

Lake Vermont Meadowbrook Project

Coordinator-General's Evaluation Report on the Social Impact Assessment

April 2024

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1. Summary Evaluation

1.1 Introduction

The *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) commenced on 30 March 2018 with the objective of ensuring that residents near large resource projects benefit from the construction and operation of those projects. This is achieved by:

- preventing operational large resource projects from having a 100 per cent fly in, fly out (FIFO) workforce (section 6)
- preventing discrimination against locals when recruiting and terminating workers (section 8)
- making an SIA mandatory for large resource projects undertaking an environmental impact statement (EIS) process under either the *State Development and Public Works Organisation Act 1971* (SDPWO Act) or EP Act (section 9).

The Lake Vermont Meadowbrook project satisfies the definition of a large resource project by the SSRC Act because it is a resource project that requires an EIS under the *Environmental Protection Act 1994* (EP Act) and is anticipated to have 100 or more workers.

This report has been prepared pursuant to section 11 of the SSRC Act and provides my evaluation, as Coordinator General, of the potential social impacts for the Lake Vermont Meadowbrook project (the project).

The SSRC Act requires large resource projects undergoing an EIS process under the EP Act to complete a social impact assessment (SIA) consistent with the SIA Guideline (2018). This requires the following five key matters to be addressed:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

The evaluation has considered the project's EIS to the extent that it relates to key social impacts identified by the proponent's social impact assessment (SIA). The proponent's SIA was prepared as part of the voluntary EIS for the project under chapter 3 of the EP Act.

This evaluation report does not record all the matters identified and subsequently addressed during the impact assessment. Rather, the report:

- summarises the substantive issues identified during the SIA process and submissions made on the EIS relevant to the five key matters in the SIA Guideline
- evaluates the mitigation and benefit enhancement measures proposed to address these issues
- states social conditions under which the project may proceed (Appendix 1)
- documents the proponent's social commitments (Appendix 2).

The Coordinator-General is also required under the SSRC Act to decide whether the 100 per cent fly-in, fly-out (FIFO) prohibition and anti-discrimination provisions of the Act should apply to the project's construction workforce. This matter is addressed in section 1.2 of this report.

A summary of this evaluation report is included in the EIS assessment report for the project prepared by the Department of Environment, Science and Innovation (DESI) and issued to the proponent in accordance with section 60 of the EP Act. The EIS assessment report is located on DESI's website:

<https://www.qld.gov.au/environment/management/environmental/eis-process/projects/current-projects/lake-vermont-meadowbrook-project>

1.2 SSRC Act nominations

During evaluation of an EIS for a resource project, the Coordinator-General must decide whether to nominate the project as a large resource project. Such nomination invokes the following SSRC Act provisions:

- 100 per cent FIFO prohibition (section 6) and
- Anti-discrimination provisions relating to the project's construction workforce (section 8).

A large resource project must also have a least one nearby regional community (NRC) for the SSRC Act provisions to apply to the project. Under the SSRC Act, an NRC is defined as a town that is within a 125-kilometre (km) radius of the main access to the project and has a population of more than 200 people. This definition does not preclude townships beyond the radius or with lesser populations being included as an NRC.

In relation to the Lake Vermont Meadowbrook project, 8 towns meet the definition of an NRC for the project under Schedule 1 of the SSRC Act. These are:

1. Dysart
2. Middlemount
3. Moranbah
4. Nebo
5. Glenden
6. Clermont
7. Tieri
8. Capella

As Coordinator-General, I have decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

In making the above decision, I have assessed the capacity of local communities to provide workers for the project's construction phase. I have considered:

- the scale and duration of construction is significant with 250 workers being required over a two-year construction period.
- commuting distance; noting the SIA set a safe commuting distance as being within one-hour drive time from the project site. Of the eight NRC communities, Dysart is the only community within a safe commute distance from the project's main access. While Moranbah is outside of the safe commute distance, it has a moderate capacity to supply workers to the project.
- inclusion of the eight towns as NRC'S supports these local communities by promoting local employment and supply of goods and services from local businesses in the construction period. It is however relevant that other than Dysart and Moranbah, the remaining NRC communities have a lower capacity to supply workers to the project due to factors such as distance to the project, small populations, or proximity to other resource projects.

- the capacity for opportunities from the mine to offset the potential negative impacts associated with the project, particularly in Dysart, which was identified in the SIA as the community most likely to be impacted by the project.

1.3 Evaluation summary and conditions

As Coordinator-General, I am satisfied that the strategies and mitigation measures within the SIA demonstrate that the proponent is committed to ensuring that the project does not significantly impact on and local communities and provides opportunities for enhancement across the focus areas addressed in the SIA.

I consider that the project's scale and duration in the construction phase presents an opportunity for local employment during construction. While the project's workforce needs exceed the current capacity of local communities to provide workers, it is likely that there would be workers living locally with relevant skills.

Overall, I consider that the project presents opportunities for social benefits for the local communities in the Isaac local government area (LGA) through local employment and training, business opportunities, and an inflow of new residents.

In Appendix 1 of the report, I have stated general and specific conditions that seek to further enhance social benefits by ensuring that:

- enough housing is available for construction and operation workers who wish to move to the Isaac LGA with their families.
- potential impacts on housing affordability and availability in the Isaac LGA are managed.
- social services and facilities including childcare, and healthcare have enough capacity to cater for additional demand from new locals.

To ensure that potentially significant impacts are avoided, minimised or at least mitigated, I have stated conditions requiring the proponent:

- to prepare a Social Impact Management Plan (SIMP) for the construction and operational phases of the project to be submitted to the Office of the Coordinator-General for approval at least 3 months before construction commences.
- to include in the above SIMP, the following:
 - a Community and Stakeholder Engagement Plan
 - a Workforce Management Plan
 - a Housing and Accommodation Plan
 - a Local Business and Industry Procurement Plan
 - a Health And Community Wellbeing Plan.
- to prepare a SIMP addressing the cessation of mining and the management of social impacts of mine closure.
- to report on the implementation and effectiveness of the SIMP annually during construction and for the first 5 years of operation.

In addition, I expect that the proponent's proposed environmental management and monitoring commitments as set out in Appendix 2 will be implemented.

Overall, I am satisfied that the potential social impacts of the project can be adequately managed and minimised.

I have finalised my evaluation of the EIS and the potential social impacts of the project. Accordingly, I approve the project's SIA.

A copy of this report will be provided to DESI, the proponent and will be made publicly available at **Social impact assessments for resource projects | State Development and Infrastructure**.



Gerard Coggan
Coordinator-General

10 April 2024

2. Project Details

2.1 Project Description

The proponent, Bowen Basin Coal Pty Ltd (BBC), is proposing to develop an underground mine and open cut mine pit adjoining the Lake Vermont Mine.

BBC is the owner of both the Lake Vermont Mine and the project. BBC is a private company owned by the Lake Vermont Joint Venture, who through an ownership structure is majority owned by Jellinbah Group Pty Ltd (Jellinbah).

Lake Vermont Resources Pty Ltd (a subsidiary of Jellinbah) would manage the project on behalf of the joint venture. Thiess is the operator and principal contractor for the existing Lake Vermont Mine.

For the purposes of this evaluation, it is noted that the SIA interchangeably refers to the project proponent as BBC and Jellinbah and are taken to be the same.

The project is located approximately 25 kilometres north-east of Dysart and approximately 160 kilometres south-west of Mackay, within the Isaac Regional Council (IRC) local government area (LGA), as shown in Figure 2.1 overpage.

The project involves the extraction of up to 7 million tonnes per annum (Mtpa) of run of mine coal, equivalent to approximately 5.5 Mtpa of metallurgical product coal (for the export market).

The key objective of the project is to address the scheduled future decline in coal output from the Lake Vermont Mine to maintain existing (and approved) production levels across an extended life of mine.

The existing Lake Vermont Mine is expected to halve production by 2028, with the proposed new mines associated with the project intended to maintain existing production rates (~9 Mtpa) and extend the life of the existing Lake Vermont Mine until 2061 (collectively known as the Lake Vermont Complex).

The project would maximise the use of existing proponent owned land and infrastructure at the Lake Vermont Mine to minimise the environmental impacts from additional infrastructure and provide project efficiencies.

As the proponent has been operating in the Dysart area since 2009, the project is expected to generate an overall significant positive effect due to sustaining the continued viability of Dysart township.

