

Saint Elmo Vanadium project

Coordinator-General's evaluation report on the social impact assessment

August 2020

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1. Introduction

This report has been prepared pursuant to section 11 of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and provides my evaluation, as Coordinator-General, of the potential social impacts for the Saint Elmo Vanadium project (the project). I have considered the environmental impact statement (EIS) more broadly only to the extent that it relates to key social impacts identified by the proponent's social impact assessment (SIA).

The SIA was prepared as part of the voluntary EIS for the project under chapter 3 of the *Environmental Protection Act 1994* (EP Act).

The terms of reference (TOR) for the EIS required an SIA that addresses the requirements of the SSRC Act and the Coordinator-General's SIA Guideline March 2018 (SIA Guideline). The SIA was required to describe the potential social impacts (both positive and negative) of the proposed project and identify relevant and effective impact mitigation and benefit enhancement measures for the following five key matters:

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

This evaluation report does not record all the matters that were 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
- documents the proponent's social commitments.

As part of evaluating the EIS, the Coordinator-General is 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 also apply to the project's construction workforce. This matter is addressed in section 1.1.1 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 and Science (DES) and issued to the proponent in accordance with section 60 of the EP Act. The EIS assessment report is located on DES's website: <https://www.qld.gov.au/environment/pollution/management/eis-process/projects/completed/saint-elmo-vanadium-project>.

1.1 Overview of the *Strong and Sustainable Resource Communities Act 2017*

The SSRC Act commenced on 30 March 2018. The objective of the SSRC Act is to ensure that residents of communities 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 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 EIS process under either the *State Development and Public Works Organisation Act 1971* or *EP Act* (section 9).

The project is defined as a large resource project by the SSRC Act because it is a resource project that requires an EIS under the EP Act and is anticipated to have 100 or more workers.

Under the SSRC Act, large resource projects undergoing an EIS process under the EP Act are required to complete a SIA in accordance with the SIA Guideline.

1.1.1 Nomination of the project's construction workforce

During my evaluation of an EIS for a resource project, I am required to decide whether to nominate the project as a large resource project for which the 100 per cent FIFO prohibition (section 6 of the SSRC Act) and anti-discrimination provisions (section 8 of the SSRC Act) also apply to the project's construction workforce.

A large resource project must have at least one nearby regional community for the SSRC Act provisions to apply to the project. A nearby regional community is defined by the SSRC Act as a town within a 125 kilometres (km) radius of the main access to the project, with a population of more than 200 people. The Coordinator-General may however decide to include a town within a greater or lesser radius or with a population of less than 200 people.

Two towns, Julia Creek and Richmond, meet the definition of a nearby regional community for the project under Schedule 1 of the SSRC Act. Julia Creek is located 16 km from the main access to the project and has a population of approximately 400 people, while Richmond is located 124 km from the project with a population of approximately 500 people.

On 27 July 2020, I 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 this decision, I 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 scale and duration of the project's construction phases present significant employment opportunities for Julia Creek and Richmond residents. These towns have capacity to provide workers with relevant skills for the project's construction phases

- given the proponent's strategy to accommodate non-local construction workers at the proposed workforce accommodation village (WAV), workers would be likely to utilise on-site services. As such accommodation and social services in Julia Creek and Richmond would not experience unsustainable demand from construction workers
- protecting locals in Julia Creek and Richmond from being discriminated against during recruitment for construction jobs at the project has the potential to reduce local unemployment rates and help offset population decline in the McKinlay and Richmond shires
- local employment opportunities offered by the project would support regional Queensland's economic recovery following the COVID-19 pandemic.

I will publish details of the project and its nearby regional communities on the list of large resource projects on the Department of State Development, Tourism and Innovation (DSDTI) website at the conclusion of the EIS process under the EP Act.

1.2 Project description

The proponent, Multicom Resources Limited, is proposing to develop a vanadium mine in the North West Minerals province. The project is located approximately 16 km east of Julia Creek in the McKinlay Shire Council local government area.

The project includes the development and operation of a greenfield open cut vanadium mine over an area of around 7,000 hectares. The nature of the vanadium bearing material on the project site means that the project will involve relatively shallow open cut pits, generally between 20 metres (m) and 40 m deep, which will be progressively rehabilitated.

The mine is expected to have a 30-year operational mine life, initially delivering up to 10,000 tonnes per annum (tpa) of vanadium pentoxide product (product), with a possible expansion up to 20,000 tpa of product depending on demand and market factors. Both the initial construction period and the second phase of construction (to expand the processing facility) would last 12 months.

The project comprises the following key elements:

- open cut mine and mine infrastructure area on the mining lease
- off-site water storage facility (approximately 21 km east of the project site on the Flinders River) and pipeline with aqueduct
- WAV in Julia Creek
- railway connection from the mine infrastructure area to the existing Northern Rail line which runs between Townsville and Mount Isa.

The project location is shown in Figure 1.

1.3 Project workforce

The proponent indicates that subject to approvals, construction of the project will commence in 2021, with production of the first vanadium expected in 2022. In summary, the project workforce will include:

- up to 200 jobs during phase 1, which will involve construction of the mine infrastructure area and processing facility capable of producing 10,000 tpa of product. This phase would be over a period of 12 months starting in 2021
- approximately 150 operational jobs commencing in 2022 to support production of up to 10,000 tpa of processed ore
- a further 150 construction jobs during phase 2 to expand the processing facility to a capacity of 20,000 tpa. This phase would be over a period of 12 months starting in 2023
- an additional 100 operational roles once construction of phase 2 is completed, with a peak operating workforce of 250 from 2024 once an operational capacity of 20,000 tpa is reached
- approximately 75 jobs during mine decommissioning, estimated to occur in 2053.

1.4 Project context

1.4.1 McKinlay Shire

The McKinlay Shire local government area is located, approximately 650 km west of Townsville and 250 km east of Mount Isa. There are four main population centres in the shire: Julia Creek, Kynuna, McKinlay and Nelia.

McKinlay Shire's economic development plan (2018) notes that the shire's main industries are:

- Agriculture: McKinlay is a major grazing centre, predominantly for beef cattle and some sheep.
- Mining: McKinlay hosts significant mining operations including the Eloise Copper Mine and the South 32 Cannington (lead and silver) Mine. The region also possesses significant resources which may be viable for future development, including vanadium, oil shale and geothermal energy generation.
- Tourism: McKinlay is a well-known outback tourism destination, receiving an average of 170,000 visitors each year.

Between 2011 and 2016, the McKinlay Shire population fell by around 250 people. The population of McKinlay Shire is expected to continue to decline in the medium term, with Queensland Treasury forecasting that the population will decrease by 192 persons by 2041.

Julia Creek currently supports a population of over 400 people and is the primary service hub for McKinlay Shire. Julia Creek remains a largely rural community, with the dominant land use comprising cattle and sheep grazing. The town has a range of facilities including a primary school, hospital, public library, visitor and cultural centre, swimming pool, tennis courts, parks as well as a sports centre. Julia Creek is the administrative centre of McKinlay Shire Council.

Julia Creek is located on the Flinders Highway. There is no public transport within the town, although it is connected by an air service to Mount Isa, Cloncurry and Townsville, a bus service, and twice-weekly rail service.

The proponent reports that during consultation undertaken for the SIA, members of the community stated that they were hopeful that an increase in population due to the project

would allow for the re-opening of the high school, as well as facilitate opportunities for post-school education.

1.4.2 Richmond Shire

Richmond Shire has also experienced negative average annual growth rates over the past ten years. Richmond Shire Council's *Community Plan 2011-2021* identifies that both Council and the community recognise the need for growth through the ability to attract industry, agriculture and regional development.

