

Sunwater

November 2022

Rookwood Weir Project

Social Impact Management Report – Year 2



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Rookwood Weir Project Social Impact Management Report – Year 2

Sunwater

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WSP acknowledges that every project we work on takes place on First Peoples lands.
We recognise Aboriginal and Torres Strait Islander Peoples as the first scientists and engineers and pay our respects to Elders past and present.

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1 Introduction

1.1 Purpose

This Year Two 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 the 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 regions water supply needs. 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 regions urban and industrial needs. 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.

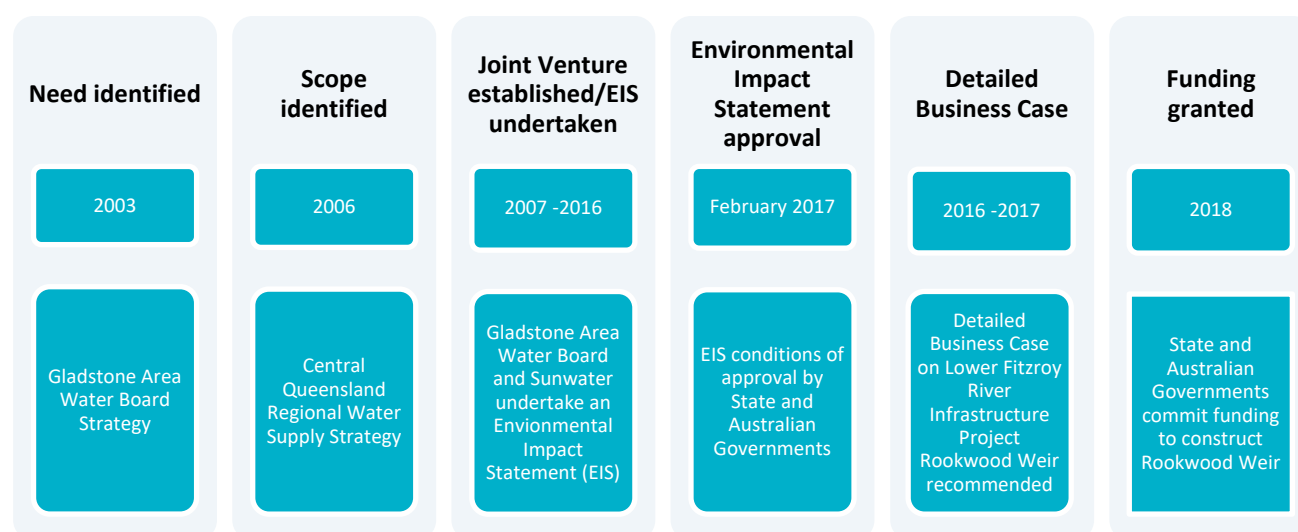
Following approval of the LFRIP EIS, Building Queensland finalised the Detailed Business Case (DBC). It released it to the public in January 2018, with a commitment by the Australian Government to partially fund the Project, subject to the outcomes of the DBC. The DBC focused on the Rookwood Weir component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

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.

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 depredation 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 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:

- build understanding of the Project within the region
- create and maintain effective dialogue with stakeholders for the duration of the Project
- identify and mitigate issues before they escalate
- consult, inform and educate stakeholders on the Project
- identify opportunities for the Alliance to add value prior to, during and post construction
- 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 year to 30 September 2022 (the reporting period), Sunwater delivered 297 communications and engagement activities with project stakeholders. Email and phone interactions were the most frequent activity type. There were 152 emails out and 57 emails in, and 22 phone calls out and 12 phone calls in. Twenty-one information sessions and presentations also occurred over the reporting period.

Figure 2.1 details community and stakeholder engagement activities by event type from 1 October 2021 to 30 September 2022.