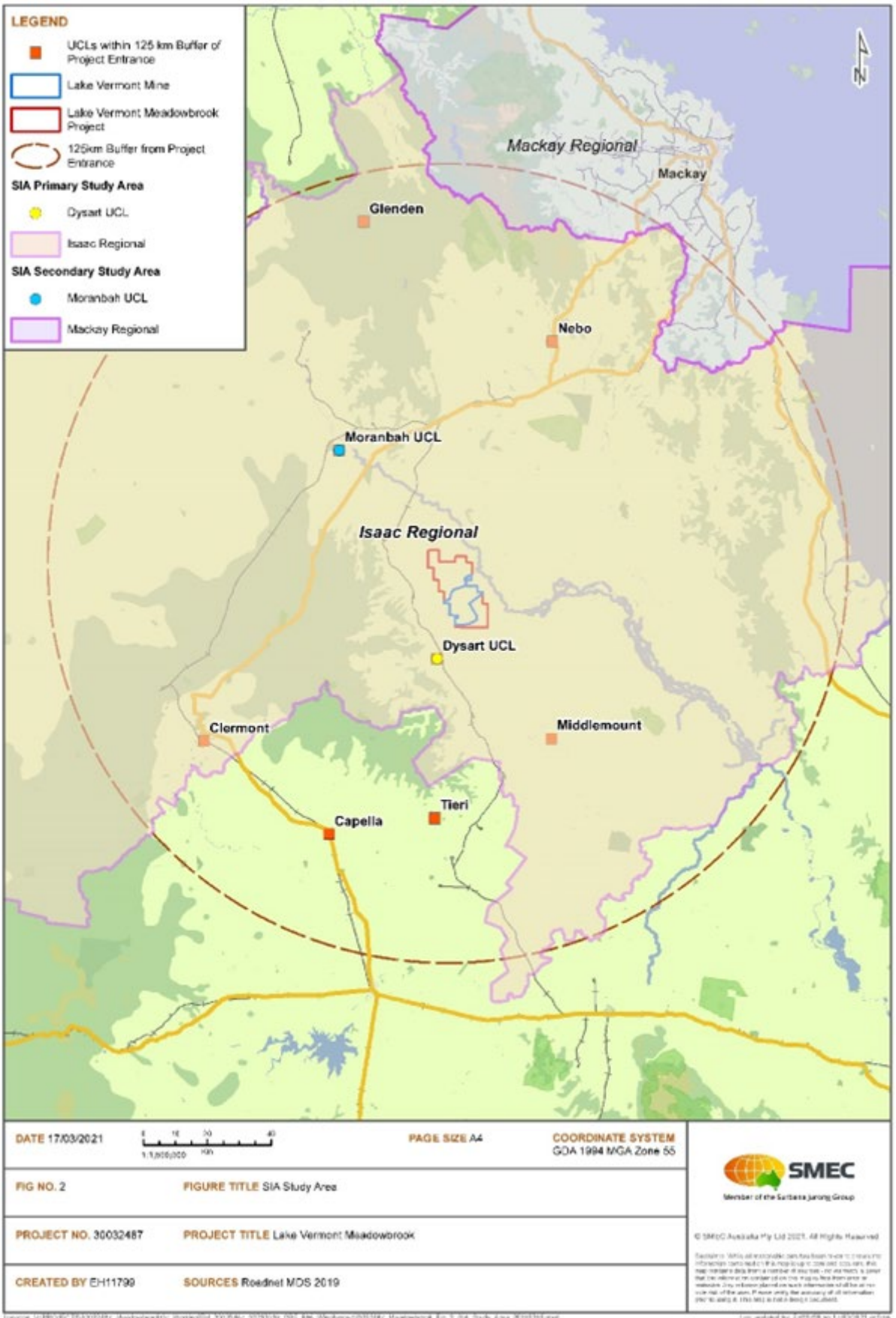


Figure 2.1 Map of the SIA study areas

2.2 Methodology

Key steps in the SIA process include scoping, analysing the existing social environment, identifying and assessing potential social impacts (both positive and negative) and identifying measures to manage or mitigate the project's potential impacts and enhance potential benefits.

2.2.1 Scoping

Scoping was undertaken to inform the nature and scale of the SIA, and to meet the requirements outlined in Section 2.3.1 of the SIA Guideline (2018). To understand the nature and scale of the project, various activities were undertaken during scoping, including:

- outlining the statutory framework and regulatory context relevant to the SIA
- understanding and describing the anticipated activities throughout the project's lifecycle
- preliminary identification and analysis of key social changes likely to be invoked by project activities, including the relevant baseline indicators required to be collated and the geographic extent of potential social change
- identification of relevant stakeholders and the level of engagement
- determination of the SIA study areas
- outlining project labour and housing requirements and assumptions.

The outcomes of scoping activities informed the definition of the study areas for this SIA, the information to be gathered for the social baseline and the assessment of potential impacts.

2.2.2 Social baseline

The social baseline assessment was informed by Australian Bureau of Statistics census and Queensland Government Statisticians Office data and other secondary sources of information supported by feedback from stakeholder consultation. The social baseline described the socio-economic context of the Bowen Basin, in particular Dysart, population composition, housing and accommodation, community values, health and community wellbeing factors, social infrastructure and capacity, labour force and employment, business and industry, and transport and connectivity.

2.2.3 Impact assessment

Potential impacts were categorised as either positive or negative impacts. The SIA outlines that a 4-pronged approach was used to assess social impacts:

- impact identification
- impact significance evaluation, which assesses the significance of a social impact (or benefit) by considering the sensitivity of the stakeholder group to the impact and the magnitude of the effect before the application of management measures.
- mitigation and enhancement
- residual impact significance evaluation, to evaluate the significance of the impact assuming effective implementation of impact mitigation and benefit enhancement measures.

Cumulative impacts from 7 identified concurrent construction or operational mining projects that are likely to contribute to changed social conditions were also evaluated.

Management measures, stakeholder engagement commitments, and monitoring approaches were collated into social impact management strategies for each of the 5 key SIA components and presented in the SIA. The management measures and monitoring approach proposed by the proponent were included in a social impact management plan (SIMP) within the SIA. The SIMP measures provide for the management of social impacts throughout the construction and operation of the project. The SIMP measures and commitments have been further integrated into the project wide Proponent Commitments in Chapter 22 of the EIS.

2.2.4 Adequacy

I consider the SIA methodology used to be in accordance with the terms of reference and the SIA Guideline 2018.

2.3 Project workforce

The proponent indicates that subject to approvals, construction of the project would commence in 2024, with mining operations expected to commence in 2026. The project workforce would include:

- peak of 250 full time equivalent (FTE) construction jobs over 2 years starting in 2024, and
- approximately 410 FTE operational jobs commencing in 2026 for a total period of approximately 30 years.

2.4 Study areas

To understand the potential social impacts associated with the project, a description of the existing conditions and ongoing trends in a well-defined SIA study area is necessary. The SIA for the project identified 2 study areas to assess the project's potential social impacts: primary and secondary study areas.

2.4.1 Primary study area


The primary study area is the Dysart urban centre locality (UCL). Dysart is the nearest town, located approximately 25 km from the project's main access. Dysart is expected to experience the most direct impacts (including benefits) from the project and is the primary focus of the SIA. Dysart has a strong identity as a mining town, being a dormitory town, and has a steadily declining population due to recent mine closures and downsizing of nearby mines.

The Isaac LGA is also identified in the primary study area. Dysart and Moranbah are both within the Isaac LGA. IRC is a key stakeholder for the SIA, and the Isaac LGA provides key services and personnel to construct and operate mines in the Bowen Basin.

2.4.2 Secondary study area

Moranbah UCL is identified in the secondary study area. It is located within a safe daily commute distance (maximum 1-hour drive) from the project site and as the regions key regional centre, is likely to experience a broad range of social impacts and benefits from the project.

The Mackay LGA is identified in the secondary study area and provides key services and personnel to the mining industry. The SIA anticipates that both Isaac LGA and Mackay LGA will be integral to the project's supply chain during the construction and operation of the project, with Mackay LGA likely to be a source



of drive-in, drive-out (DIDO) workers for the construction workforce. Businesses in Mackay may also supply materials and services to the project during construction.

3. Key Matters

This section evaluates the proponent’s assessment of the potential impacts of the project on key social matters, including the proposed impact mitigation strategies. I have also considered the submissions on the EIS and responses provided by the proponent in my evaluation of the project with respect to social impacts. My assessment of these matters is provided as part of this section.

I consider the SIA adequately addresses the terms of reference and responds to submissions received during the EIS relating to social impacts. The proponent proposes suitable measures to avoid potential social impacts and enhance potential social benefits. However, ongoing engagement with IRC and other relevant stakeholders is required to achieve the outcomes identified in the SIMP. I have stated conditions at Appendix 1 to address potential impacts and ensure potential benefits are realised.

3.1 Community and stakeholder engagement

The SIA includes an analysis of key stakeholders and a description of the engagement undertaken for the SIA. Stakeholder input into the baseline analysis, impact assessment and development of management measures is described throughout the SIA. The engagement process was guided by the proponent’s Community and Stakeholder Engagement Plan (CSEP). The CSEP sets out the approach to implementing an effective engagement program with stakeholders throughout the SIA process and beyond.

3.1.1 Engagement undertaken

The primary means of SIA engagement was meetings with targeted key stakeholders, and with consideration to consultation fatigue. The consultation program for the SIA and SIMP involved the direct engagement of local government, state agencies, local and regional employment and training providers, public and private housing providers, local and regional commerce and community development groups, social and public service providers and emergency services and public health providers, and with the Barada Barna people. Notably, the proponent indicates the SIA engagement activities were conducted in accordance with good ethical practice. Relevant project stakeholders are identified in Table 3.1 below.