Richmond has a population of around 500 people and is serviced by a hospital, school (Prep to Year 10), swimming facilities, racecourse, caravan park and tourist information centre. The town has several tourist accommodation options including hotels, motels and a caravan park and supermarkets and cafes.

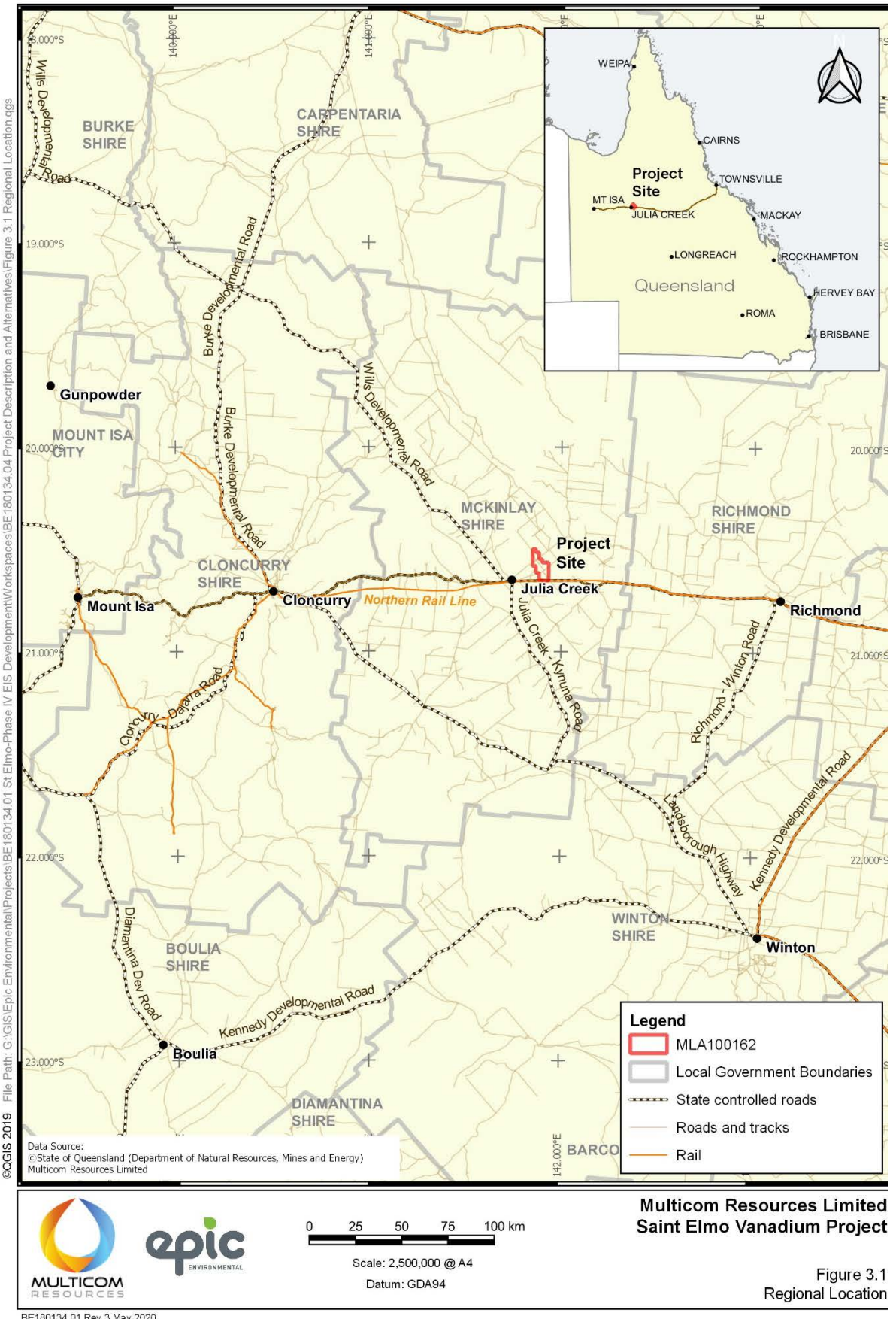


Figure 1 Project location

1.5 Study areas

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

1.5.1 Primary study area

The primary study area comprised of five sensitive receptors (residential properties directly impacted and adjacent to the project) and the township of Julia Creek. Julia Creek is the nearest town located approximately 16 km west of the project's main access.

The population of Julia Creek has been declining due to limited opportunities for young people in town. There is no high school located in Julia Creek, so high school-age children complete their studies via Mount Isa School of the Air or are sent to boarding school.

The SIA states that feedback from consultation confirms that locals have the skills required to work on the project and are keen to realise the project's benefits in town. The community indicated it is keen to diversify its economy to keep young people in town and attract new residents.

1.5.2 Secondary study area

The secondary study area is comprised of the nearest regional towns being Mount Isa, Cloncurry and Richmond. While these towns are located more than a one-hour drive from the project site, they have larger populations and more social services than Julia Creek. Mount Isa and Cloncurry in particular have large, skilled mining workforces and mining suppliers and service operators that could support the project.

While Richmond meets the definition of a nearby regional community under the SSRC Act (see section 1.1.1), the SIA considered it to be part of the secondary study area. This is because Richmond is unlikely to experience negative project impacts such as increased traffic, dust and noise – given its distance from the project area (124 km) – but it could potentially provide workers with relevant skills for the project and potentially benefit from local procurement opportunities.

1.5.3 Economic catchment study area

The economic catchment study area is comprised of the local government areas of Mount Isa, Cloncurry, McKinlay, Richmond, Flinders, Charters Towers and Townsville. These local government areas contain the transport route for the project and key anticipated supply chain and service centres. They also include the key regional centres from which non-local workers are expected to travel from.

1.6 Methodology

The SIA was developed in accordance with the Coordinator-General's SIA Guideline and involved: scoping, community and stakeholder engagement (see section 2.1.1), baseline analysis, impact assessment and impact mitigation and management.

1.6.1 Scoping

The scoping phase involved:

- describing the project
- determining the regulatory context
- identifying the study areas
- identifying stakeholders
- identifying relevant social indicators
- conducting a preliminary review of potential social impacts and benefits.

1.6.2 Social baseline

The SIA's social baseline outlined the social environment of the primary and secondary study areas (see section 1.5) in relation to the social indicators of population and demographics, housing and accommodation, labour force and employment, socio-economic wellbeing, and social infrastructure and services. Information presented in the social baseline was informed by data collected from publicly available documents and data sources, as well as feedback from stakeholder consultation.

1.6.3 Impact assessment

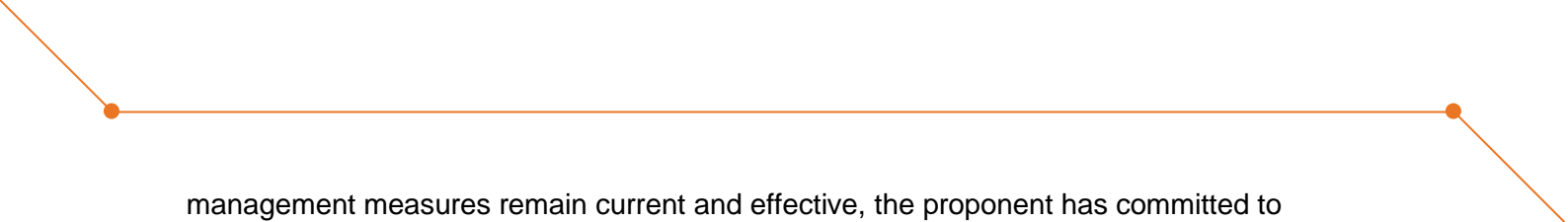
Potential impacts and proposed management measures were identified through feedback from stakeholder engagement, and a review of literature and documentation from other relevant projects. The assessment of potential social impacts was informed by a risk assessment approach, which considered the magnitude of the impact against the vulnerability of the affected person, both pre-mitigation measures being applied, and post-application of mitigation measures.