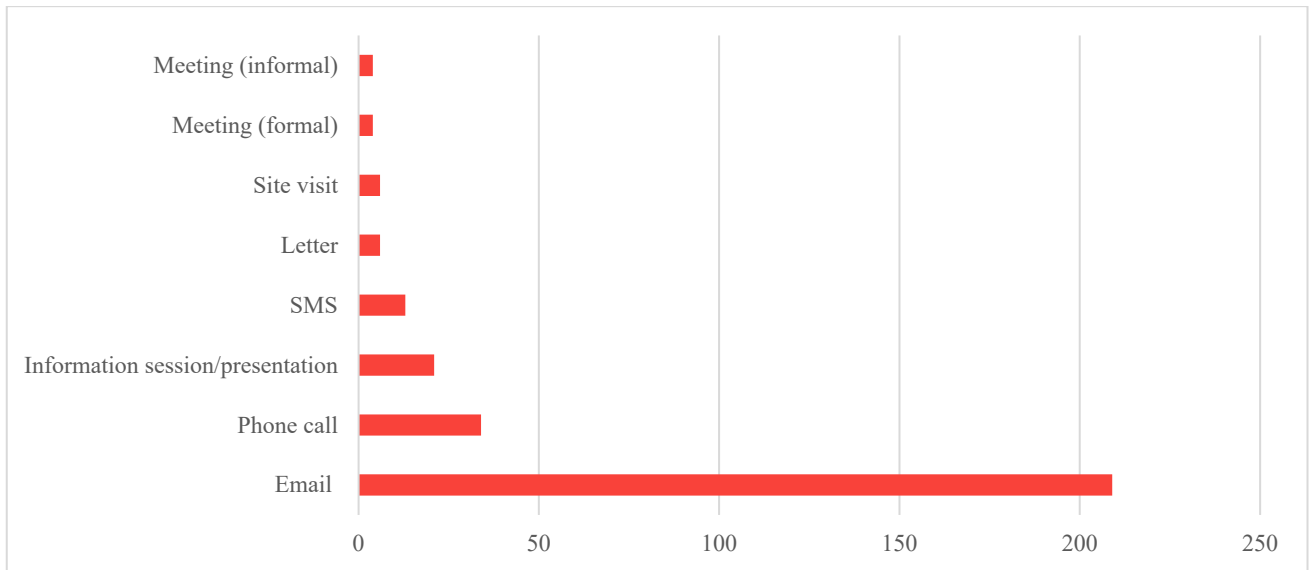


Figure 2.1 Community and stakeholder engagement activities by event type

Over the reporting period, Sunwater communications and engagement activities reached 2,598 stakeholders. Figure 2.2 details reach by community and stakeholder group. Potential customers represented the largest stakeholder group, with approximately 900 stakeholders engaged, followed by 'other' (641 stakeholders).

Stakeholder groups, including potential suppliers (207 stakeholders), internal staff/stakeholders (183 stakeholders), and residents directly impacted by works (150 stakeholders) comprise the top five stakeholder groups by reach.

Remaining stakeholder groups include local business operators (118 stakeholders), Department (82 stakeholders), the general public (72 stakeholders), Council (71 stakeholders), Industry associations and peak bodies (63 stakeholders), current suppliers (63 stakeholders) and directly impacted landholders (48 stakeholders).