Table 3.1 Project Stakeholders

Category	Stakeholders
Local Government – Isaac Regional Council	Councillors and key council staff
Local Government – Mackay Regional Council	Councillors and key council staff
State Agencies	Department of Environment, Science and Innovation Office of the Coordinator-General Department of Resources Department of Energy and Climate Department of Transport and Main Roads Department of State Development and Infrastructure Department of Housing, Local Government, Planning and Public Works Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts Department of Employment, Small Business and Training Department of Resources Queensland Treasury

Category	Stakeholders
State provided service	Queensland Health Queensland Ambulance Service Queensland Police Service Queensland Fire and Emergency Service
Services - Health	Dysart Hospital Dysart Medical Centre General Practitioner Clinics
State provided service - Schools	Dysart State School Dysart State High School
Social service providers	Hinterland Community Care Emergency and Long-term Accommodation Moranbah (ELAM)
Social service providers - childcare	Lady Gowrie Childcare Centre
Housing and accommodation providers	Isaac Affordable Housing Trust Housing providers in Dysart Real estate agencies in Dysart WAV providers
Industry Groups and Businesses	Moranbah Traders Association CFMEU Mining and Energy Union Isaac Business Chamber Resource Industry Network and ICN Childcare Leadership Alliance Various local business owners
Indigenous Groups	Barada Barna Aboriginal Corporation RNTBC representing the Barana Barna People
Coordinated Groups	Dysart Interagency Network Smart Transformation Advisory Council

A summary of key findings raised by stakeholders during the SIA consultation program include:

- The town of Dysart has endured a range of socio-economic challenges over the last ten years attributed to the downturn in the mining industry including mine closures and downsizing of mining projects.
- Stakeholders appreciated Jellinbah as an existing operator and a good corporate citizen and welcomed the Meadowbrook Project and continuation of Lake Vermont operations.
- Numerous stakeholders, including Dysart Hospital and Dysart Medical Centre, indicated that inaccessibility to medical services is a significant challenge in Dysart, with the town only supported by one General Practitioner.
- Stakeholders indicated that a lack of any form of community transport or taxi service in Dysart is a challenge, particularly for vulnerable residents.
- Feedback from community groups and Queensland Police Service expressed there is a lack of recreational opportunities for young people. This causes issues with young people congregating in groups and may result in anti-social behavioural issues.

- Numerous stakeholders, including the Lady Gowrie Childcare Centre, expressed that childcare services were struggling to meet demand and that there is a need for expansion of capacity.
- Schools in Dysart expressed a high degree of appreciation for existing Jellinbah/Thiess support, including initiatives supporting Science Weeks and student career evenings. They emphasised a need and opportunity for continued educational support, particularly regarding developing awareness in science, technology, engineering and mathematics streams.
- The housing market in Dysart remains heavily influenced by BMA who own 528 houses in the town.
- Stakeholders expressed that while there is available housing stock in Dysart, much of this is perceived to be of low quality. They also indicated there is a high degree of lower end housing stock which is affordable.

Overall, the community and stakeholder engagement undertaken by the proponent to inform the SIA and EIS is considered acceptable. The proponent engaged with a wide and relevant range of stakeholders and provided them with timely and relevant information on the project. I consider that the stakeholders engaged are representative of the community interests without the need for wider engagement. The engagement processes implemented also provided affected stakeholders opportunity to provide feedback on the project, and EIS documentation has been publicly notified.

3.1.2 Ongoing community consultation and stakeholder engagement

The proponent prepared an Engagement Action Plan (EAP) as part of the SIMP which describes the key actions and commitments for ongoing engagement with stakeholders. The EAP identified additional engagement actions that the proponent is expected to undertake during the construction, operation and rehabilitation phases of the project, including:

- establish and maintain a project website which allows people to make enquiries and seek information regarding the project.
- engage with local and affected landholders to monitor impacts.
- continued identification of issues, disseminating information throughout the life of the project and providing a forum for discussion
- provide various channels to communicate project related impacts (such as road access changes)
- establish a community complaints and resolution management process.
- ongoing consultation with the native title holders – the Barada Barna People
- regular engagement with IRC in the monitoring of SIMP implementation
- meet with the community to discuss rehabilitation and mine closure.

3.1.2.1 Consultation with Traditional Owners

The Barada Barna People are the native title holders for the general project region. Native title has been extinguished over the proposed mine area, however Jellinbah is in negotiations with the Barada Barna People over a small area of land that has been acquired for the expansion of the existing Lake Vermont Workers Accommodation Village and is within the native title claim area. The proponent has committed to developing and upholding the Indigenous Land Use Agreement negotiated between Jellinbah and the Barada Barna Aboriginal Corporation in these matters.

The existing Lake Vermont Mine has developed and implemented a Cultural Heritage Management Plan (CHMP) with the Barada Barna People, which includes the project area. Both the proponent and the Barada Barna people are supportive of updating the CHMP as and when necessary.

3.1.3 Conclusion – community and stakeholder engagement

I am satisfied that the CSEP prepared as part of the SIA provides a strategic approach for ongoing management in the lead-up to and during the project's construction and operational phases. To ensure that ongoing community engagement is undertaken and informs the proactive management of monitoring potential social impacts during the construction and operational phases of the project, I have stated conditions (Appendix 1) requiring the proponent to prepare an updated EAP as part of the updated SIMP to be submitted to me for approval at least 3 months before construction commences.

I have stated a condition in this report to ensure that ongoing community and stakeholder engagement is effective, informs management, and monitoring of potential impacts occurs during construction and operation. These conditions require annual SIMP reporting to inform the Office of the Coordinator-General of the actions undertaken as part of engagement following the EIS process and throughout the construction and operational phases.

3.2 Workforce management

The proponent's approach, as described in the SIMP's Workforce Management Plan, is to prioritise the recruitment of workers in the following order:

- (1) retention of Lake Vermont Mine employees resident in Dysart and Isaac LGA
- (2) existing Dysart residents, including those that reside on surrounding agricultural properties
- (3) new workers or existing FIFO workers who will permanently relocate to Dysart
- (4) existing Isaac LGA residents, including those from Moranbah and other relevant NRC's as per the SSRC Act
- (5) Mackay LGA
- (6) elsewhere within Queensland.

Scheduling of recruitment would be staggered in accordance with the approach identified above to maximise local and regional employment opportunities. This is consistent with the recruitment hierarchy requirements for large resource projects detailed in the SSRC Act.

The SIA considered that a safe commute distance is within one-hour drive time from the project site, which includes the town of Dysart. The SIA therefore defines non-resident workers as workers who live further than one-hour driving distance from the mine. For my evaluation, FIFO workers include those who would fly-in, fly-out, bus-in, bus-out or drive-in, drive-out to work from outside of Dysart.

3.2.1 Workforce profile

3.2.1.1 Construction

Project construction will be undertaken over a 2-year period and have maximum of 250 construction workers. The SIA indicates that the majority of construction workforce will be sourced from contractors. Construction workers are anticipated to be based on 12-hour shifts, on a 21 days on and 7 days off roster. It is anticipated that some construction activities would occur 24 hours a day, 7 days a week. Given the specialised nature of the work to be completed during the construction phase and its temporary nature, it

has been assumed that Mackay, Rockhampton and Gladstone will provide approximately 95 per cent of the construction workforce.

In making my decision under section 12 of the SSRC Act to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce, it is expected the proponent will require further identification of measures to prioritise local recruitment for the construction workforce. The proponent states that 5 per cent of the construction workforce will be sourced from Moranbah and other towns within the study area.

Construction activities require workers with skills in:

- earthmoving and heavy equipment operators
- structural steel and welding trades workers
- geologists, project managers, safety officers, engineers and environmental scientists
- carpenters, scaffolders, painting, plumbing and electrical trades workers
- concreters
- construction, mine tunnelling and mining labourers.

The SIA indicates there are very low rates of unemployment in Dysart, and in the Isaac LGA more broadly. The 2021 Census reports small numbers of workers employed in the construction industry in both Dysart (60) and the Isaac LGA (576).

The SIA further outlines that there is an anticipated high cumulative demand for construction and operational workers over the next 10 years, with 7 major mining projects proposed with the Isaac LGA. Subsequently, the project has the potential to increase competition and exacerbate shortage in construction skills and labour due to the limited labour available locally.

As noted, the construction of the project will create 250 new jobs, which the SIA notes have the potential to increase labour force participation rates in local and regional communities. An increase in labour force participation would indirectly reduce unemployment levels (albeit very low levels at 1.4%) in Dysart and the Isaac LGA region. The construction workforce will be accommodated at public commercial Workforce Accommodation Villages (WAV) in Dysart and transported via shuttle bus to and from the project site.

3.2.1.2 Operation

Project operations would occur over 30 years and require a workforce of approximately 410 workers to be based on site. Mining operations are proposed to be on a 12-hour shift cycle roster, working 7 days on, 7 days off. Senior management would work a roster of 5 days on (Monday to Friday) and 2 days off.

Mining operations require workers with skills in:

- underground heavy equipment operators
- drillers
- boiler makers, electricians, special mechanics and diesel fitters
- engineers, surveyors, geologists
- health, safety, environment, human resources and mine management professionals
- administrative staff.

