focus, the demand for skilled trades workers and apprentices will likely increase.

Across all three employment categories, Zone 2 employment lags other zones, likely correlating with regional employment characteristics and labour market trends. Table 3.3 shows the smoothed average unemployment rates for each procurement zone, defined by compiling the unemployment rates of each LGA that sits entirely or for the most part within each zone¹.

The Zone 2 area exhibits the lowest average unemployment rate of all procurement zones at 5.1 per cent in the June quarter of 2021, likely correlating with solid mining and industrial sectors across the region. This is nearly two per cent below the state average and one per cent below the national average, indicating that there is likely significant competition for employees in the region and fewer people seeking employment.

There were still 44 vacant roles on the Project at the end of September 2021, with the vast majority of those related to technical and trades works for the structures package.

While the Zone 1 and Zone 2 catchments exhibit relatively low levels of unemployment, there are wide variations within these catchments. For Zone 1, the Rockhampton (6.9%) and Gladstone (7.2%) LGAs exhibit higher unemployment rates than the average. Likewise, within Zone 2, the Bundaberg LGA had an unemployment rate of 9.3 per cent, the highest of all zone averages.

These patterns suggest targeted engagement in the LGA's with higher unemployment would likely yield increased response and maximise opportunities to bolster local and regional employment.

Table 3.3 Smoothed averaged unemployment rates (%) across designated zones

EMPLOYMENT AND PROCUREMENT CATCHMENTS	JUN-20	SEP-20	DEC-20	MAR-21	JUN-21
Zone 1 – LGA's within Zone 1	5.8	5.6	5.4	5.4	5.3
Zone 2 – LGA's within Central Queensland not in Zone 1	5.6	6.3	6.3	5.9	5.1
Zone 3 – Queensland	6.4	6.8	7.1	7.3	6.8
Zone 4 – Australia	5.6	6.1	6.5	6.7	6.2

Source: National Skills Commission, *Small Area Labour Markets, June quarter 2021*

3.3.1 Procurement activities

In compliance with the Queensland Procurement Policy (2018), Sunwater and Alliance partners provide 'full, fair and reasonable opportunity' for capable and competitive local and Indigenous industries to compete for work or participate in project supply chains.

Sunwater has partnered with ICN to connect contractors, subcontractors and suppliers with project opportunities. The portal can be accessed through the Project webpage and community portal. Local industry operators interested in the Project are encouraged to register their interest via the ICN supplier portal.

Table 3.4 shows a total of 273 businesses have registered their interest to supply the Project with goods and services, with the most enquiries coming from Zone 3 (132) and Zone 1 (96).

¹ Zone 1 LGA's: Rockhampton Regional Council, Livingstone Shire, Central Highlands Regional Council, Gladstone Regional Council, Banana Shire and Woorabinda Aboriginal Shire Council
Zone 2 LGA's: Isaac Regional Council, Mackay Regional Council and Bundaberg Regional Council

Table 3.4 Enquiries to the ICN portal

PROCUREMENT ZONE	ENQUIRIES
Zone 1 – within 125 km	96
Zone 2 – within 300 km	20
Zone 3 – within Queensland	132
Zone 4 – outside of Queensland	25
Total	273

Table 3.5 shows the current status of local spend commitments for the Project. The Project has exceeded Zone 3 and 4 spending targets, with Zone 1 and Zone 2 spending progressing. Current spending patterns are primarily attributed to the specific requirements associated with site mobilisation requiring services and skills not available at the local and regional levels.

Zone 1 spend is progressing close to target and will likely continue to increase as the Project is established and smaller local providers can meet the Project's specific requirements. Zone 2 spend currently tracking low, which corresponds with the relatively low number of enquiries to the ICN portal from businesses in that region.

Table 3.5 Local spend tracking

PROCUREMENT ZONE	LOCAL SPEND TARGETS	PROGRESS (% TO DATE)
Zone 1 – within 125 km	65.6%	42.6%
Zone 2 – within 300 km	6.5%	0.2%
Zone 3 – within Queensland	23.5%	37.7%
Zone 4 – outside of Queensland	4.3%	18.3%

3.4 Mitigations update and future strategies

- Continued implementation of the ERMP, CSP and SMP.
- Targeted engagement with councils that exhibit higher unemployment rates to identify avenues to promote employment opportunities.
- Targeted engagement with Bundaberg Chamber of Commerce and Mackay Chamber of Commerce to promote industry opportunities for Zone 2 businesses.
- Investigate opportunities to participate in major regional industry events such as the Wide Bay Burnett Major Projects Forum.

4 Housing and accommodation

The following section addresses the Coordinator-General's Condition 2 (b) "mitigate and manage any impacts of the Project on the local and/or regional housing markets".

4.1 Desired outcomes

The Project results in no significant impact on local housing and short-term accommodation during construction.

4.2 Management measures

A 250-bed accommodation camp has been developed adjacent to the Project site to house project workers and visitors and minimise potential impacts on local and/or regional housing markets.