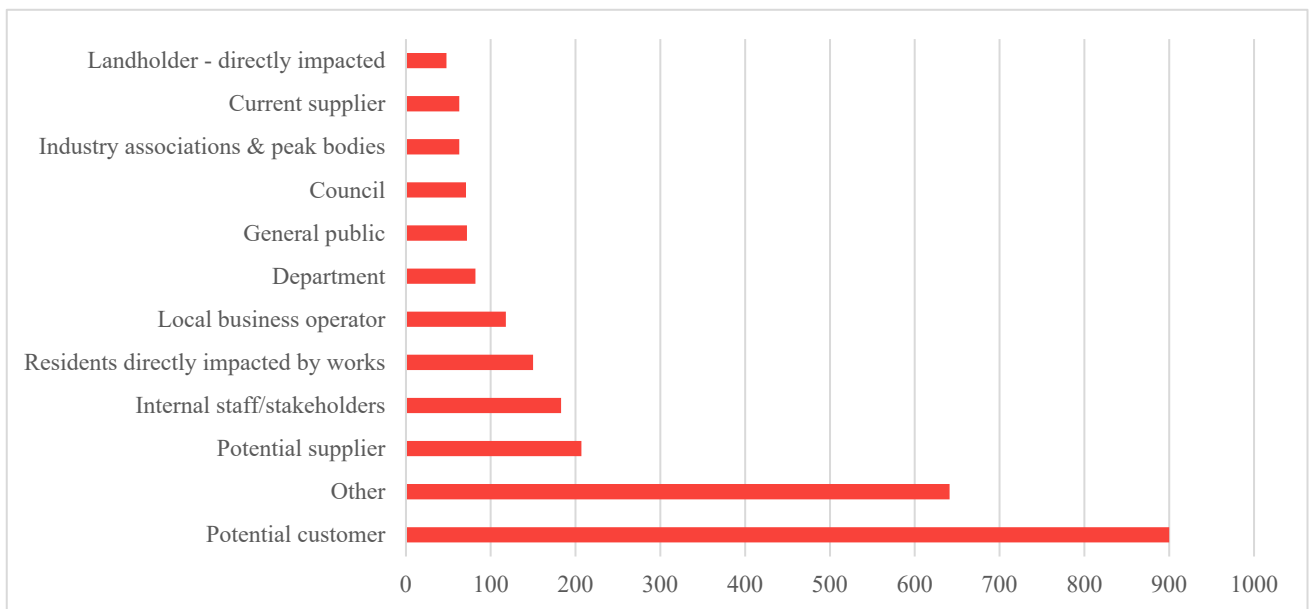


Figure 2.2 Community and stakeholder groups

2.2.2 Interests and issues

Topics raised by stakeholders during the reporting period are outlined in Figure 2.3. The most frequent topics addressed, excluding ‘other’, included compensation (86 occurrences), water resources (76 occurrences), land use (67 occurrences) and acquisition permanent (61 occurrences). A smaller number of interactions discussed demand, sales and allocations (24 occurrences), construction (25 occurrences), water quality (26 occurrences) and flooding (30 occurrences).

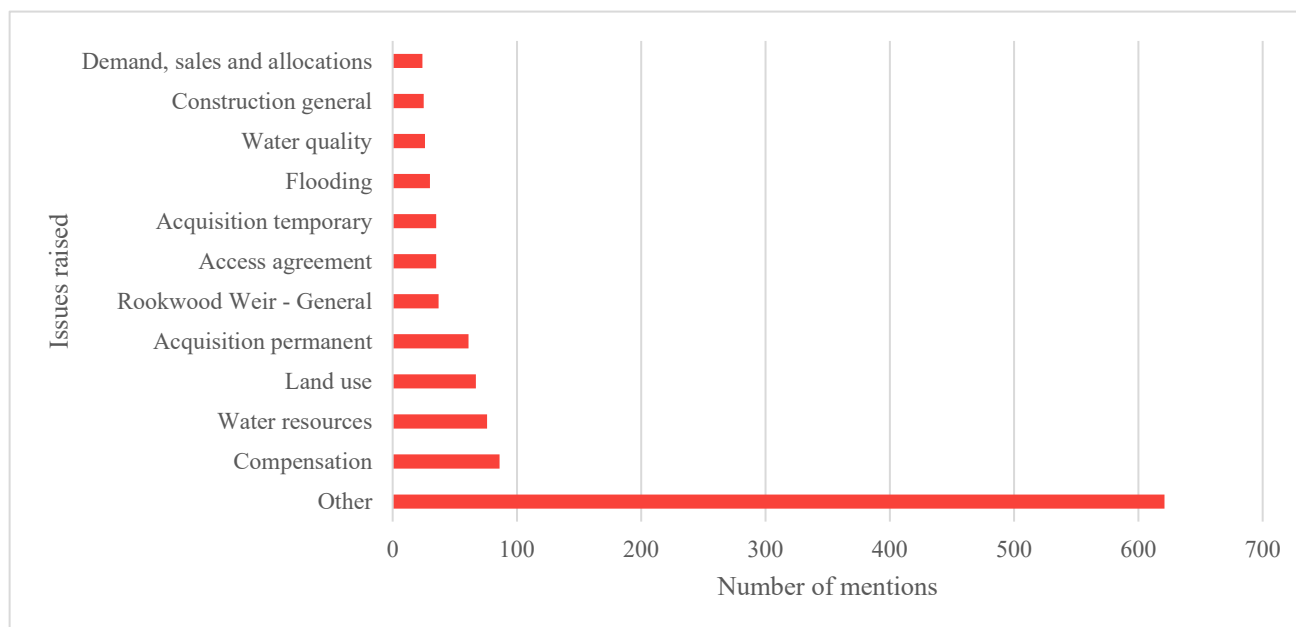


Figure 2.3 Issues raised (all stakeholders)

2.2.2.1 Community engagement

Over the reporting period, the Alliance has continued engagement with local community members and landholders to maintain a positive relationship and keep them well informed on project status and current project issues. A community information session was held on 30 November 2021, during the inundation event at Rookwood Weir. The purpose of this session was to provide a project update and inform the community of the latest actions undertaken relating to the site inundation. The Alliance advised the successful evacuation of personnel ahead of the inundation event. The community information session received positive feedback from attendees, and the community noted they were well informed and aware of the inundation event.