The existing and adjacent Lake Vermont Mine is expected to decrease output in 2028 as a direct result of the forecast reduction in open cut coal production. The project anticipates transitioning most of this workforce to the project to enable workforce retention and job security for those employees who are willing,

through the provision of retraining and local promotion of opportunities. As a result of the decreased output, the SIA estimates that 10 workers from the Lake Vermont Mine who currently live locally would transition to the new project. Currently, of the existing Lake Vermont Mine workforce approximately 8 per cent live in Dysart and 10 per cent live more broadly within the Isaac LGA.

Initiatives identified in the workforce management plan aim to maximise local employment through the preparation of a Local Recruitment Strategy. The strategy aims to maximise employment for local and regional residents, supported by the recruitment hierarchy. The SIA anticipates that up to 9 workers will relocate to Dysart in the operational phase.

A submission on the EIS requested inclusion of workforce employment targets for Aboriginal and/or Torres Strait Islander people that align with population representation.

The proponent has committed to aspirational targets as outlined below, support by employment and training measures to increase local opportunities:

- 10 per cent of workers who reside in Dysart, either as an existing Dysart resident or as a new worker who relocates to Dysart.
- up to 5 per cent of workers identifying as Aboriginal and/or Torres Strait Islanders, and
- up to 15 per cent of workers who are female, including identification of specific roles that can be structured as job share or flexible shift arrangements to attract women.

Further, the proponent has committed to the provision of workforce incentives for new workers or existing workers on FIFO arrangements to relocate to Dysart, through provision of \$200 per week allowance which is included in their gross pay.

I expect the annual social impact management reports to monitor these performance indicators and to enhance the Local Recruitment Strategy should these outcomes not be achieved.

During operations, workers who resided greater than one hour commute from the mine would be required to reside at the WAV when on shift. These workers would return home at the end of their roster. The proponent commits to providing bus transport from the Lake Vermont Accommodation Village to the project site to combat fatigue management and reduce the risk of road accidents.

3.2.2 Employment and training opportunities

The SIA highlights the potential for the project to increase opportunities for young people or those with no previous mining experience to gain skills relevant to the project, through the provision of training opportunities such as apprenticeships, traineeships and entry level positions.

The SIA indicates that promotion and retraining opportunities in underground mining for existing Lake Vermont Mine workers who live locally will be prioritised.

With respect to employment and training opportunities, the proponent further commits to:

- prioritise promotion of project training initiatives targeting residents from Dysart, Moranbah and Middlemount, and those people resident on surrounding agricultural properties
- establish a vacation program, which provides a 12-week placement for up to 8 university students per year from various disciplines
- provide 2 apprenticeship positions each year, which combines paid work and training delivered through nationally registered training organisations
- maintain partnership with Dysart High School to support pathways to sustainable employment opportunities through interaction with people from the mining workforce, including sharing

information on training and entry-level employment opportunities, and encouraging project workers to deliver career pathway presentations to students

Further training and upskilling opportunities are identified in the SIA with respect to the upskill and support of local business, including Aboriginal and Torres Strait Islander owned business, with measures including:

- providing capability development programs to assist local business increase their competitive position (as described in the Local Content Strategy)
- support delivery of a tender readiness program for Indigenous businesses in collaboration with the Barada Barna Aboriginal Corporation, Department of Employment, Small Business and Training, and Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts
- support for eligible Indigenous businesses to partner with business development specialists to build capacity.

3.2.3 Conclusion – workforce management

I am satisfied that the proponent's recruitment strategy and workforce management practices would minimise the proportion of workers engaged in FIFO arrangements. However, this will need to be monitored to ensure that the local workforce is maximised and to adjust the 'live local' strategies in SIMP revisions where further action may be required.

To ensure that the proponent commitments described in the Workforce Management Plan are undertaken and inform proactive management and monitoring of the workforce's potential social impacts, I have stated conditions (Appendix 1) requiring the proponent to update the Workforce Management Plan as part of the updated SIMP, to be submitted to the Office of the Coordinator-General for approval at least 3 months before construction commences.

3.3 Housing and accommodation

In line with the SIA Guideline, the SIA includes an assessment of the potential social impacts from project housing and accommodation arrangements during the construction and operational phases.

The SIA detailed:

- the proposed workforce accommodation arrangements during construction and operation
- an analysis of the local and regional housing and accommodation market, and an assessment of potential social impacts on housing affordability and availability.

Construction and operational workers who move to the Isaac LGA would increase demand for rental properties and housing for sale. Local property and rental prices could become inflated, excluding lower income residents from the market and potentially increasing pressure on social housing.

The social baseline in the SIA highlights that Dysart currently has a tight rental market with very low reported rental vacancy rates (less than 2 per cent). Historically, housing availability and affordability in Dysart has fluctuated in line with resource sector boom-bust cycle.

3.3.1 Housing options

The SIA confirms construction workers will be housed at commercial WAV's located in Dysart for the duration of their shifts. The construction phase may also impact on short term accommodation providers in Dysart due to the requirement for short term specialist services. An increased demand for short term

accommodation is acknowledged to provide economic benefit for short term accommodation providers, whilst limiting access for tourists and other visitors.

Dysart hosts 4 WAVs and contributed a total of 3,275 existing beds with a potential total capacity of 3,670 beds to the Isaac LGA totals. The SIA indicates all WAV's are at capacity.

Local housing conditions are characterised by a high proportion of unoccupied dwellings in Dysart, with approximately 525 (or 39.3 per cent) of unoccupied dwellings (2021 census). Approximately 190 of these dwellings are owned by BMA, with stakeholders reporting that most of the unoccupied dwellings being in poor condition and require maintenance and upgrade.

The SIA notes a rental vacancy rate of 1.4 per cent (of available stock) in Dysart, indicating a competitive rental market.

3.3.2 Housing affordability and availability

The social baseline highlights a considerable proportion of unoccupied housing stock within Dysart. A high percentage of the unoccupied dwellings are owned by mining companies and are not publicly available for occupancy.

In a housing market that is experiencing upward pressure on pricing and availability, the impact of bulk rental and or purchasing of current housing stock will further exacerbate the ability of local communities to provide staff in essential service roles across all industries, e.g. retail, hospitality, accommodation, health, police and emergency services.

Although the project does not anticipate significant or material impacts on affordable housing in Dysart, the proponent intends to maintain target local employment rates consistent with the existing Lake Vermont Mine. The proponent's Housing and Accommodation Plan includes several key actions to mitigate impacts on housing affordability and availability (and to assist in local recruitment and talent attraction) in Dysart, including:

- purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preference
- refurbishing and expansion of the Lake Vermont Accommodation Village to provide high quality accommodation for the non-resident workforce
- consideration of long-term leasing of existing unused dwellings (if needed).

3.3.3 Housing for construction phase

The SIA considers that due to the relatively short construction phase, construction workers are not expected to move into local communities and seek permanent accommodation. It is predicted that only up to 12 workers would be sourced from local towns, which represents 5 per cent of the peak construction workforce.

The SIA indicates that the construction workforce will be housed at commercial WAVs in Dysart. The SIA indicates the WAV's are currently at capacity but anticipate sufficient capacity to house the anticipated workforce.

I consider that the proponent should prioritise local employment for the construction phase, and accordingly, I have decided that the local workforce provisions of the *SSRC Act* should also apply to the construction workforce. I consider that the number of workers and the extent of the construction phase will support local workers and attract some new workers to the local area.

3.3.4 Housing for operational phase

The SIA anticipates that 34 workers (or 8 per cent of the project workforce) will reside in Dysart, which includes the anticipated 10 local workers who would transition to the new project from the existing mine.

The SIA confirms that operational workers residing more than one-hour drive from the project site would be housed at the existing proponent owned Lake Vermont WAV during their shift. The Lake Vermont Accommodation Village is a closed camp, used only by the Lake Vermont employees, and has capacity for 637 workers, and is proposed to be expanded by approximately 100 beds by commencement of operations.

The 'Living Local' initiative is an existing program offered by the Lake Vermont Mine, which provides financial incentives for employees choosing to reside in Dysart to the value of \$130 per week. The Living Local initiative will continue to be offered to project employees in 2028 and will be available to all project employees, whether employed by Bowen Basin Coal or by a contractor. The proponent has committed to increasing this allowance to \$200 per week from the commence of operation. This includes workers currently employed at the Lake Vermont Mine.

The SIA states that to minimise impacts associated with workforce housing and accommodation, the proponent has committed to the purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preference. These will be available at the point of hire until the allocation is exhausted.

It is expected that the remaining local workforce (excluding 10 transitioned workers plus 15 proponent owned houses) would rent or purchase their own dwellings in Dysart, supported by the 'Living Local' initiative.

Further to this, and to minimise the project's impact on housing affordability, the proponent has committed to a financial contribution of \$80,000 per year for 20 years (or when production ceases) to the Isaac Affordable Housing Trust (IAHT). IAHT is a social housing provider in the Isaac LGA. The proponent has been consulting with IAHT, who has proposed to direct the funding to the construction of new affordable houses in Dysart.

3.3.5 Conclusion – housing and accommodation

I am satisfied that the proponent's workforce housing strategy described in the Housing and Accommodation Plan would minimise the project's impact on housing and accommodation in local communities.