4.3 Accommodation camp and housing availability

The accommodation camp became operational during March 2021 upon being granted its Certificate of Occupancy by RRR. As of September 2021, the camp had approximately 222 occupants.

Before the opening of the camp in March 2021, non-local project workers were accommodated in short term accommodation in Rockhampton and bussed to the site daily. However, at peak, this was for no more than 40 workers.

The Queensland Accommodation Reports for November 2020 through to March 2021 show that the Southern Great Barrier Reef Region's occupancy rate in which Rockhampton averages approximately 60% during the period, with little change in demand noted during the period where non-local workers were accommodated in short-term accommodation in Rockhampton. This indicates that while the 40 workers were housed in local accommodation, the market did not experience adverse pressure.

4.4 Mitigations update and future strategies

No change – on track.

5 Community health, safety and wellbeing

This section addresses the Coordinator-General's Condition 2 (b) "mitigate and manage any impacts of the Project on community health, safety and wellbeing".

5.1 Desired outcomes

Community health, safety, and wellbeing cover a broad range of issues, from worker conduct, road safety, and community cohesion. The Alliances desired outcome for community health safety, and wellbeing are:

- safety cannot be compromised. The Project is expected to create a culture where the safety of the workforce, operators of the Sunwater network and the general community is paramount
 - the Project meets all obligations to impacted stakeholders and demonstrates genuine sensitivity to Sunwater's operations personnel, adjoining landowners, businesses, communities and residents
 - the Project adopts and encourage values and behaviours consistent with those contained in Sunwater's Corporate Values and Code of Conduct.
-

5.2 Management strategies

The Project has adopted the following measures to manage workforce and procurement commitments and maximise local and regional benefits:

- a Construction Environment Management Plan (CEMP) provides a framework for how the Alliance will manage and control environmental aspects of the Project during construction phases, including amenity and nuisance activities (noise and vibration), air quality and traffic
 - a project Health Safety and Environment Management Plan (HSE Plan) which outlines policies and procedures to ensure the health and safety of employees and the community within which the Project will operate
 - an Emergency Management Plan (EMP) to enable the Project to manage most emergencies as they may affect Engineering employees, subcontractors, clients and the public where an emergency may arise
 - an SMP to guide ongoing communication and engagement activities that build awareness of the Project and identify opportunities to improve community outcomes
 - the Rookwood Weir non-negotiables and camp rules document outlines core workforce commitments to health, safety, and behaviour at the accommodation camp.
-

5.3 Implementation status

The Alliance aims to avoid, manage, and mitigate any potential health and safety risks to the greatest extent possible. Some of the responses to potential community health and safety issues include:

- road safety is a frequent topic of engagement and has been the subject of complaints from community members. In response, the Alliance developed mobile speed signage and placed it along affected haulage routes and held a safety toolbox to reiterate road safety protocols and the importance of respecting project neighbours
- the Alliance worked with near neighbours affected by construction traffic noise to minimise ongoing disruption and implemented treatments and mitigation measures to resolve the issues as much as possible for the duration of the Project.

5.3.1 COVID-19 response

A COVID-19 positive person visited the Project site between Wednesday 28 and Friday 20 July 2021. The Alliance rapidly activated its COVID-19 response plan, and a lockdown of the Project site was implemented to minimise the risk to workers and the community members. All project employees on site were required to isolate for 14 days.

No other positive cases were found, and the incident resulted in a review and update of health and safety protocols. In response, the Project will no longer allow regular community and stakeholder site visits and instead focus on bringing project information to the community through targeted engagement and social initiatives.

5.3.2 Social investment

The Alliance has implemented several initiatives to deliver positive outcomes for the broader community, including sponsorships, training opportunities and landholder support.

5.3.2.1 Landholder support program

Sunwater is partnering with Advance Rockhampton to lead its Landholder Support Program, which is open to landholders within the Lower Fitzroy River area. Landholders who have registered an expression of interest for water will be able to seek specialised advice on a range of issues, such as transitioning to higher-value crops and tendering advice.

Under the program, Sunwater will provide Advance Rockhampton with funding to administer the grants application process to enable eligible landholders access to services. This includes farm and land use planning, agronomy assessment, irrigation design, commercial feasibility assessments, and legal advice.

The program was launched in October 2021.

5.3.2.2 Community sponsorships

The Alliance has contributed to a range of community events and initiatives over the previous year that supports community cohesion, connection and wellbeing. Some of these events include:

- Sunwater was one of several sponsors of the Bullarama Festival, in Duaringa, with money raised supporting the rural fire brigade, school P&C and the golf club
- the Alliance donated to the RACQ Capricorn Helicopter Rescue Service and is in the process of establishing a long-term community partnership with the organisation
- the Project will sponsor the River Walk of the 2021 Rockhampton River Festival, which runs from 22 to 24 October 2021.