The management measures and monitoring approach proposed by the proponent have been collated in a draft social impact management plan (SIMP) which was included in the SIA. The draft SIMP provides a strategic approach for the management of social impacts throughout the construction and operation of the project. The draft SIMP includes draft management plans for:

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

1.6.4 Adequacy

I am satisfied that the proponent's methodology for the SIA was conducted in accordance with the SIA Guideline providing a reasonable and rigorous assessment of the project's social impacts informed by inclusive community and stakeholder engagement. I consider that the draft management plans presented in the draft SIMP are appropriate for the EIS stage of the project and consistent with the SIA Guideline. To ensure that the project's social



management measures remain current and effective, the proponent has committed to monitor the implementation of their SIMP throughout the project lifecycle and update the plans as required.

2. 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 the 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 that the SIA adequately addressed the TOR and responded to submissions received on the EIS relating to social impacts. The proponent proposed suitable measures to avoid potential social impacts and enhance potential social benefits. However, further consultation with McKinlay Shire Council is required to develop the housing strategy for new local workers moving to Julia Creek during the operational stage. I have stated conditions included in this report at Appendix 1 to address potential impacts and ensure potential benefits are realised.

2.1 Community and stakeholder engagement

2.1.1 Engagement for the SIA and EIS

The proponent consulted with relevant stakeholders to develop the SIA (Table 1).

Table 1 Project stakeholders

Adapted from Table 8-1 in Appendix A7 – Social Impact Assessment of the Saint Elmo Vanadium amended EIS (June 2020)

Category	Stakeholder
Direct landholders	The three landholders whose property the mine infrastructure may be located, including the McKinlay Shire Council. Property owners within Mine Lease Area (MLA100162).
Adjoining landholders	Landholders whose property is adjoining the project site. There are four identified landholders.
Federal, State and Local government representatives	<p>Federal</p> <ul style="list-style-type: none"> • Department of Environment and Energy • Kennedy Federal Division <p>State</p> <ul style="list-style-type: none"> • Department of Environment and Science • Department of Natural Resources, Mines and Energy • Department of Communities, Disability Services and Seniors • Department of Child Safety, Youth and Women • Department of State Development, Manufacturing, Infrastructure and Planning (including Northwest Minerals Province Taskforce and Office of the Coordinator-General) • Department of Housing and Public Works • Department of Employment, Small Business and Training • Department of Aboriginal and Torres Strait Islander Partnerships • Department of Education • Traeger State Electorate

Category	Stakeholder
	<p>Local</p> <ul style="list-style-type: none"> • McKinlay Shire Council • Cloncurry Shire Council • Mount Isa City Council • Richmond Shire Council • Townsville City Council <p>Government Service Representatives</p> <ul style="list-style-type: none"> • Queensland Police • Queensland Ambulance Service • Queensland Fire and Emergency Services • Queensland Health <p>Infrastructure and Utilities Providers</p> <ul style="list-style-type: none"> • Aurizon • Queensland Rail • Cloncurry Airport • Ergon Energy • Julia Creek Airport (McKinlay Shire Council) • Mount Isa Airport • Port of Townsville • Telstra
Indigenous (Aboriginal and Torres Strait Islander) stakeholders	<ul style="list-style-type: none"> • Department of Aboriginal and Torres Strait Islander Partnerships – Mount Isa • Gidgee Healing – Mount Isa • Queensland South Native Title Services
Business operators and representatives	<ul style="list-style-type: none"> • Queensland Resources Council • North West Chamber of Commerce • Mount Isa to Townsville Economic Development Zone regional development organisation • Townsville Enterprise • Short term accommodation providers including: Julia Creek Caravan Park, Julia Creek Villas, Corella Creek Country Farm Stay, Cloncurry Discovery Parks, Gannon’s Hotel • Retail businesses including: Elders Rural, Information Centre, Julia Creek News, Pharmacy and Gift Shop, Corina’s Catering, Grocery shops, hardware shops, roadhouse tyre distributor • Contractors including: bulk haulage, plumbers, construction companies, field mining services, mobile workshops, electrical contractors, grader and water tanker hire.
Special interest groups	<ul style="list-style-type: none"> • Community associations such as Country Women’s Association, Julia Creek Lions Club and Julia Creek Lions Ladies • Educational providers such as Julia Creek Early Learning Centre and Julia Creek State School • Various sporting and social groups such as Julia Creek Pony Club, Julia Creek Camp draft Association, Julia Creek Sporting Shooters Association, Julia Creek Swimming Club • Major event organisers such as Dirt N Dust Festival

Category	Stakeholder
	<ul style="list-style-type: none"> • Relevant groups associated with natural area management and species protection such as Southern Gulf NRM and the University of Queensland • Emergency Service Committees such as the Julia Creek Local Ambulance Committee and Fire Captain
Local communities	<ul style="list-style-type: none"> • Other interested members of the McKinlay, Cloncurry and Richmond shires and broader North West region

Key matters raised in consultation undertaken for the SIA included:

- potential increases in dust and other air emissions
- quantity of water required, source of water (i.e. groundwater) and impact on neighbouring users
- opportunities for social and economic enhancement of the area
- opportunities for local employment and suppliers
- likelihood of project proceeding
- potential traffic impacts on the Flinders Highway between Mount Isa and Hughenden due to workers being transported by bus to and from Julia Creek
- potential for FIFO workers to change the sense of place in Julia Creek and contribute to concerns about safety due to anti-social behaviour.

I note that submissions on the EIS also acknowledged that timely engagement with stakeholders and communities has allowed stakeholder feedback to inform the project design.

2.1.2 Ongoing community and stakeholder engagement

The proponent's approach to ongoing community and stakeholder engagement, described in the draft community and stakeholder engagement plan (CSEP) in the SIA, is to focus on:

- providing advanced notice of recruitment, procurement and project works to stakeholders
- finalising any outstanding arrangements with landholders
- progressing the housing strategy and infrastructure needs with McKinlay Shire Council
- hosting workshops on topics of specific interest to locals, for example water use and tendering opportunities for local business
- seeking feedback from McKinlay Shire Council and other stakeholders on the effectiveness of the project's SIMP.

The proponent has also committed to implementing a complaints management and dispute resolution process and appointing a dedicated project liaison officer for the duration of the project. I support these commitments.

Submissions on the EIS requested further engagement with the proponent on the following matters:

- ongoing collaboration with McKinlay Shire Council on the project's housing strategy

- advanced notice to emergency service providers of commencement of project activities
- ongoing collaboration with emergency service providers to develop emergency response procedures for the mine and WAV, including providing evacuation maps for the WAV.

The project's housing strategy is addressed in section 2.3 (Housing and accommodation) and ongoing collaboration with emergency services is addressed in section 2.5.1 (Social infrastructure and services).

I note that the draft CSEP prepared as part of the SIA provides a strategic approach for ongoing engagement. Although I am satisfied that this level of detail is appropriate in the SIA, I require the proponent to prepare an updated CSEP to ensure an adequate level of detail for ongoing community engagement. Ongoing engagement must be transparent and facilitate the management and monitoring of potential project impacts during the construction and operational phases.