Further community engagement occurred in November 2021, including a Rookwood Weir site visit for impacted residents and key stakeholders. The site visit provided an opportunity to see the Project up close and raise any concerns in person. This site visit received positive feedback and was appreciated by those involved.

In December 2021, Advanced Rockhampton hosted three landholder information sessions in preparation for the upcoming Tender 2 sales process. Key areas of interest include:

- water purchasing and water sales model
- water allocation, grants, and incentives
- landholder’s code of practice
- smaller landholders competing with large companies
- maintaining the quality of water
- assistance with infrastructure development in rural areas.

An additional landholder support workshop, hosted by Advance Rockhampton, was held in May 2022, and was attended by more than 80 impacted landholders. This workshop included project updates and presentations on horticulture and cropping to assist landholders with the transition of their business plans. Questions presented by landholders focused on land acquisition and compensation. Following this event, in July 2022, the Office of Coordinator-General issued landowners located along the proposed weir impoundment area with a Notice of Intention to Resume.

Further community information sessions were held at Duaringa (20 September 2022), Gogango (20 September 2022), Alton Downs (21 September 2022) and Rockhampton (21 September 2022) for the public consultation of Rookwood Weir's draft operational documents. The purpose of this public consultation was to provide a simplified summary of the resumption documents and overview of the proposed operations of Rookwood Weir, seeking feedback on the following:

- proposed Rookwood Weir Water Supply Scheme (RWWSS) Resource Operations Licence (ROL)
- proposed RWWSS Operations Manual
- amendments to the LFWSS Operations Manual
- amendments to the Fitzroy Basin Water Management Protocol.

Consultation for the draft operational instruments also included 400 letters and emails sent to existing water allocation holders along the Fitzroy River and current and potential customers for a water allocation from Rookwood Weir. The consultation concluded on 10 October 2022.

During the reporting period, the Alliance also held a community barbeque and site visit with surrounding residents from the Duaringa, Westwood and Gogango communities. The event received positive feedback from community members across the community events.

2.2.2.2 Indigenous stakeholder engagement

The Alliance has maintained community relations with local Indigenous stakeholders through multiple channels including email, phone conversations and face-to-face meetings. A meeting with representatives of the Wadja people took place on 22 April 2022 to discuss the cultural heritage and environmental impacts of Rookwood Weir.

The Wadja community raised concerns regarding the lack of direct consultation to date. Sunwater and the Alliance acknowledged these concerns and advised their area of Native Title claim, being more than 130 km upstream of the northernmost inundation point of Rookwood Weir, would experience no impacts as a result of the Project.

The Queensland Government, the owners of Rookwood Weir, entered into Indigenous Land Use Agreements with the Gaangalu and Darumbal Peoples in November 2021 and April 2022 respectively. The agreements recognise the Traditional Custodians of the lands where Rookwood Weir and its enabling project such as Riverslea Bridge and Hanrahan Crossing are located. Furthermore, Sunwater is a party on the agreement with the Darumbal People which will deliver employment and environmental management opportunities associated with the operation of Rookwood Weir.

In celebration of the 2022 NAIDOC week in July 2022, the Alliance organised a number of activities onsite, including:

- educational NAIDOC week posters displayed around the camp and construction site
- team meals featuring traditional Aboriginal ingredients hosted by the site kitchen.

In addition, a Project team member and proud Darumbal man, Willie Hayden, gifted a 3D painting to the Alliance by Indigenous artist Rainman Boland. The painting, shown in Figure 2.4, represents Willie's connection to the land Rookwood Weir is located on. It depicts local flora and fauna and symbolises the river system, and the local clans and tribes who live off the river. Members of the Project team also attended Darumbal's postponed NAIDOC march in Rockhampton in August 2022.



Figure 2.4 Artwork by Rainman Boland

2.2.2.3 State Government engagement

Sunwater regularly engages with State Government departments to provide updates on project status and community engagement progress. The Project team regularly liaises with the office of Minister Glenn Butcher (Minister for Regional Development and Manufacturing and Minister for Water), providing project updates to the Minister's Senior Media Advisor to discuss potential media opportunities. In August 2022, Minister Bucher and the MP for Rockhampton attended Rookwood Weir for a media opportunity to announce the Project had surpassed one million hours worked and had invested more than \$100 million into the Central Queensland economy, generating more than 300 jobs for the region. This received positive media coverage, including Channel 7, Morning Bulletin and AM and FM radio stations.