I have stated a condition (Appendix 1) requiring the proponent to prepare a SIMP that includes a Housing and Accommodation Plan for the construction and operational phases of the project to be submitted to the Office of the Coordinator-General for approval at least 3 months before construction commences. The plan should demonstrate that the project would not contribute to significant affordability and availability impacts on housing and accommodation in local communities in the construction as well as operations phase. The Housing And Accommodation Plan must include:

- an updated assessment of housing availability in Dysart including consideration of the likelihood of unoccupied housing becoming available for workers to rent or purchase
- details of housing and accommodation that the proponent can provide to construction workers who wish to move to the Isaac LGA
- detailed strategies developed in consultation with IRC to ensure that enough housing is available for construction and operational workers
- detail on the proposed timeframe for the purchase or construction of 15 dwellings in Dysart

3.4 Local business and industry procurement

The SIA included a profile of the skills and services needed for the project, an analysis of local and regional supplier capability and capacity relevant to the project, and an assessment of potential social impacts on local and regional suppliers.

In line with this requirement, the SIA identified the following opportunities and challenges to local business and industry procurement:

- change in availability of supply opportunities for businesses due to the project requiring skills, services and materials during construction and operations
- change to supply and demand of labour for non-mining businesses, due to the project providing new employment opportunities
- change in patronage levels for local business due to increase in incidental spending from a larger workforce.

The proponent has committed to adopting a Local Content Policy and Strategy consistent with the values of the Queensland Resources and Energy Sector Code of Practice for Local Content and Australian Industry Participation Framework.

I note that the Isaac Regional Council together with the Business Chamber Queensland established the Isaac Business Chamber in 2023, encompassing the focus communities of Moranbah, Dysart and Clermont. The SIMP indicates that the proponent will collaborate with the Isaac Business Chamber on local and regional supplier engagement, and I support this ongoing engagement.

3.4.1 Local and regional business

The SIA indicates that the project has the potential to enhance economic benefit and productivity for local and regional businesses through increased patronage to local business, and through uptake of local and regional business related to construction and operation of the project. However, the SIA also recognises there may be flow on effects to skills and labour availability for secondary industries.

The Lake Vermont Mine have established supply arrangements with local and regional businesses, and this is expected to continue. The SIA indicates there is a capacity within the local and regional study areas to provide goods and services for the project. Mackay LGA provides a high number of construction (1524) and mining (104) business which may be used by the project, while the Isaac LGA has around 165 construction businesses and 27 mining businesses.

Mining is the dominant industry in Dysart, employing 48.5 per cent of Dysart's labour force, with secondary industries comprising education and training, accommodation and food services. The SIA identifies the potential for new mining opportunities to result in a labour draw from non-mining industries locally and regionally, which results in a localised shortage of skills. The SIA predicts the minor increase in workers of up to 70 workers across the Lake Vermont Mine complex will not significantly impact on local and regional non-mining employers.

During consultation on the SIA, stakeholders raised concerns about the current state of the Dysart Shopping Centre, which was once the vibrant heart of the town, and is now mostly empty due to high rents and high tenant turnover.

3.4.2 Aboriginal and Torres Strait Islander business

The SIA states that there are 6 businesses registered in the Isaac LGA as of August 2023 that are owned by Aboriginal and Torres Strait Islander peoples, with one business based in Dysart providing drilling and blasting services and mining and quarrying machinery and 2 based in Moranbah.

The Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA), in consultation on the SIA, recognised that the continuity of programs and awareness of procurement opportunities in the mining sector are key factors that including the success of Aboriginal and Torres Strait Islander owned business. DTATSIPCA maintains a register of Indigenous business and has offered to distribute opportunities through business networks to enhance awareness and participation.

3.4.3 Local, regional and Aboriginal and Torres Strait Islander business commitments

To enhance benefits associated with increased patronage, and limit impacts on local and regional labour draw from secondary industries, the proponent has committed to a range of strategies. The proponent will:

- prepare and adopt a Local Content Policy and Strategy consistent with the values of the Queensland Resources and Energy Sector Code of Practice for Local Content and Australian Industry Participation Framework.
- maintain relationships with existing local and regional suppliers and notify them of opportunities to tender for the project.
- collaborate with the Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network, the ICN and the Isaac Chamber of Commerce when established in ensuring the local and regional supplier listing is tailored to the current context.
- require the principal contractor to adopt the principles and objectives of the Local Content Strategy into contracts and contracting arrangements.
- publish details of procurement opportunities and procurement approach on website and publicise links.
- standard 30-day payment terms for local businesses with ability to reduce to 7 days to support small traders.
- encourage non-resident and resident workers to engage with local businesses through provision of an information pack and community directory, which includes list of businesses and services available in Dysart, including detail on opening hours and services provided. The information pack and community directory will be provided to all new workers who relocate to Dysart and distributed throughout the shared areas of the Lake Vermont Accommodation Village.
- maximise supply and procurement opportunities for local and regional businesses where competitive bids are assessed as commercially and technically equivalent, and Local Content Strategy to include initiatives to reduce barriers for local, small and/or new businesses and to enhance their capacity to tender for Project supply opportunities.

Specific strategies to support procurement opportunities for Aboriginal and/or Torres Strait Island owned or managed businesses include to:

- identify Indigenous businesses in Isaac and Mackay LGAs through development of an Indigenous business register and establish and maintain contact to share tendering opportunities.

- assign higher preference weightings to local businesses, including Aboriginal and Torres Strait Islander businesses, in competitive bidding processes.
- support delivery of a tender readiness program for Indigenous businesses in collaboration with the Barada Barna Aboriginal Corporation, Department of Employment, Small Business and Training (DESBT) and DTATSIPCA.
- support for eligible Indigenous businesses to partner with business development specialists to build capacity.

I acknowledge the project's proposed actions to advance Aboriginal and Torres Strait Islander business participation outcomes in the Local Content Strategy, including an Indigenous business register.

3.4.4 Conclusion – local business and industry procurement

To ensure that the project's procurement practices maximise opportunities for competitive and capable local businesses to provide goods and services to the project, I have stated a condition (Appendix 1) requiring the proponent to prepare an updated Local Business and Industry Procurement Plan as part of the SIMP for the construction and operational phases of the project to be submitted to me for approval at least 3 months before construction commences.

3.5 Health and community wellbeing

In line with the SIA Guideline, the SIA identified a range of issues that may potentially impact on health and community wellbeing indicators, including the wellbeing of miners and their families, community safety and vulnerable groups and social infrastructure.

The SIA indicates that impacts and benefits to wellbeing factors may be experienced because of:

- change in resident and non-resident population levels due to the Project requiring 250 construction workers and an incremental increase of 71 operational workers with the Lake Vermont Meadowbrook Complex
- change in demand on levels of service of health, social infrastructure and community facilities due to the loss of workers at Lake Vermont Mine and the influx of non-resident and new resident workers associated with the project
- change to access and connectivity on local and regional road networks due to increase in vehicle volume because of the project's construction activities (i.e. heavy vehicles) and increase in non-resident and resident workers in Dysart
- change to amenity for nearby receptors at project site and expansion of Lake Vermont Accommodation Village
- acquisition of land to enable expansion at Lake Vermont Accommodation Village
- change to level and type of community initiatives and programs.

Submissions on the EIS sought clarification on the following matters related to health and community wellbeing included engaging youth and reducing anti-social behaviour, provision of health services, and supporting the local childcare centre.

The proponent engaged further with stakeholders including the IRC, Childcare Leadership Alliance (CLA) and Lady Gowrie Childcare Centre to discuss adequacy of proposed mitigation measures. Where necessary, the proponent has amended or extended the management measures to ensure a valuable impact on health and community wellbeing is achieved.

3.5.1 Changing resident and non-resident populations

The SIA indicates that Dysart has had a declining population over the last 10 years, due to closures and downsizing of mining projects. The SIA further asserts that the existing Lake Vermont Mine, operating since 2009 and employing 860 workers, plays a key role in sustaining Dysart, and acknowledges the impact on the town from the operations ramp down in 2028.

The proponent indicates that the project will offset population loss from the ramp down of the existing mine, through generation of employment opportunities and encouraging new employees to relocate to Dysart. This population retention will sustain existing levels of social capital, improved community cohesion and community sustainability.

Section 3.2 discusses the projects workforce and recruitment plans which aims to prioritise local employment where possible.

Conversely, the project may result in negative impacts to the social fabric of Dysart by increasing the non-resident population, with an approximate additional 170 FTEs expected to be accommodated at Lake Vermont Accommodation Village.

Further, engagement with stakeholders found that there is a perception that non-resident populations, such as those that live in WAV's, compromise the feeling of safety within the town.

The proponent has proposed the following management measures to ensure continued positive contributions to the social fabric of Dysart:

- new workers will be provided with information sheets as part of their induction that details the services, facilities and businesses in Dysart to encourage interaction with the town. Lake Vermont Accommodation Village will also provide an information pack and directory detailing the services, facilities and businesses in Dysart
- maintain initiatives which foster community interaction through delivery of events and initiatives within the community
- promote project workforce attendance at Dysart Primary School and Dysart State High School events, including market days, award nights, book weeks, and other celebrations
- implementation of a workforce code of conduct which describes positive behavioural outcomes and prohibits negative behaviours, with clear ramifications for non-conformance
- bi-annual meeting with Queensland Police Service, Lake Vermont Accommodation Village management and Jellinbah/Thiess to identify and address any anti-social or disruptive workforce behaviour in local communities
- promotion of community complaints procedures to encourage community members and stakeholders to submit complaints and feedback on workforce behaviour
- maintain monitoring of anti-social behaviour through operating CCTV surrounding the Lake Vermont Accommodation Village.