5.3.2.3 Legacy initiatives

The Alliance has undertaken a range of activities to demonstrate the commitment of the Project to the health and wellbeing of the community in which it sits; these include:

- undertaking ‘Clean Up Australia Day’ style events in Gogango, which has become a semi-regular event to boost community participation and support local wellbeing
- hosting CPR training sessions for residents and supporting the Gogango Sport and Recreation Group to purchase a defibrillator
- hosting site tours and career development sessions with local senior school students.

5.4 Mitigations update and future strategies

The following strategies are proposed to support community health, safety and wellbeing:

- continued implementation of the CEMP, HSE Plan, EMP and SMP, including regular review updates based on stakeholder and community feedback
- ongoing engagement with local emergency services providers
- investigate opportunities with RRC and relevant project stakeholders to promote project activities and share information to supplement the end of site visits as a means of engagement.

Appendix A

Communication and engagement tools



A1 Communication and engagement tools

To provide various opportunities for the community and stakeholders to be involved, a wide range of activities and tools will be used. Table A.1 provides an overview of the communications and engagement methods that the Alliance uses to provide regular information about the Project (including notification of key project milestones, timeframes, potential impacts and benefits) to interested and affected stakeholders.

Table A.1 Summary of communication and engagement activities and tools

ACTIVITY	DESCRIPTION	FREQUENCY
General Communication		
Review and update Stakeholder Engagement Plan	The Stakeholder Management Plan has recently undergone an update to align with the new project approach of “bringing the Project to the public” rather than “bringing the public to the Project.”	Annually
Dedicated contact points	Community members can contact the Alliance directly by: Calling: 1800 423 213 – Monday to Friday between 9:00 am and 4:00 pm Emailing: rookwood.weir@sunwater.com.au.	Ongoing
Website	The dedicated project website provides a Project overview including key project milestones, documentation, environmental monitoring, consultation activities, feedback mechanisms, and print communications. Website: https://www.sunwater.com.au/projects/rookwood-weir-project/ .	Ongoing
Social media campaign	Use of Sunwater and share with local Councils social media pages to share the Progress Update; Community Update; Transport Impacts; All contact details and advertise the site tours, community events and static displays.	Ongoing
Newsletter – The Rookwood Roundup	Newsletters are posted on the Project website and distributed to the community every quarter. Details include: Progress Update; Community Update; Transport Impacts; All contact details and offers to meet to discuss the work/project further.	Monthly
Rookwood Weir Project Progress Report	A monthly project dashboard released on the Project website providing details on the status of construction activities, workforce numbers and procurement activities.	Monthly
Fact sheet	Fact sheets and frequently asked questions (FAQs) are available to inform stakeholders about key elements, including design, construction or operational elements, and issues such as noise or amenity.	As required
Notices and advertisements	Advertisements are published in local newspapers to keep the broader community informed about the Project’s status and milestones achieved. Community notices are distributed to the surrounding catchment to advise of upcoming events and potential impacts associated with the Project.	As required
Static display	Static displays are used to disseminate information and may take the form of, but are not limited to, posters, community noticeboards and venues; and collateral (fact sheets, newsletters) made available at these displays.	As required

ACTIVITY	DESCRIPTION	FREQUENCY
Engagement		
Landholder and near neighbour engagement	Early and ongoing engagement (face-to-face meetings, phone calls, emails) with all directly impacted landowners for the Life of the Project. Engagement is underpinned by Sunwater's Land Access, acquisition and compensation Strategy and individual Landowner Access Protocol/ Management Plans.	Ongoing
One-to-one meetings	One-to-one meetings are being offered to stakeholders and community members regularly, providing an opportunity for concerns and matters of interest to be addressed and to provide project briefings.	Ongoing
Pulse survey	The Project provides a link to an open pulse survey for community members to comment on the Project and potential issues. The link is shared through the newsletter, website and social media pages.	As required
Meet the Alliance	Forums held in local towns within three months of the commencement of construction and at regular intervals, including project Q&A sessions held in Gogango and Duaringa at three monthly intervals.	Before mobilising to site and quarterly thereafter
Community events	The Alliance proactively participates in local community events to raise the Project's profile and provide an opportunity for the community to meet the Alliance and ask questions.	Ongoing
Key milestone events	A media release will coincide with key milestones to inform the community and to invite participation/attendance in celebratory events where appropriate.	As required
Site tours	Site tours are only available to key stakeholders moving forward due to increased COVID-19 protocols.	On request, if safe to access

ABOUT US

WSP is one of the world's leading professional services consulting firms. We are dedicated to our local communities and propelled by international brainpower. We are technical experts and strategic advisors including engineers, technicians, scientists, planners, surveyors and environmental specialists, as well as other design, program and construction management professionals. We design lasting solutions in the Transport & Water, Property & Buildings, Earth & Environment, and Mining & Power sector as well as offering strategic Advisory, Engagement & Digital services. With approximately 6,100 talented people in more than 50 offices in Australia and New Zealand, we engineer future ready projects that will help societies grow for lifetimes to come. www.wsp.com/en-au/.