2.1.3 Conclusion

I am satisfied that community and stakeholder engagement undertaken for the SIA was transparent and inclusive and informed the baseline analysis, the assessment of impacts and opportunities, and development of measures to manage impacts and enhance benefits. The proponent has engaged with relevant stakeholders and provided them with timely and relevant information on the project.

I am also satisfied that the draft CSEP prepared as part of the SIA provides a strategic approach for ongoing engagement in the lead-up to and during the project's construction and operational stages.

To ensure that the ongoing engagement actions described in the plan are undertaken and inform proactive management and monitoring of the project's potential social impacts, I have stated conditions (Appendix 1) requiring the proponent to prepare an updated CSEP as part of the SIMP to be submitted to me for approval at least three months before construction commences. The updated CSEP should include a detailed community engagement program that addresses the engagement actions identified in Section 8.3 of Appendix A7 – Social Impact Assessment of the amended EIS (June 2020).

2.2 Workforce management

The proponent's approach as described in the draft workforce management plan in the SIA, is to prioritise recruiting workers in the following order:

- (1) residents of Julia Creek and McKinlay Shire who live within a commute time of one hour to the project
- (2) residents of Mount Isa, Cloncurry and Richmond
- (3) residents from other regions who are willing to move to Julia Creek
- (4) FIFO workers who cannot be sourced from any of the above.

The proponent will encourage operational staff to relocate to Julia Creek and will require contractors to provide residents of Julia Creek with reasonable opportunities to gain the necessary knowledge, skills and experience to be competitive in the labour market for jobs at the project.

The proponent has indicated they will work with DSSTI, Mount Isa TAFE and other training providers to develop training programs to upskill local workers as necessary, including apprenticeship opportunities for young residents.

Submissions on the EIS sought clarification on the following matters regarding the project's workforce:

- breakdown of where workers would be sourced, including confirmation on whether FIFO workers would be sourced from locations other than Mount Isa
- percentages of local and FIFO workers for the construction and operational stages
- whether workforce numbers include the workforce required to operate and service the WAV
- travel arrangements for operational workers to be sourced from Townsville, Mount Isa and Cloncurry
- commitment to an Aboriginal and Torres Strait Islander employment target
- potential impacts of an influx of new locals and FIFO workers on the local community identity
- potential cumulative impacts on labour markets with the proposed CopperString project.

2.2.1 Workforce profile

In line with the SIA Guideline, the SIA included a summary workforce profile for the construction and operations phases of the project. The SIA confirmed the local and regional labour market has capacity to support the project's proposed labour requirements.

Although the workforce numbers provided in the SIA for both the construction and operational phases do not include the workers that would be required to operate and service the WAV, I accept that these details would be confirmed in consultation with McKinlay Shire Council and other stakeholders during a material change of use development application process under the *Planning Act 2016* for the WAV.

Construction

To reach full development the project would have two construction phases, each expected to take 12 months to complete. The EIS confirms that up to 200 workers are required for the first construction phase, and up to 150 workers for the second construction phase.

The SIA assumed that approximately 25 per cent of the construction workforce will be sourced from Julia Creek, Mount Isa, Cloncurry and Richmond, 50 per cent from Charters Towers and Townsville, and 25 per cent from other regional Queensland centres.

Construction workers who reside in Mount Isa, Cloncurry or Richmond would be transported by bus to Julia Creek at the start and end of their shift rotation. All other commuting construction workers (residents of Charters Towers, Townsville and other regional Queensland centres) would FIFO. The EIS assumed that all FIFO workers would travel via Mount Isa Airport (to assess maximum impact on air and road traffic) and then be transported by bus to the WAV.

The SIA states that local and regional contractors, labourers and suppliers will be preferentially employed during construction, which is in line with the project's lawful obligations as a listed LRP under the SSRC Act

Operational stage

Approximately 150 workers are required to operate the mine at 10,000 tpa capacity. The operational workforce for the project would peak at approximately 250 workers when the mine is at 20,000 tpa capacity. The SIA anticipates that the number of operational workers residing in Julia Creek would increase over time and that the number of commuting workers would decrease (Table 2).

Table 2 Operational workforce sourcing estimates

Adapted from Table 7-2 1 in Appendix A7 – Social Impact Assessment of the Saint Elmo Vanadium amended EIS (June 2020)

Location	Years 1-2 (2022-2023)	Years 3-5 (2024-2026)	Years 6-9 (2027-2030)	Year 10 (2031)
Primary study area (existing residents)	7% (11 workers)	5% (13 workers)	5% (13 workers)	5% (13 workers)
Primary study area (new locals)	5% (8 workers)	10% (25 workers)	15% (38 workers)	20% (50 workers)
Secondary study area	30% (45 workers)	30% (75 workers)	30% (75 workers)	30% (75 workers)
Economic catchment	33% (50 workers)	33% (75 workers)	25% (63 workers)	25% (63 workers)
FIFO	25% (38 workers)	25% (63 workers)	25% (63 workers)	20% (50 workers)

In the first year of operations when there is expected to be approximately 150 operational workers, the SIA predicts that 12 per cent of the operational workforce (19 workers) would be from Julia Creek, 30 per cent (45 workers) from Mount Isa, Cloncurry or Richmond with the remaining 58 per cent (88 workers) expected to come from other towns working on a FIFO arrangement. The majority of FIFO workers are predicted to come from north Queensland towns including Hughenden, Charters Towers and Townsville.

By the tenth year of operations when there is expected to be approximately 250 operational workers, the SIA predicts that 25 per cent of the operational workforce (63 workers) would reside in Julia Creek, 30 per cent (75 workers) from Mount Isa, Cloncurry or Richmond with the remaining 45 per cent (113 workers) being FIFO workers from other towns.

2.2.2 Aboriginal and Torres Strait Islander employment and training opportunities

The Department of Aboriginal and Torres Strait Islander Partnerships' (DATSIP) submission on the EIS raised that the proponent should commit to a target for Aboriginal and Torres Strait Islander employment that considers the potential Aboriginal and Torres Strait Islander workforce available in the economic catchment and the rest of Queensland. The draft workforce management plan prepared as part of the SIA identifies that, in addition to the recruitment hierarchy, the proponent will prioritise Aboriginal and Torres Strait Islander employees and will set appropriate diversity employment targets prior to commencement of operations.

To support employment opportunities for Aboriginal and Torres Strait Islander people, the SIA confirms that the proponent will work with DATSIP and local Aboriginal and Torres Strait

Islander training organisations to develop a detailed Aboriginal and Torres Strait Islander training and employment plan for operations.

2.2.3 Integrating workers with the local community

Consultation on the SIA identified two distinct matters relating to the project's workforce: opportunity for new locals to grow the town and integrate with the local community, and for FIFO workers to potentially disrupt community cohesion.

Job opportunities at the mine may attract new locals to Julia Creek. This was raised as a potential benefit for the town during consultation on the SIA and the proponent has identified that it will encourage and support operational workers and their families to relocate to Julia Creek. Approximately 400 people live in Julia Creek, but the population has been declining. New locals moving to Julia Creek may help offset population decline. The SIA predicts that the number of workers moving to Julia Creek would increase over the project's life, starting with up to eight workers and their families in the first two years of operations. To assist with integrating new locals and their families with the Julia Creek community, the proponent will work with McKinlay Shire Council to provide a 'Welcoming and Community Integration' process for employees and their families to become involved in the community, including through a volunteering program.