Additionally, Minister Butcher's office has been kept well informed throughout the project and issues that have emerged over the past 12 months, including the inundation event at the end of 2021. This event saw the decision to stand down a proportion of the workforce and defer in-river activities due to the high-water level of the Fitzroy River. Minister Butcher understood this decision ensured the safety of the workers, and the move to focusing on out of river activities from January 2022 until the river level receded. Minister Butcher also represented the Rookwood Weir Project at the Central Queensland Water Forum and spoke in detail on the progress of the Project.

Further Australian and State Government site visits took place over the reporting period. In the past 12 months, site visits occurred with representatives from the following departments and agencies:

- Department of Regional Development, Manufacturing and Water (DRDMW)
- Department of Environmental and Science (DES)
- Department of Agriculture and Fisheries (DAF)
- Department of Climate Change, Energy, the Environment and Water (DCCEEW) previously Department of Agriculture, Water and the Environment (DAWE)
- National Water Grid Authority (NWGA).

Interests raised through engagements include:

- construction progress and timeframes
- environment impacts
- environmental and community initiatives
- compliance and reporting obligations.

Sunwater has continued to engage with DCCEEW regarding environmental compliance and management issues, submitting the draft Land Management Code of Practice (LMCP) in March 2022. Sunwater continues to work with DCCEEW through review and feedback, refining and improving the environmental management processes of the project.

2.2.2.4 Local Government engagement

Sunwater has continued regular consultation with Local Government representatives through phone, email, face-to-face meetings and site visits to the Rookwood Weir Project. Ongoing engagement with Rockhampton Regional Council (RRC) included a site visit by senior managers to provide an update on construction progress and discuss Hanrahan Crossing, Fitzroy Barrage off-sets and Sunwater's proposed fishway on the Fitzroy Barrage. Additionally, Sunwater and the Alliance completed multiple presentations with RRC regarding the operation of Rookwood Weir, draft operational instruments, and how the project supplements the Fitzroy Barrage, improving water security.

RRC previously raised concerns regarding the project's impact on the Fitzroy Barrage Water Supply Scheme. To address these concerns, a water planning workshop was completed with RRC in August 2022 to provide further information regarding the future operation of Rookwood Weir and how it will supplement existing supply schemes in the Lower Fitzroy. The workshop allayed concerns and received positive feedback from RRC. RRC agreed the proposed Rookwood modelling would not negatively affect water security on the Fitzroy Barrage. Sunwater continues to engage with RRC to address any further concerns that arise in relation to impacts on the Fitzroy Barrage Water Supply Scheme.

Sunwater and the Alliance presented to the Central Highlands Regional Council's Duaringa Community Reference Group (CRG), in April 2022. The presentation provided an overview of activities at Rookwood Weir and information on projects, water sales and community programs for possible funding. The CRG raised interest in the potential upgrade of the Foylevale Crossing.

Additional site visits were attended by the General Manager of Fitzroy Water, Engagement with Livingstone Shire Council included a water planning presentation, providing an overview of how Sunwater proposed to operate Rookwood Weir.

2.2.2.5 Business and Industry

The Alliance maintains a strong relationship with Advance Rockhampton, with regular correspondence regarding planning and strategic goals and maintains a collaborative approach to deliver value to impacted landholders and project stakeholders. As discussed in Section 2.2.2.1, Advance Rockhampton continues to communicate with impacted landholders, providing support information sessions and workshops, and has been crucial in conveying information and process support regarding Sunwater's Landholder Support Program.

Advanced Rockhampton consultants continue to engage with landholders to develop their business and agricultural reports, developing case studies for mangoes and macadamia to assist landholders interested in transitioning to higher-yielding crops. Advance Rockhampton continues to plan further communication activities, in collaboration with Sunwater and the Alliance, regarding the benefits of Rookwood Weir to the region.

Sunwater continues to seek feedback from industry and community groups regarding Rookwood Weir management plans. Further engagement with business and industry stakeholders includes:

- engagement with Rural Funds Management, regarding the request for high priority allocation from Rookwood Weir
- consultation with the Infrastructure Sustainability Council, regarding the SMP
- presentation to the Gladstone Area Water Board, regarding the proposed operation of Rookwood Weir
- presentation and site visit attended by Fitzroy Partnership for River Health (FPRH), providing an overview of Rookwood Weir and the project's key environmental design features
- letters and emails distributed for consultation of the Rookwood Weir draft operational instruments to Queensland Conservation Council (QCC), Fitzroy Basin Association (FBA) and FBRH.