3.5.2 Changes to social and other infrastructure

Stakeholder consultation identified several key issues with respect to increased need for services and infrastructure, emergency services, health services and childcare services.

3.5.2.1 Emergency services

There is a perception that the project will result in increased demand for emergency services because of increased risk of traffic accidents and workplace accidents. To mitigate this risk, the proponent has committed to:

- provision of on-site first aid facilities and trained first aid officers to address minor workforce health issues, as well as providing first response services for emergency situations
- advance notice to emergency services in Dysart of workforce mobilisation and operational changes.

The SIMP requires the proponent consult with emergency services. I have conditioned (Condition 3(e)) that the SIMP include consultation with emergency services.

3.5.2.2 Childcare services

Dysart has one childcare centre – the Lady Gowrie Childcare Centre - which has an existing capacity of 39 children.

Numerous stakeholders, including Lady Gowrie Childcare Centre, expressed that the service is currently struggling to meet demand, with a shortage of childcare places, and there is a need for expansion. Stakeholders identified the key issue in expansion is attracting diploma qualified staff, particularly in the tight rental market.

The project is likely to attract up to 9 new FTE operational workers to the region, who are likely to bring families and potentially increase the demand for childcare.

The proponent has committed to the following to reduce the negative impact on childcare:

- monitor workforce demands on childcare and education services and work with stakeholders to support solutions to cumulative demands on social services
- provision of financial contribution to enable the existing childcare centre to increase capacity, including:
 - an upfront contribution of \$50,000 towards building expansion of the childcare centre
 - a contribution of \$20,000 per annum to support the employment of an additional diploma qualified childcare worker.

3.5.2.3 Health services

The SIA indicates the project is likely to increase demand for hospital and health services by the project workforce. Dysart has one small scale hospital providing 9 beds, a 24-hour emergency department and other community services and has visiting specialist clinics. Many higher order services are unavailable in Isaac LGA and are often sought in Mackay LGA. Dysart has one medical centre – Dysart Medical Centre – with one general practitioner (GP).

To minimise the negative impact associated with potential increased demand for hospital and health services, the proponent has proposed the following management measures:

- provision of on-site first aid facilities and trained first aid officers to address minor workforce health issues, as well as providing first response services for emergency situations
- collaborate with Queensland Health and other stakeholders to identify and support a solution to the need for additional medical practitioners

- provision of a financial contribution of \$30,000 per annum to Hinterland Community Care who assist in providing transport for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing all expenses associated with provision of a service operating one day/week up to a cap \$30,000 per annum
- making the gymnasium at the Lake Vermont Accommodation Village accessible to resident as well as non-resident workers.

3.5.2.4 Local and regional road networks

The SIA indicates the project may increase risk of road incidents along Saraji Road, Golden Mile Road, Fitzroy Developmental Road and Peak Downs Highway due to increased volume of heavy vehicles and driver fatigue.

The Traffic Impact Assessment indicated the peak workforce traffic demands will occur in the first year of construction and will be dominated by heavy vehicles. To minimise the negative impact associated with potential increased risk of road incidents, the proponent has committed to the provision of shuttle buses to transport workers from Lake Vermont Accommodation Village to the project site.

3.5.3 Changes to community initiatives and programs

The SIA indicates the project has the potential to generate significant benefits to the Dysart community through increasing overall socio-economic wellbeing in Dysart and the broader region through provision of community investment initiatives.

The proponent has committed to maintaining a Community Investment Program, which is reviewed annually, and new initiatives implemented as appropriate. The program aims to retain established partnerships and will consider new future community investment initiatives.

The proponent has proposed the following management measures:

- support annual NAIDOC celebrations through providing a financial contribution of \$1,500 per annum and encouraging employees to participate in NAIDOC events within Dysart
- maintain partnership with RACQ CQ Rescue Helicopter through volunteering and in-kind support, such as regular fundraising, hosting site safety talks with CQ Rescue Staff, and attendance at the annual Gala ball and networking breakfasts
- employee participation in the delivery of the annual Hear to Learn program, which provides hearing screening at Dysart Primary School and Middlemount Community School
- provision of financial contribution of \$30,000 per year to Hinterland Community Care to maintain and improve accessibility and mobility within Dysart for vulnerable residents
- annual sponsorship of community events orientated towards children and their families, including alcohol-free events
- provision of financial contribution of \$300 per year to Dysart State High School and \$240 per year to Dysart State School towards awards for academic and extra-curricular excellence to support local youth achievement
- provision of financial contribution of \$10,000 per year to ELAM to support the delivery of mental health and youth programs in Dysart
- establish a community sponsorship fund of up to \$10,000 per annum available to local groups and organisations through an application process, for sponsorship of community events, local sporting teams, and funding for community groups.

3.5.4 Conclusion – health and community wellbeing

I am satisfied that the proponent has considered measures to avoid or mitigate negative social impacts and capitalise on opportunities to improve the health and wellbeing of local and regional communities. To ensure that the project does not adversely impact the level of service to local and regional communities from existing social services, facilities and social infrastructure, I have stated a condition (Appendix 1) requiring the proponent to prepare a Health and Community Wellbeing Plan as part of the SIMP for the construction and operational phases of the project to be submitted to me for approval at least 3 months before construction commences.

4. Conclusion

I am satisfied that the SIA was prepared generally in accordance with the SIA Guideline (2018) and that the strategies and mitigation measures prepared as part of the SIA demonstrate that the proponent is committed to ensuring that the project does not significantly impact on and enhances opportunities for the local communities.

I have considered the scale and duration of the project's construction phase and the capacity of the local communities to provide workers for the project's construction phase and determined that the project presents an opportunity for local employment during construction. While the project's workforce needs exceed the current capacity of local communities to provide workers, it is likely that there would be workers living locally with relevant skills. Therefore, I have decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

Overall, I consider that the project presents opportunities for social benefits for the local communities in the Isaac LGA through local employment and training, business and new residents.

I have stated conditions in this report that seek to further enhance social benefits by ensuring that:

- enough housing is available for construction and operation workers who wish to move to the Isaac LGA with their families and potential impacts on housing affordability and availability in the Isaac LGA are managed.
- social services and facilities including childcare, and healthcare have enough capacity to cater for additional demand from new locals.

To ensure that potentially significant impacts are avoided, minimised or at least mitigated, I have stated a condition (Appendix 1) requiring the proponent to prepare a Social Impact Management Plan (SIMP) for the construction and operational phases of the project to be submitted to the Office of the Coordinator-General for approval at least 3 months before construction commences. The SIMP must include:

- Community and Stakeholder Engagement Plan
- Workforce Management Plan
- Housing and Accommodation Plan
- Local Business and Industry Procurement Plan
- Health And Community Wellbeing Plan.

I have also conditioned a SIMP for the cessation of mining to manage the social impacts of mine closure.

I have stated a condition (Appendix 1) requiring the proponent to report to the Office of the Coordinator-General on the implementation and effectiveness of the SIMP annually during construction and for the first 5 years of operation. In addition, I expect that the proponent's commitments (Appendix 2) will be implemented.

I am satisfied that the potential social impacts of the project can be adequately managed and minimised. I have finalised my evaluation of the EIS and the potential social impacts of the project. Accordingly, I approve the project's SIA.

A copy of this report will be provided to DESI, the proponent and will be made publicly available at [**Social impact assessments for resource projects | State Development and Infrastructure**](#).

Appendix 1. Conditions stated under the *Strong and Sustainable Resource Communities Act 2017*

This appendix includes conditions stated by the Coordinator-General under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act). In accordance with section 11(3)(a) of the SSRC Act, these conditions are enforceable conditions under the *State Development and Public Works Organisation Act 1971* (SDPWO Act). The entity with jurisdiction for the conditions in this appendix is the Coordinator-General.

All the conditions stated in this appendix take effect from the date the Department of Environment, Science and Innovation completes the EIS assessment report for the Lake Vermont Meadowbrook project.

Condition 1. General conditions

- (a) The proponent must advise the Coordinator-General in writing that construction of the project has commenced within 5 business days of construction commencing.
- (b) The proponent must advise the Coordinator-General in writing that the operation of the project has commenced within 5 business days of operations commencing.

Condition 2. Social Impact Management Plan

- (a) The proponent must develop and implement a detailed Social Impact Management Plan (SIMP) to manage the potential social impacts of the project identified in the social impact assessment (SIA) through ongoing community and stakeholder engagement.
- (b) The proponent must submit the detailed SIMP to the Coordinator-General for approval at least 3 months prior to the commencement of construction.
- (c) The SIMP must be prepared in consultation with the Isaac Regional Council.
- (d) The SIMP must include the following plans:
 - (i) Community and Stakeholder Engagement Plan in accordance with Condition 3
 - (ii) Workforce Management Plan in accordance with Condition 4
 - (iii) Housing and Accommodation Plan in accordance with Condition 5
 - (iv) Local Business and Industry Procurement Plan in accordance with Condition 6 and
 - (v) Health and Community Wellbeing Plan in accordance with Condition 7.
- (e) A SIMP for the closure of the mine must be prepared and submitted to the Coordinator-General for approval at least 24 months prior to the conclusion of operations.
- (f) The proponent must publish the SIMP on their website within one month of the Coordinator-General's approval of the plan. The proponent must notify the Coordinator-General within 5 business days of the SIMP being made publicly available on the proponent's website.