A large contingent of up to 90 per cent FIFO workers (180 workers) during construction and up to 75 per cent (188 workers during operation) staying in Julia Creek while on shift may impact on the close-knit nature of the community and heighten concerns about safety due to anti-social behaviour. The SIA anticipates that the highest perceived level of impact would occur during construction when workers are more transient, compared to the proposed operational workforce who would more likely be long-term employees and a greater proportion of whom would be sourced from the nearby regional areas (for example, Mount Isa, Cloncurry and Richmond). To manage worker behaviour, the proponent will develop and implement a workforce code of conduct that applies to all employees and in particular, commuting workers staying at the WAV.

2.2.4 Potential cumulative impacts

The former Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP) requested the SIA consider the potential cumulative social impacts associated with the project, the South32 Cannington Mine and the proposed CopperString project.

The SIA concluded that cumulative social impacts are unlikely to arise from the interaction of the Saint Elmo Vanadium project and Cannington Mine. Cannington Mine is located approximately 185 km from Julia Creek and the project workforce is largely comprised of FIFO workers who fly directly to the site and have limited interaction with local communities. There is limited overlap between the potential social impacts of the two projects. The SIA did find that some locally-based Cannington Mine employees may become part of the project workforce, particularly given the much closer proximity of the project site to Julia Creek and the benefits associated with reduced commuting times.

There is limited detailed information about the CopperString project as it is still developing its EIS. However, the SIA was able to identify that while the CopperString project has a large construction workforce (400 workers), they would be accommodated in multiple temporary accommodation camps throughout the region. The location of the camps for the CopperString project is not yet confirmed and the construction phase for the project is likely

to commence after the Saint Elmo Vanadium project, meaning that there would be no cumulative demand for workers with similar skills.

The CopperString project's operational workforce is relatively small compared to the Saint Elmo Vanadium project, with approximately 30 workers who would work primarily at the substations – none of which are proposed to be located at Julia Creek. Therefore, cumulative demand on social aspects, such as workforce, social services and infrastructure, are unlikely.

2.2.5 Conclusion

I am satisfied that the proponent's recruitment strategy described in the draft workforce management plan would maximise employment opportunities for locals and Aboriginal and Torres Strait Islander people and support integration of workers into the Julia Creek community.

I acknowledge that the DATSIP submission on the EIS raised the matter of employment targets for Aboriginal and Torres Strait Islander people. I therefore require a target for Aboriginal and Torres Strait Islander employment on the project to be included in the SIMP. The proponent must consult with DATSIP in the development of the target and I expect broader consultation with the DSDTI (Mount Isa Unit) and local Aboriginal and Torres Strait Islander training and business organisations. I also expect that the proponent will use best endeavours to engage with other relevant Aboriginal and Torres Strait Islander stakeholders via measures such as public notification inviting input from the local and regional community.

To ensure that Aboriginal and Torres Strait Islander employment targets are appropriate and that local and Aboriginal and Torres Strait Islander training programs are appropriately focussed, I have stated conditions (Appendix 1) requiring the proponent to prepare an updated workforce management plan as part of the SIMP to be submitted to me for approval at least three months before construction commences. The updated workforce management plan should include details of the proponent's local employment policies, procedures and practices to support the recruitment hierarchy, and details of the Aboriginal and Torres Strait Islander training and employment plan and the healthy workforce plan identified in Section 8.4 of Appendix A7 – Social Impact Assessment of the amended EIS (June 2020).

2.3 Housing and accommodation

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

The social baseline in the SIA highlighted that Julia Creek has an informal housing market without a local real estate agent, making it difficult to confirm local housing market trends and rental vacancies. The social baseline found that Julia Creek does not have any apartment-style accommodation or existing WAVs that could be used to accommodate FIFO workers. The social baseline also found that Julia Creek has a relatively high number of unoccupied dwellings that could be used to accommodate new local workers and their families.

The proponent's housing and accommodation strategy, described in the draft housing and accommodation plan in the SIA, therefore relies on establishing a WAV in Julia Creek for commuting construction and operational workers, and relying on existing housing in Julia Creek for operational workers who would move to Julia Creek. Construction and operational

workers who are existing residents of Julia Creek are assumed to have their own housing and do not require the proponent to provide accommodation for them.

Submissions on the EIS sought further information on the following matters regarding the project's housing and accommodation strategy:

- distribution of workers between the WAV and existing houses and short-term accommodation in Julia Creek
- confirmation that the WAV would provide an ongoing, long-term role in providing accommodation for operational workers
- incentives offered to workers to live at the WAV to ensure it is occupied
- confirmation of housing strategy for operational workers
- outcome of the assessment of availability and suitability of unoccupied dwellings and the need for alternative accommodation options
- discussions with McKinlay Shire Council around the potential new housing subdivision in Julia Creek
- confirmation that workers are free to choose which town they live in, and to purchase or rent a property of their own accord
- consultation with local short-term accommodation providers regarding opportunities to accommodate project workers.

2.3.1 Workforce accommodation village

The EIS confirms any worker who resides more than one-hour's drive from Julia Creek will be required to stay at the WAV. The WAV will accommodate both construction and operational workers. Incentives for workers to stay at the WAV to ensure it is occupied are not required, given non-local workers are obliged to stay there while on shift.

It is anticipated that up to 90 per cent of the construction workforce (up to 180 workers) and 75 per cent of the operational workforce (up to 188 workers) would need to stay at the WAV.

2.3.2 Housing for new local workers in Julia Creek

Due to the relatively short period of the two construction phases (12 months to complete each phase), construction workers are not anticipated to move to Julia Creek to work at the project, and the proponent has stated they will not encourage construction workers to move locally. However, the proponent will encourage operational workers to move to Julia Creek with their families.

The SIA estimated that over the life of the project, up to 50 workers and their families would move to Julia Creek, starting with up to eight workers in the first two years of operation and up to 25 workers in the first five years.

Unoccupied dwellings

The proponent intends to integrate new local workers and their families (new locals) into the Julia Creek community through using existing housing during the operational phase. The SIA estimated that unoccupied dwellings in Julia Creek could accommodate some new local workers and their families, but additional housing could be required.

The SIA investigated the number of unoccupied dwellings in Julia Creek and conservatively found that there could be enough unoccupied dwellings available to cater for 25 workers (30 per cent) and their families predicted to move to Julia Creek during the first five years of mining operations. However, a detailed assessment confirming the habitability of these unoccupied dwellings is still required to be undertaken by the proponent and would need to be determined before confirming that new local workers could move into them.

If the number or condition of unoccupied dwellings in Julia Creek is insufficient or unsuitable for new local workers and their families, the proponent has identified that they will consult with McKinlay Shire Council to develop housing in town. Consultation with McKinlay Shire Council is critical to this matter, given the limited information readily available about the status and condition of unoccupied dwellings, and the potential loss of opportunity if there is no housing available for workers interested in moving to Julia Creek. McKinlay Shire Council also emphasised in their submission on the EIS the importance of ongoing collaboration on the housing strategy for the project.

The draft housing and accommodation plan prepared as part of the SIA notes that the proponent will develop a housing strategy in partnership with McKinlay Shire Council, which will include:

- an audit of existing unoccupied dwellings and their suitability for new locals
- an updated assessment of project housing need
- policies and possible funding mechanisms to encourage owners of unoccupied dwellings to make the properties habitable and attractive for new locals.