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, along with local suppliers, local government representatives, lead industry bodies and various commercial operations operating in the region
- attending the 10-year celebration dinner for the FPRH
- attending the Capricorn Catchment Annual General Meeting.

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 and recorded into the Consultation Manager database. The Alliance are dedicated to maximising community and stakeholder satisfaction through effective and efficient response.

The Alliance received several complaints via phone and email submissions from local community members and business groups during the reporting period. This included two complaints via email and one via phone call to Minister Butcher’s electorate office. Details include:

- a complaint received via email from a local landholder regarding an Alliance employee trespassing for recreational mountain biking activities. The CSRT escalated the matter to project employees and advised them they were to remain on public land when undertaking recreational activities. The CSRT apologised to the landholder and advised the appropriate steps had been taken to ensure such an incident would not occur in the future
- a complaint received via email from a local community member regarding notification of the Gogango drop-in session for the Rookwood Weir draft operational documents. The community member expressed disappointment at the lack of advertising for the drop-in session. The CSRT advised letters and emails were sent to all existing water allocation holders and landholders who expressed interest in water allocation for the upcoming T2 tender process. Additionally, letters and emails were sent to community members who registered their interest in the project. Details were also posted to the Rookwood Weir Facebook page. The CSRT apologised to the community member and ensured their details would be added to the database for future correspondence
- a complaint lodged with Minister Butcher’s office from Ochre Australia. The majority owned Indigenous company is contracted to the Gangulu people. Ochre Australia alleged that the Alliance poached staff to work on the Project following the November 2021 workforce standdown. Ochre Australia claimed it had been left out of pocket as previously employed people joined the Alliance directly in March 2022. The Alliance provided information to Minister Butcher’s office for a response to the complainant. In early 2022, Sunwater appointed a full-time Indigenous Affairs Advisor, recognising the importance of respectfully supporting all Indigenous parties involved with Sunwater projects, including Rookwood Weir.

In accordance with the SMP, complaints were acknowledged within two hours (complaints received via phone) and 24 hours (complaints received via email) 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 communication 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 a project overview, monthly progress reports, the latest news and events, FAQs, landholder support, environmental management plans, employment and procurement opportunities and contact points for further enquiry.

2.2.3.2 Rookwood Weir Roundup

The Rookwood Weir Roundup is a 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 and key project milestones, community events past and planned, up to date project timelines and current employment and procurement opportunities.

To date, (17) 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 the works underway. The page also provides an additional publicly available communication pathway to reach the Alliance via Facebook Messenger. As of September 2022, the Facebook page had approximately 1,600 followers, an increase of 500 followers since the end of September 2021.

Sunwater posts approximately two to six posts per month on the Project's Facebook page, with the number of views steadily increasing. The most successful Facebook post over the past 12 months reaching more than 75,000 people followed the Queensland Premier's announcement in March 2022 that 40 job opportunities were available at Rookwood Weir as the Alliance increased production. This demonstrated a growing interest in the Project, with people actively seeking out project updates and opportunities.

2.3 Future strategies

The following strategies are proposed to support community and stakeholder engagement:

- continued implementation of the SMP, including a quarterly review of methods to engage with council, local business and industry groups, community members and landholders
- continue to 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 approximately 230 construction workers across the construction period.

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	65.6%
Within 300 km radius of site (Zone 2)	76	14	3	6.5%
In Queensland (Zone 3)	49	8	2	23.5%
Outside Queensland	4	0	0	4.3%

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
- Industry Participation Plan (IPP) detailing the framework for procedures and methodologies to meet the Project's local industry objectives
- 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 (closed December 2021).

3.3 Monitoring results – year 2

During November 2021, the Project experienced a significant inundation event that resulted in the reduction of works at the site. The impacts of this event continued throughout December 2021 and January 2022, with 60% of the workforce stood down and the remaining workers redeployed to partner projects.

In February 2022, the Project sought Expressions of Interest for a number of project roles to assist in the upcoming recommencement of all construction activities. Four Expression of Interest advertisements were placed on various recruitment mediums throughout Rockhampton, Mackay, Gladstone and Brisbane, to fill approximately 75 vacant roles.