Condition 3. Community and Stakeholder Engagement Plan

- (a) The proponent must engage with all relevant stakeholders to ensure they are informed about the project and that identified potential social impact issues are effectively managed and monitored.
- (b) The proponent must prepare a Community and Stakeholder Engagement Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.

- (c) The Community and Stakeholder Engagement Plan must address the construction and operation phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) an analysis of key stakeholders and stakeholder issues
 - (iii) action plans for ongoing engagement including details of proposed communication tools, timeframes for activities and roles and responsibilities for engagement
 - (iv) processes for incorporating stakeholder feedback into the further development of project-specific management measures
 - (v) details of any stakeholder agreements to be negotiated, including agreements with state and local government agencies
 - (vi) a complaints management process and
 - (vii) monitoring and reporting protocols.
- (d) The Community and Stakeholder Engagement Plan must:
 - (i) be consistent with the Community and Stakeholder Engagement Plan outlined in Section 6 of the Social Impact Management Plan (Appendix T) of the EIS (BBC, 2023) and
 - (ii) incorporate the management measures listed in Appendix T and proponent's commitments in Chapter 22 – Proposed Environmental Management and Monitoring Commitments of the EIS (BBC, 2023).
- (e) The Community and Stakeholder Engagement Plan must provide details for:
 - (i) providing advanced notice to directly affected landholders and residents of nearby homesteads of project works that may potentially impact on the amenity and activities of the properties
 - (ii) consulting with emergency service providers to develop an emergency response procedure for the project and
 - (iii) consulting with the Isaac Regional Council, local service providers and relevant state agencies about potential impacts from the project on primary healthcare, childcare and social housing and measures to manage potential impacts.

Condition 4. Workforce Management Plan

- (a) The proponent must prioritise recruitment of workers from local and regional communities and those who would relocate to regional communities.
- (b) The proponent must support the health and wellbeing of the project workforce.
- (c) The proponent must prepare a Workforce Management Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (d) The Workforce Management Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) summary workforce profile, including the estimated proportions of new local and FIFO workers
 - (iii) roster arrangements for local and FIFO workers;
 - (iv) measures that implement the recruitment strategy described in the social impact management plan for the Lake Vermont Meadowbrook project
 - (v) measures to enhance potential employment opportunities for local communities including Indigenous people and mitigate potential negative social impacts
 - (vi) proposed training and development initiatives to improve local and regional skills including initiatives for traditionally underrepresented

- (vii) programs to support the physical and mental health and wellbeing of workers
 - (viii) the level of on-site health services to be provided for workers
 - (ix) details of any workforce code of conduct that governs worker interactions with local communities and
 - (x) monitoring and reporting protocols.
- (e) The Workforce Management Plan must:
- (i) be consistent with the Workforce Management Plan outlined in Section 2 of the Social Impact Management Plan (Appendix T) of the EIS (BBC, 2023) and
 - (ii) incorporate the management measures listed in Appendix T and proponent's commitments in Chapter 22 – Proposed Environmental Management and Monitoring Commitments of the EIS (BBC, 2023).

Condition 5. Housing and Accommodation Plan

- (a) The proponent must limit or mitigate negative social impacts of the project to housing and accommodation affordability and availability in local and regional communities.
- (b) The proponent must prepare a Housing and Accommodation Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Housing and Accommodation Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) measures to enhance potential benefits for project workers and the community
 - (iii) measures to mitigate potential negative social impacts
 - (iv) policies regarding housing and accommodation support to be provided to project workers and their families who wish to move to the local communities and
 - (v) monitoring and reporting protocols.
- (d) The Housing and Accommodation Plan must:
 - (i) be consistent with the Housing and Accommodation Plan outlined in Section 3 of the Social Impact Management Plan (Appendix T) of the EIS (BBC, 2023) and
 - (ii) incorporate the management measures listed in Appendix T and proponent's commitments in Chapter 22 – Proposed Environmental Management and Monitoring Commitments of the EIS (BBC, 2023).
- (e) The Housing and Accommodation Plan must be developed in consultation with the Isaac Regional Council and provide:
 - (i) an updated assessment of local housing availability and demand, housing tenure, dwelling stock, sales and rental volumes, and prices
 - (ii) the timing for the proposed purchase or construction of 15 dwellings
 - (iii) the likely impact of the project on the housing market and housing demand
 - (iv) support for investment in non-resource worker housing
 - (v) the arrangements for housing the project's FIFO workforce including the capacity of the existing Lake Vermont Mine WAV and other commercial WAV's, and beds secured for construction and operational workforce
 - (vi) analysis of the dwelling type preferences for the resident workforce
 - (vii) a description of the currently available options through the proponent for the provision of accommodation.

Condition 6. Local Business and Industry Procurement Plan

- (a) The proponent must ensure that opportunities for local businesses to provide goods and services for the project are maximised during the construction and operational phases.
- (b) The proponent must prepare a Local Business and Industry Procurement Plan that is to be submitted as part of the SIMP to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Local Business and Industry Procurement Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) procurement strategies and initiatives for local and regional suppliers, including Aboriginal and Torres Strait Islander owned businesses, and actions to facilitate participation
 - (iii) proposed policies and programs to build local and regional capacity and capability and reduce barriers to entry
 - (iv) processes that embed the local business and industry procurement strategies into the contracting model for the project
 - (v) measures to mitigate any potential negative social impacts on local industries
 - (vi) details of any established industry guidelines or codes of practice which the proponent has committed to compliance and
 - (vii) monitoring and reporting protocols.
- (d) The Local Business and Industry Procurement Plan must:
 - (i) be consistent with the Local Business and Industry Procurement Plan outlined in Section 4 of the Social Impact Management Plan (Appendix T) of the EIS (BBC, 2023) and
 - (ii) incorporate the management measures listed in Appendix T and proponent's commitments in Chapter 22 – Proposed Environmental Management and Monitoring Commitments of the EIS (BBC, 2023).

Condition 7. Health and Community Well-being Plan

- (a) The proponent must limit or mitigate negative social impacts of the project and capitalise on opportunities to improve the health and well-being of local and regional communities.
- (b) The proponent must limit or mitigate adverse impacts of the project on the level of service (social services, facilities and infrastructure) currently provided to local communities.
- (c) The proponent must prepare a Health and Community Well-being Plan that is to be submitted as part of the social impact management plan to the Coordinator-General for approval, in accordance with Condition 2.
- (d) The Health and Community Well-being Plan must address the construction and operational phases of the project, and include:
 - (i) objectives and key performance indicators
 - (ii) measures to ensure that the level of service provided to the local community by existing social services, facilities and infrastructure is not reduced
 - (iii) measures to mitigate potential health and well-being impacts on local communities and enhance potential benefits
 - (iv) emergency response arrangements and management measures agreed with emergency service providers, for incidents associated with the project, both on and off the project site
 - (v) details of any community development programs to be implemented, and the outcomes to be achieved and
 - (vi) monitoring and reporting protocol.
- (e) The Health and Community Well-being Plan must:

- (i) be consistent with the Health and Community Well-being Plan outlined in Section 5 of the Social Impact Management Plan (Appendix T) of the EIS (BBC, 2023) and
 - (ii) incorporate the management measures listed in Appendix T and proponent's commitments in Chapter 22 – Proposed Environmental Management and Monitoring Commitments of the EIS (BBC, 2023).
- (f) The Health and Community Well-being Plan must provide details for the following matters:
- (i) measures developed in consultation with the Isaac Regional Council, Queensland Health and primary healthcare providers, including local general practitioners, to limit potential adverse impacts of the project on the level of primary healthcare service provided to the local community and
 - (ii) measures developed in consultation with the Isaac Regional Council and the Isaac Affordable Housing Trust to limit potential adverse impacts of the project on the level of social housing service provided to the local community.

Condition 8. Reporting on the implementation and effectiveness of social impact management measures

- (a) The proponent must prepare an annual Social Impact Management Report (SIMR) for each year of construction and the first 5 years of operation.
- (b) The annual SIMR must be submitted to the Coordinator-General for approval within 30 business days after the end of the relevant 12-month period from the commencement of construction of the project.
- (c) Using the monitoring protocol described in the SIMP, the SIMR must detail:
 - (i) an assessment of the social impacts of the project against the potential social impacts identified in the social impact assessment, including the consideration of other proposed developments in local communities
 - (ii) the progress and effectiveness of the social impact management measures identified in the social impact management plan
 - (iii) where monitoring indicates measures have not been effective, describe how those social impact management measures have been modified
 - (iv) the actions taken to implement closure commitments made by the proponent (Appendix 2).
- (d) The SIMR must present the total workforce profile including:
 - (i) total number of workers employed
 - (ii) proportion of local workers, new local workers, Aboriginal and Torres Strait Islander workers and FIFO workers.
- (e) Each SIMR must be publicly available on the proponent's website within 30 business days of the Coordinator-General's approval of the relevant report. The proponent must notify the Coordinator-General within 5 business days of the SIMR being published on proponent's website.