To ensure that the housing strategy is achievable, I have stated conditions (Appendix 1) requiring the proponent to develop an updated housing and accommodation plan that includes the outcomes of an assessment of the suitability of unoccupied dwellings for new locals. This is integral for informing whether the proponent needs to develop housing in Julia Creek to accommodate new locals. My stated conditions require that the updated housing and accommodation plan be submitted as part of the SIMP to me for approval at least three months before construction commences.

Housing development

The SIA acknowledges that there may be a need for the proponent to develop housing in Julia Creek to ensure that new local workers and their families can be accommodated, and to ensure that housing affordability and availability in Julia Creek is not negatively impacted by increased demand from new locals. The SIA also acknowledges that any proposal to develop new housing in Julia Creek will need to consider the implications of a potential housing surplus in Julia Creek when mining activities end.

McKinlay Shire Council has plans to develop a residential subdivision in Julia Creek that the proponent could use to accommodate new local workers. The draft housing and accommodation plan prepared as part of the SIA notes that the housing strategy, to be developed in partnership with McKinlay Shire Council, will include housing development, if required.

I understand that the proponent has had ongoing discussions with McKinlay Shire Council about the housing strategy for operational workers who would move to Julia Creek, including the option to develop housing in town. I have stated conditions (Appendix 1) requiring the proponent to develop an updated housing and accommodation plan that confirms whether

housing is required to be developed for the project, and specifics regarding the number of houses required and a development schedule.

Freedom to choose where to live

The SIA does not explicitly state that new local workers would have the freedom to choose where they live, but the proponent's response to McKinlay Shire Council's query in Appendix 35 of the amended EIS (EIS submission cross-reference table) states that new locals would be encouraged to rent or purchase local accommodation, which implies they would be free to choose.

Given all workers would stay in Julia Creek (either as residents or at the WAV) and be transported to the mine via buses, the travel time to and from the mine would be the same for all workers. Therefore, workers who choose to live in Julia Creek would not be disadvantaged by any fatigue management restrictions as they would not be limited by the type of work they could do at the mine. To ensure that workers have freedom of choice, I have stated conditions (Appendix 1) requiring the proponent to confirm the details of their policies that give workers freedom to choose the accommodation and town in which to live, as part of the updated housing and accommodation plan to be prepared as part of the SIMP.

2.3.3 Short-term accommodation

The proponent does not propose to use short-term accommodation as part of its housing strategy for construction or operational workers, but the SIA acknowledges that the project may generate indirect demand for short-term accommodation in Julia Creek and nearby towns. This is because visitors from the proponent's head office, consultants, contractors and government are likely to stay at short-term accommodation in Julia Creek.

The draft housing and accommodation plan prepared as part of the SIA notes that the proponent will consult with existing short-term accommodation providers in Julia Creek and nearby towns to understand available supply and timing of vacancies particularly during construction of the WAV. This will ensure project demand does not impact on other visitors but provides an opportunity for these businesses to benefit from the project.

2.3.4 Conclusion

I am satisfied that the proponent's proposal for a WAV is appropriate for the situation and I support the intention to integrate workers into the local community by using existing housing. I note that McKinlay Shire Council is also supportive of the proponent's proposal to use the WAV for the operational phase. However, I acknowledge that there may be a need to develop housing in Julia Creek to ensure there is sufficient housing available for new local workers and their families.

To ensure that appropriate housing is available for workers and their families who move to Julia Creek, I have stated conditions (Appendix 1) requiring the proponent to prepare an updated housing and accommodation plan, in consultation with McKinlay Shire Council, as part of the SIMP to be submitted to me for approval at least three months before construction commences. The updated housing and accommodation plan must include the outcomes of an assessment of the suitability of unoccupied dwellings, details of any proposed housing to be developed in Julia Creek, and details of policies that give workers freedom to choose where they live.

I note the draft housing and accommodation plan in the SIA indicates the housing strategy for new locals would be completed prior to operations commencing. However, I have stated conditions requiring this information to be provided to me for approval three months prior to commencement of construction to ensure that housing can be provided for workers who wish to move to Julia Creek in the first year of operation.

2.4 Local business and industry procurement

The SIA Guideline requires the proponent to manage potential social impacts associated with the procurement of local goods and services for the project during the construction and operational phases.

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

- potential for increased purchasing of goods and services from the project leading to direct employment and increased revenue for local, regional and Aboriginal and Torres Strait Islander businesses
- ability for local and regional business to benefit economically from increased trade generated by the project and indirect employment
- potential competition for labour impacting on local business and other industries.

The proponent has committed to adopting a Buy Local Plan which aligns with the Queensland Resources Council's Code of Practice for Local Content to manage these impacts.

Submissions on the EIS sought clarification on the commitment of the project to an Aboriginal and Torres Strait Islander business procurement target.

2.4.1 Increased revenue for local and regional businesses

Construction and operation of the project would require the procurement of general civil construction and mining contracting services, including machine and plant operations, construction and mining labourers and other professional services.

The SIA acknowledged that local and regional contractors, labourers and suppliers will be preferentially employed in the construction and operations phase of the project, with the effect that local and regional business will benefit economically from increased procurement generated by the project. The SIA indicated the project is estimated to contribute approximately \$223.3 million per annum additional gross regional product to the greater economic catchment during ramp up and construction, and an additional \$213.8 million per annum on average during production.

During business focussed workshops held as part of project consultation by the proponent, local business owners expressed interest in expanding their customer base through new mining opportunities and did not identify any major barriers to participation in the project. They also indicated they were familiar with the tendering requirements of McKinlay Shire Council. The proponent has committed to aligning its tendering process with Council's requirements to facilitate local business participation. The proponent has further indicated

they will support the McKinlay Shire Council in its proposal to develop a Smart Hub in Julia Creek with high-speed internet and video conferencing facilities. Such facilities would increase the capability of local business to tender for project opportunities.

Increased trade generated from the purchase of goods and services by workers living in Julia Creek was also identified by the SIA as a positive economic opportunity for local business and potential contributor to indirect employment.

2.4.2 Engagement of Aboriginal and Torres Strait Islander businesses

While there are no local Aboriginal and Torres Strait Islander businesses identified within McKinlay Shire, the SIA indicated there are 65 relevant Aboriginal and Torres Strait Islander business providers in the greater economic catchment who will have the opportunity to benefit from direct engagement as part of the Buy Local Plan to be prepared by the proponent.

I recognise a submission on the EIS raised the matter of the potential for the project to incorporate a minimum target of three per cent for the procurement of goods and services from Aboriginal and Torres Strait Islander businesses, in line with the Queensland Government Indigenous (Aboriginal and Torres Strait Islander) Business Procurement Guide (August 2019).

I acknowledge the project's proposed actions to advance Aboriginal and Torres Strait Islander business participation outcomes as part of a Buy Local Plan, including developing procedures that facilitate full and fair participation of Aboriginal and Torres Strait Islander businesses in the procurement process. However, I consider the establishment of a target an important contributor to this goal. I therefore require a target for Aboriginal and Torres Strait Islander business procurement on the project be established as part of the Buy Local Plan and SIMP. The proponent must consult with DATSIP in the development of the target and I expect broader consultation with the DSDTI (Mount Isa Unit) and local Aboriginal and Torres Strait Islander training and business organisations. I also expect that the proponent will use best endeavours to engage with other relevant Aboriginal and Torres Strait Islander stakeholders via measures such as public notification inviting input from the local and regional community.

2.4.3 Economic impacts to local business and other industries

Beef cattle grazing and agriculture are important local industries that employ significant numbers of local residents. The SIA identified that local employers may experience increased labour competition and difficulty in retaining staff, with workers leaving to pursue opportunities with the project. This impact was identified as a concern during the community consultation carried out by the proponent. The EIS also identified that increased competition for labour and resources may lead to inflationary pressure and increased costs to local businesses. The SIA indicates, however, that these impacts would be relatively minor and would be offset by the benefits generated throughout the project supply chain.