The following month, in March 2022, 90 vacant roles were available, with advertisements, including a billboard in Rockhampton and video advertisements in Rockhampton Airport. In April 2022, the vacant roles available increased to 125 workers due to an increase in forecast manning requirements for the Project. The Expressions of Interest continued throughout the remaining months of the 2022 reporting period.

As of September 2022, 124 direct wages employees were engaged by the Project. At the end of the reporting period, advertisements on various recruitment platforms were reduced as short-term vacancies were filled. Table 3.2 provides an overview of employment commitments versus actual recruitment on the Project, post inundation event, up to 30 September 2022.

Table 3.2 Local employment progress as of 30 September 2022

Category	Procurement zones	Commitment	Progress to date	Commitment status
Local job opportunities	Zone 1 – within 125 km	105	123	Exceeded
	Zone 2 – within 300 km	76	10	In progress
	Zone 3 – within Queensland	49	107	Exceeded
	Zone 4 – outside of Queensland	4	22	Exceeded
Apprentices and trainees	Zone 1 – within 125 km	20	12	In progress
	Zone 2 – within 300 km	14	3	In progress
	Zone 3 – within Queensland	8	8	On track
	Zone 4 – outside of Queensland	0	0	Not applicable
Aboriginal and Torres Strait Islander jobs	Zone 1 – within 125 km	6	6	On track
	Zone 2 – within 300 km	3	1	In progress
	Zone 3 – within Queensland	2	1	In progress
	Zone 4 – outside of Queensland	0	0	Not applicable

Following the workforce stand down in November 2021, the data shows that the Project has continued to exceed local employment commitments for Zone 1. However, it is yet to achieve its employment target for the central Queensland region (Zone 2). This shortfall has primarily been met through recruitment across Queensland (Zone 3) and nationally (Zone 4), which has exceeded these commitments.

The Project reached its commitment for apprentices and trainees across Queensland (Zone 3), however, it is yet to meet commitments for the remaining zones engaged on the Project. This has been impacted by reduced direct labour hire and increased contractor employment, attracting employees outside Zone 1. The demand is unlikely to increase greatly as job opportunities are filled, and job listings are reduced across the region. However, short-term opportunities may emerge across the remainder of the Project due to high turnover in staff.

Following the workforce stand down, the Project has met its employment commitment for Aboriginal and Torres Strait Islander jobs in Zone 1, however, falls short in Zone 2 and Zone 3. Similarly, opportunities may emerge for short-term vacancies throughout the remainder of the project if the demand for workers increases.

Across all three employment categories, procurement commitments from Zone 2 demonstrates the largest shortfall across the four zones. This likely correlates 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.

Zone 2 demonstrates the lowest average unemployment rate during the year across all procurement zones. Small area labour market data for the June 2022 quarter is delayed and was not available at the time of writing. However, the Queensland and National unemployment rates continued to fall to record lows in the June Quarter indicating there is likely significant competition for employees and fewer people seeking employment. Queensland recorded its lowest unemployment rate on record in August 2022 at 3.2%, suggesting labour market constraints would continue.

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

Employment and procurement catchments	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22
Zone 1 – LGA's within Zone 1	5.3	4.6	4.5	4.7	
Zone 2 – LGA's within Central Queensland not in Zone 1	5.1	4.1	3.5	3.2	
Zone 3 – Queensland	6.8	6.1	5.5	4.9	4.0%
Zone 4 – Australia	6.2	5.6	5.1	4.6	3.5%

Source: National Skills Commission, *Small Area Labour Markets, June quarter 2022*

Given the significant constraints in the Queensland labour market, which is likely reflected across the Zone 1 and 2, the Alliance should be cognisant of potential labour force constraints affecting local industry and business. Any further recruitment activities should be targeted and mindful of out pricing local business and affecting their capacity to compete for workers.

3.3.1 Procurement activities

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

As part of the Project, Sunwater partnered with ICN to connect contractors, subcontractors and suppliers with project opportunities. Local industry operators registered their interest through the supplier portal available on the Project webpage. During the reporting period, the Alliance had procured suppliers for all future work on the project, and the portal was closed in December 2021.

The Project website provides details of job opportunities and vacancies, when advertised through links to Seek and the McCosker Contracting website. At the end of September 2022, employment advertisements were reduced as short-term vacancies were filled. Future vacancies, if required, will be advertised across these platforms.