Definitions

'commencement of construction' is defined as the commencement of construction of the infrastructure corridor as described in Section 3.3.1 of Chapter 3 – Project Description.

'commencement of operation' is mining and processing of coal.

'FIFO worker' is a worker who does not live in one of the local or regional communities and must commute to work and stay at the workforce accommodation village while on shift.

'local communities' are the 8 nearby regional communities identified in the evaluation report.

'local worker' is a worker who lives in one of the local communities.

'new local worker' is a worker for the project that moves to the local area.

'the project' the Lake Vermont Meadowbrook project.

Appendix 2. Proponent Commitments

Source: Chapter 22 – Proposed Environmental Management and Monitoring Commitments (BBC, 2023)

Project Matter	Commitment
Social (generally)	Bowen Basin Coal will operate in accordance with the SIMP (provided in Appendix T) prepared to minimise adverse Project social impact.
Social (generally)	<p>The Project SIMP will be reviewed annually to assess the effectiveness and relevancy of the SIMP, with outcomes to be reported in the annual Social Impact Management Report.</p> <p>Bowen Basin Coal will prepare an annual SIMP Report for each year of construction and for the first 5 years of operation. The SIMP may be reviewed and revised within a shorter period of time should Bowen Basin Coal consider amendment of the SIMP to be necessary. Using the monitoring and reporting frameworks described in each sub-plan, the SIMP Report will detail:</p> <ul style="list-style-type: none"> • the progress and effectiveness of the social impact management measures detailed in the SIMP; • the adaptation of management measures, if required, when monitoring indicates: • measures have not been effective; • there are changing circumstances in Dysart, such as in relation to housing availability; and • there is greater knowledge of the potential social impact; and • the current workforce profile of the Project, including: <ul style="list-style-type: none"> • total numbers of workers employed; and • the proportion of local workers, new local workers and workers accommodated at the Lake Vermont Accommodation Village.
Community and Stakeholder Engagement	<p>Community and stakeholder engagement commitments have been made by Bowen Basin Coal to include:</p> <ul style="list-style-type: none"> • designating a Project Officer who will undertake community liaison; • establishing and maintaining a Project website/webpage. • continuing to engage with local and affected landholders to monitor impacts. • continuing to identify issues throughout the life of the Project and provide a forum for discussions. • providing various communication channels about changes to local access, potential road hazards and expected traffic volumes during construction. • facilitating open and transparent engagement with local communities. • establishing, publicising and maintaining a readily accessible community complaints and resolution process. • publishing bi-annual publications and disseminating Project community updates <i>via</i> the website. • maintaining long-term respectful relations with the Barada Barna people, including managing cultural heritage in accordance with the CHMP and meeting the requirements of any native title agreement. • engaging regularly with the IRC to monitor SIMP implementation. • engaging with the community through implementation of community investment initiatives, as outlined in the SIMP; and • engaging with interested and affected parties on activities related to rehabilitation and closure.

Project Matter	Commitment
Health and Community Wellbeing	<p>Provide financial contribution to enable the existing Lady Gowrie Childcare Centre (in Dysart) to maintain capacity, including:</p> <ul style="list-style-type: none"> • an upfront contribution of \$50,000 towards building upgrades of the childcare centre; and • a contribution of \$20,000 per annum for a period of 20 years or when production concludes to support employment of an additional Diploma qualified childcare worker.
Health and Community Wellbeing	<p>Provision of financial contribution of \$30,000 per year during the life of the Project to Hinterland Community Care to maintain and improve accessibility and mobility within Dysart for vulnerable residents.</p>
Health and Community Wellbeing	<p>Implementation of traffic management commitments including:</p> <ul style="list-style-type: none"> • Priority Actions A, B & C as identified in the January 2020 Road Safety Audit commissioned by IRC. • Provision of funding for a traffic monitoring device • Engagement with council to develop appropriate infrastructure agreement. • Participation in Road Safe Moranbah.
Health and Community Wellbeing	<p>Support annual NAIDOC celebrations by providing a financial contribution of \$1,500 per annum and encouraging employees to participate in NAIDOC events within Dysart.</p>
Health and Community Wellbeing	<p>Establishment of a community sponsorship fund of up to \$10,000 per annum available to local groups and organisations through an application process. Sponsorship funds may be sought for the following, but not limited to:</p> <ul style="list-style-type: none"> • Sponsorship of community events in Dysart orientated towards children, youth and their families, including alcohol-free events. • Sponsorship of local sporting teams and events, including travel for participation in regional tournaments. • Funding for local community groups, such as Dysart Men's Shed.
Health and Community Wellbeing	<p>Provision of financial contribution of \$300 per year to Dysart State High School and \$240 per year to Dysart State School towards awards for academic and extra-curricular excellence to support local youth achievement.</p>
Health and Community Wellbeing	<p>A Workforce Code of Conduct exists for Lake Vermont Mine employees and contractors. The Workforce Code of Conduct identifies positive behavioural outcomes and prohibited, negative behaviours and ramifications for non-conformance. The Code of Conduct applies to all personnel engaged at the Project (construction and operation) when they are at work, travelling to and from work, in public places and within WAVs.</p>
Housing and Accommodation	<p>The Project is not expected to generate significant or material impacts on affordable housing in Dysart, as the Project will maintain employment levels consistent with what currently exists. Notwithstanding this, through consultation with IRC, IAHT and the OCG, access to affordable housing has been identified as a significant regional concern. Despite the Project not directly impacting access to affordable housing in Dysart, Bowen Basin Coal is committing to provide an annual financial contribution to the IAHT (across a 20-year period) to facilitate construction of additional affordable housing within Dysart. Proposed contributions to IAHT will entail the following guidelines:</p> <p>An annual contribution of \$80,000 will be payable in July each year.</p> <p>Payments will commence on Bowen Basin Coal receiving all necessary mining lease and environmental approvals and permits and Bowen Basin Coal's Board approval to proceed with the extension Project, and on-site construction work commences. Should the start date of the on-site construction not closely align with July of that year, the sum of the initial annual contribution will be paid pro rata in July of the following year.</p> <p>The term of the contributions is to be 20 years or until production from the underground mine concludes, whichever occurs soonest.</p>

Project Matter	Commitment
	<p>Contribution payments will commence in line with the commencement of building accommodation units in Dysart.</p> <p>Due recognition will be made to the Lake Vermont Joint Venture in conjunction with the IAHT.</p>
Housing and Accommodation	<p>Implementation of the Workforce Accommodation Solution, to provide genuine accommodation choice for operations personnel. To ensure workforce accommodation options are available at point of hire, Bowen Basin Coal is committed to:</p> <ul style="list-style-type: none"> • Purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preferences. • Refurbishing the Lake Vermont Accommodation Village to provide high quality accommodation to the non-resident workforce. • If there is constrained workforce access to housing, consideration of potential long-term leasing arrangements to access existing unused dwellings in Dysart.
Workforce Management	<p>The 'Living Local' initiative is an existing program offered by the Lake Vermont Mine, which provides financial incentives for employees choosing to reside in Dysart. The Living Local initiative will continue to be offered to Project employees in 2028 and will be available to all Project employees, whether employed by Bowen Basin Coal or by a contractor. New employees will be provided information regarding housing choice and details on the 'Living Local' initiative through the recruitment and onboarding process.</p>
Workforce Management	<p>Provision of \$200 per week as the live local incentive which is included in gross pay of new workers or existing workers on FIFO arrangements to relocate to Dysart. No cap applied to the uptake of the live local allowance, which will be offered to all employees regardless of length of service and commencement date.</p>
Workforce Management	<p>Provision of a financial contribution of \$10,000 per annum to ELAM to support delivery of mental health and youth programs in Dysart.</p>

Acronyms and abbreviations

Acronym	Definition
BBC	Bowen Basin Coal Pty Ltd
CHMP	Cultural Heritage Management Plan
CSEP	Community and Stakeholder Engagement Plan
DESI	Department of Environment, Science and Innovation
DIDO	drive-in, drive out
EAP	engagement action plan
EIS	environmental impact statement
EP Act	<i>Environmental Protection Act 1994</i> (Qld)
FIFO	fly-in, fly-out
FTE	full time equivalent
IRC	Isaac Regional Council
LGA	local government area
Mtpa	million tonnes per annum
NRC	nearby regional community
SIA	Social impact assessment
SIMP	social impact management plan
SIMR	social impact management report
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i> (Qld)
UCL	urban centre locality
WAV	workers accommodation village

Glossary

Term	Definition
Coordinator-General	The corporation sole constituted under section 8A of the <i>State Development and Public Works Organisation Act 1938</i> and preserved, continued in existence and constituted under section 8 of the <i>State Development and Public Works Organisation Act 1971</i>
Large resource project	A resource project for which an EIS is required
Nearby regional community	A town within 125 km radius of a large resource project that has a population of more than 200 people
The project	Lake Vermont Meadowbrook project
The proponent	Bowen Basin Coal Pty Ltd