2.4.4 Conclusion

I am satisfied that the potential benefits to local and regional businesses arising from opportunities associated with project procurement outweigh the potential challenges the project may pose for some local businesses and other industries.

I am also satisfied the commitments proposed by the proponent are adequate to ensure opportunities for local and regional businesses are maximised. This includes preparing a Buy Local Plan during the pre-construction phase in consultation with DSDTI (Mount Isa Unit), the Mount Isa to Townsville Economic Development Zone regional development organisation, the North West Chamber of Commerce, the McKinlay Shire Council and the Richmond Shire Council.

The EIS confirms the proponent has committed to the Buy Local Plan that will align with the Queensland Resources Council's Code of Practice for Local Content and be published on the proponent's website. The following actions will be implemented by the proponent as part of the Buy Local Plan to promote and engage local service providers and business:

- developing and maintaining a register of local, regional and Aboriginal and Torres Strait Islander businesses
- providing the business register to major contractors
- requiring major contractors to include details of and report on their proposed local procurement strategies as part of the tendering
- promoting tendering opportunities via the Multicom website with a link to the proponent's procurement procedures (which have been aligned with those of McKinlay Shire Council)
- developing procedures which facilitate the full and fair participation of local, regional and Aboriginal and Torres Strait Islander businesses in the procurement processes
- providing technical assistance and briefings to local and regional businesses on the range of project supply opportunities and requirements
- completing a Code Industry Report to assist the Queensland Resources Council in completing the annual Code Effectiveness Report, which is published online.

In addition to these actions, I consider the proponent's commitment to support McKinlay Shire Council in its proposal to develop a Smart Hub in Julia Creek a positive action that will further enhance the capability of local businesses to tender for project-related activities.

As identified above, I have stated conditions which require the proponent to establish a target for Aboriginal and Torres Strait Islander business procurement on the project.

2.5 Health and community wellbeing

In line with the SIA Guideline, the SIA identified a range of issues that may potentially impact the health and safety, amenity values, and social and economic wellbeing of communities in the Julia Creek and the broader McKinlay Shire area during project activities. These include:

- impacts on social infrastructure and services arising from the demands of the project construction and operational workforce
- increased congestion and safety risks for other road users as a result of increased road traffic due to the project

- potential impacts to water resources through reduced water quality and availability, with potential impact on the economic wellbeing of agricultural-based industries
- disturbance to landholders of properties adjacent to the project site due to dust and noise from project activities
- enhanced community capacity and liveability through project social investment.

Submissions on the EIS sought clarification on the following matters related to health and community wellbeing:

- disruption and delays to other road users, particularly tourists, as a result of project traffic
- the need for collaborative engagement with health, education and emergency service providers to assist forward planning and develop emergency response procedures for the project and accommodation camp.

The proponent's approach to managing these issues primarily involves the following strategies documented in the draft health and community wellbeing plan prepared as part of the SIA:

- collaboration and information sharing with key government and service provider stakeholders to minimise demand impacts on education, health and emergency services
- developing a road use management plan and community safety initiatives in relation to road safety
- providing advanced notice to stakeholders of project activities with potential for disturbance and implementing relevant actions under the project's environmental management plans
- implementing a complaints and dispute resolution process that will be implemented for the duration of the project
- implementing agreed community development commitments, where appropriate.

2.5.1 Social infrastructure and services

The SIA included an analysis of the availability of, and an assessment of the project's potential impacts on, existing social infrastructure and services in Julia Creek and the broader regional area. This included: education and childcare facilities, health and emergency services, entertainment and recreation facilities, and public transport infrastructure.

Construction

Due to the relatively short period of both construction phases, the proponent will not encourage construction workers and their families to relocate to live in Julia Creek. Where construction workers live further than a one hour driving distance from the mine (i.e. 90 per cent of the construction workforce), they would be accommodated in the WAV in Julia Creek while on shift. The SIA states that it is anticipated that this approach would not result in the construction workforce adding pressure to social infrastructure such as education, childcare or health services in Julia Creek. As a safeguard, the proponent has proposed the provision of an on-site medic and basic health facilities at the WAV during construction to reduce the likelihood that non-resident project workers will require access to local health and emergency services in Julia Creek. This approach will continue into the operational stage.

Operational stage

Increased pressure on existing social infrastructure and services is more likely to arise during the operational phase of the project as the proponent will encourage new employees to relocate to Julia Creek with their families. The SIA notes that between 130 and 201 new persons may relocate to Julia Creek over the life of mine operations in total. However, this migration is more likely to occur over several years rather than all at once.

Proponent-led consultation undertaken during the preparation of the SIA indicated that Julia Creek's early learning centre and primary school currently has additional capacity to support new enrolments, but population growth may negatively impact the future capacity of these services without careful planning. The SIA considers that an increase in new local residents during operations may also place increased pressure on existing local health care and emergency services within Julia Creek, particularly with respect to increasing wait times for existing residents. The SIA identifies that the recent \$8 million upgrade of the Julia Creek Multi-Purpose Health Centre would accommodate some of this increased demand. However, McKinlay Shire Council and emergency service agencies noted in their submission on the EIS that detailed information about population growth and likely demand is required to assist with planning for the increased demand on these services.

To address these potential impacts, the proponent has committed to engage regularly and provide local providers, McKinlay Shire Council and State agencies responsible for education, health and emergency services in Julia Creek with forecasts of workforce numbers to assist with their future service planning. While I accept this commitment, I require the updated CSEP to provide details of the timing and specific stakeholders to which this information would be given (Appendix 1).

I acknowledge a submission on the EIS raised concern about the potential impact of project construction and operation on emergency services resources. I note that the proponent has committed to prepare an emergency response plan in collaboration with the Queensland Police Service, Queensland Ambulance Service, and Queensland Fire and Emergency Services prior to construction commencing. In addition, I require the proponent to notify emergency services of the proposed commencement dates for construction and operation to assist mitigate adverse impacts on the level of service from existing emergency services.

2.5.2 Road safety impacts

The project would result in an increase in traffic volumes on the Flinders Highway for the construction and operations phases, and other local roads (such as Punchbowl Road and Old Nelia Road) during construction of the off-site water storage facility and associated infrastructure. This may increase congestion and safety risks for other road users.

The SIA determined the level of traffic generated by all stages of the project is not expected to have a significant impact on the local or state road networks. In particular, the proposed use of rail freight instead of road freight to transport chemical reagents, diesel fuel and finished product during operations was identified as an approach that would result in fewer congestion and safety risks to the community. The potential impacts from workforce traffic were also found to be minimal due to the approach to use buses to transport all employees to and from site.

To reduce traffic volumes on the local road network and potential impacts to other road users, the proponent will implement a Road Use Management Plan as part of the project's construction and operational Environmental Management Plan. This includes providing

buses to transport all project workers from Julia Creek to the project site. The proponent has also committed to undertake consultation and information sessions with the local community about potential traffic hazards and measures to improve safety on the local roads during construction and operational phases.

In addition to these commitments, I have stated a condition (Appendix 1) requiring the updated CSEP to set out the specific processes and measures which will be used to provide advanced notice to stakeholders of construction and operation activities, including changed traffic, access and parking conditions. The updated CSEP must also outline the project's process for registering, managing and resolving community complaints and concerns.