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

3.3.1.1 Local spending commitments

Table 3.4 shows the current status of local spending commitments for the Project. The Project has exceeded Zone 3 and Zone 4 spending targets, with Zone 1 and Zone 2 in progress. Current spending patterns are primarily attributed to the unavailability of specialist equipment for critical items in the Central Queensland region, resulting in these being procured overseas or interstate.

Zone 1 spend is progressing close to the Project target and has increased since the previous reporting period. Zone 2 has increased since the previous reporting period, however, it remains low.

Table 3.4 Local spend tracking

Procurement zone	Local spend targets	Progress (% to date)
Zone 1 – within 125 km	65.6%	50.7%
Zone 2 – within 300 km	6.5%	1%
Zone 3 – within Queensland	23.5%	32%
Zone 4 – outside of Queensland	4.3%	16.3%

3.4 Mitigations update and future strategies

The following strategies are proposed to support project employment, training and development:

- continued implementation of the ERMP, CSP and SMP
- targeted engagement with councils that understand labour market constraints and understand potential issues with sourcing workers locally
- targeted engagement with Indigenous groups, labour hire companies and events, including Ochre Australia and the Rockhampton Indigenous Business Month Expo.

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 in March 2021 upon being granted its Certificate of Occupancy by RRR. As a result of the project stand-down from November 2021 to February 2022, the occupancy rate of the Project accommodation camp reached 20 per cent of capacity during this period. Approximately 50 workers remained on-site during the stand down to work on out of river activities. From March 2022 to June 2022, the occupancy rate of the accommodation camp increased steadily each month and reached 100 per cent occupancy in July 2022 and for the remainder of the reporting period.

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 encourages 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
 - a COVID Safe Project Plan to identify and manage the requirements relating to COVID-19
 - an Incident/Crisis Management Plan 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

5.3.1 COVID-19 response

No COVID-19 related incidents were recorded during the reporting period. The Alliance continues to implement the COVID Safe Project Plan to identify the ongoing requirements relating to COVID-19 and successfully manage the Project's exposure and reaction to COVID-19 related incidents.

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

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

In January 2022, a media release was issued by Minister Butcher's office regarding 44 landholders being successful with their application for funding from the Land Holder Support Program. This received positive media coverage across local TV, radio and newspaper.

5.3.2.2 Community sponsorships

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

- sponsorship of the Rockhampton River Festival (October 2021), promoting the benefits of Rookwood Weir's water storage to an audience estimated to be more than 70,000 people. The existing river walk along the Fitzroy River was draped in Rookwood Weir Project signage and renamed the 'Rookwood Weir River Walk' for the duration of the three-day event. The signage highlighted and promoted the key legacy aspects of the project, including the diversity of agricultural activities and the skills development of Central Queensland workers on the project
- sponsorship and attendance of the Duaringa rodeo (July 2022)
- sponsorship of the RACQ Capricorn Rescue Helicopter (August 2022), a \$25,000 commitment to help ensure the service continues to offer a dedicated aerial search and rescue helicopter with full aeromedical and counter disaster capabilities in Central Queensland.

5.3.2.3 Legacy initiatives

The Alliance undertook a range of activities to demonstrate a commitment to the health, wellbeing and future of the community. These include:

- attending the 2021 Resources, Civil Construction, Engineering and Renewables Careers Expo (facilitated by Advance Rockhampton), to share knowledge of employment opportunities within the sector and engage with young people on the benefits of working in construction
- hosting site tours and career development sessions with local State schools
- a 'Containers for Change' initiative at Rookwood Weir Camp, providing funds for a defibrillator for Gogango community town hall. The Project facilitated at no cost first-aid certification for any Gogango residents wanting skills and accreditation
- construction of turtle and fish passage infrastructure to facilitate the movement of turtles and fish around Rookwood Weir, providing additional habitat for the Fitzroy River turtle and the white-throated snapping turtle.

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, Incident/Crisis Management Plan, COVID Safe Project Plan and SMP, including regular review updates based on stakeholder and community feedback
- ongoing engagement with local emergency services provider
- investigate opportunities with local councils and relevant project stakeholders to promote activities and share information
- investigate opportunities to partner with local community groups to provide value and support to the local community.

Appendix A

Communication and engagement tools



A1 Communication and engagement tools

A wide range of activities and tools will be used to provide various opportunities for the community and stakeholders to be involved. 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 in conjunction with current COVID-19 guidelines.	On request, if safe to access

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