2.5.3 Impacts to water resources

The project's potential impacts on water resources emerged as an important issue in the SIA. I have considered those parts of the EIS which relate to the project's potential impacts on water resources to the extent that they are relevant to stakeholder concerns identified by the SIA. DES is ultimately responsible for the assessment of the project's impacts on water resources.

The EIS identified that the construction and operational phases will require high volumes of water at certain times, including during mining and processing-related activities. This demand has the potential to reduce local water quality and availability, with potential impact on the viability of the Julia Creek town water supplies and the livelihoods of local water-dependent industry sectors, such as agriculture and grazing. These impacts were raised as key concerns by stakeholders during consultation for the EIS.

The SIA identified that the main source of water for the community of Julia Creek is groundwater from the Great Artesian Basin. The SIA confirms that the community water supply from the Great Artesian Basin will not be impacted as the project involves an off-site water storage facility and water harvesting from the Flinders River. Water modelling undertaken as part of the EIS also identified there would be a negligible impact to the water allocation of downstream licence holders and their use of water for agricultural and grazing purposes as a result of the altered stream flow regime.

The EIS identified there is potential that sediments and chemical associated with the mine will impact upon the quality of Julia Creek and other water streams due to uncontrolled surface water runoff from construction and operational activities. The proposed management measures to mitigate impacts relating to surface water quality within and surrounding the project will be provided in the project's construction and operational Environmental Management Plan.

In addition, the proponent has committed to undertake ongoing communication with relevant stakeholders with respect to potential impacts associated with project water use and management. The process and timing of this proposed engagement, as well as stakeholders to be engaged, should be outlined in the project's updated CSEP as part of the SIMP. The proponent has also committed to developing a complaints management mechanism and process for the project as part of the draft CSEP, which will further ensure community complaints and concerns related to water impacts are responded to respectfully and systematically.

I note the SIA determined that the project's proposal to source water from the Flinders River would have a minor impact on the public recreational and cultural values of this waterway, given the off-site water storage facility will be located on private property with limited public

recreational use of the river at this location. There are also no documented cultural heritage sites in the project area.

2.5.4 Noise, dust and amenity impacts

Potential noise, dust and visual amenity impacts were key stakeholder issues identified by the SIA and I have considered the EIS and advice from DES in my evaluation of these matters. During both construction and operational phases there is the potential that direct and adjoining landowners may be impacted by environmental emissions arising from project related activities, such as dust and noise. There is also the potential for the existing rural visual amenity experienced by stakeholders to be negatively impacted by the project.

Methods to control these potential disturbance impacts will be outlined in the project's construction and operational Environmental Management Plan. The proponent has also committed to regularly update affected landholders and the community on project activities and provide early notification of the proposed works.

I have stated a condition requiring the updated CSEP (to be submitted as part of the SIMP) set out the specific processes and measures which will be used to provide advanced notice to stakeholders of project activities. This includes any works which may occur outside of standard working hours, interruptions to utility services, changed traffic, access and parking conditions, or periods of predicted high noise, dust or traffic activities.

The updated CSEP must also outline the project's mechanism and process for registering, managing and resolving community complaints and concerns.

2.5.5 Community investment

The SIA acknowledged that the increased population in Julia Creek during construction and operational phases from both FIFO and resident workforces would contribute to positive population growth, which is critical for enhancing community capacity and liveability. I acknowledge the proponent's commitment to strengthen these qualities through the development and implementation of an employee volunteering program in consultation with McKinlay Shire Council. I also note the proponent's commitment to contribute to social infrastructure priorities in Julia Creek, including investigating opportunities for future investment in local childcare and early learning facilities, and supporting McKinlay Shire Council in its proposal to develop a Smart Hub facility.

In addition, I have stated conditions (Appendix 1) that an updated health and community wellbeing plan, to be submitted as part of the SIMP, for my approval at least three months prior to commencement of project construction, outlines the details of any community development or social investment programs (including partnerships, sponsorships or funding) to be implemented as part of the project.

2.5.6 Conclusion

Project activities during construction and operation have the potential to impact upon the health and safety, amenity values, and social and economic wellbeing of communities in Julia Creek and the broader McKinlay Shire. I acknowledge the commitments made by the proponent to implement a range of strategies as part of the draft health and community wellbeing plan under the SIMP to address these impacts.

In addition, I have stated a condition (Appendix 1) requiring the updated CSEP to set out the processes and measures which will be used to provide advanced notice to stakeholders of construction and operational activities. This includes any works which may occur outside of standard working hours, interruptions to utility services, changed traffic, access and parking conditions, or periods of predicted high noise, dust or traffic activities. The updated CSEP must also outline the process for registering, managing and resolving community complaints and concerns.

I also require that the updated health and community wellbeing plan, to be submitted as part of the SIMP for my approval at least three months prior to commencement of project construction, outlines the details of any community development or social investment programs to be implemented as part of the project. This would ensure the proponent's ongoing community investments are transparently recorded and reported on.

3. Conclusion

I am satisfied that the SIA was prepared in accordance with the SIA Guideline and that the draft management plans prepared as part of the SIA demonstrate the proponent's commitment to ensuring that the project does not significantly impact on, and enhances opportunities for, the local and regional communities of the project.

I am satisfied that the community and stakeholder engagement that informed the SIA was transparent and inclusive and that stakeholders were given sufficient opportunity to provide comment on the proposed project.

Overall, I consider that the project will deliver social benefits for the local and regional communities through employment and training, and business opportunities, with an estimated contribution of approximately \$223.3 million per annum additional gross regional product to the greater economic catchment during ramp up and construction, and an additional \$213.8 million per annum on average during production. I note the proponent's commitment to implement a recruitment hierarchy that preferentially employs local, regional and Aboriginal and Torres Strait Islander workers for both the construction and operational phases of the project. This approach could result in sourcing up to 50 construction workers (25 per cent of the construction phase 1 workforce) from Julia Creek, Richmond, Cloncurry and Mount Isa and up to 138 operational workers (55 per cent of the operational workforce) from those communities from the tenth year of operations. The project will also contribute positively to local population growth with up to 50 workers and their families potentially moving to Julia Creek over the 30-year operational life of the project.

I have stated conditions in this report (Appendix 1) that seek to further enhance social benefits by ensuring that:

- the proponent works collaboratively with McKinlay Shire Council to ensure enough housing is available for operational workers who wish to move to Julia Creek with their families and potential impacts on local housing affordability and availability are managed
- targets for Aboriginal and Torres Strait Islander employment and the procurement of Aboriginal and Torres Strait Islander-owned businesses are established to enhance opportunities for Aboriginal and Torres Strait Islander people to participate in the project.

I note that an increase in new local residents during operations may place increased pressure on education, health care and emergency services in Julia Creek. I am satisfied that the proponent's commitment to engage regularly and provide local service providers, McKinlay Shire Council and relevant state agencies with forecasts of workforce numbers is appropriate to manage these impacts.

In addition, I support the proponent's commitment to contribute to social infrastructure priorities in Julia Creek, including investigating opportunities for future investment in local childcare and early learning facilities. I encourage the proponent to document the details of any further community development or social investment programs to be undertaken in partnership with other stakeholders in the SIMP.

I note that the draft SIMP identifies 'ongoing engagement' as the proposed mitigation measure for several health and community wellbeing impacts identified in the SIA. To ensure this occurs, I require that the proponent prepare an updated CSEP, which outlines the approach to this ongoing engagement, to be submitted for my approval as part of the updated SIMP. The updated CSEP must provide a detailed program of stakeholder

engagement that includes processes for providing advanced notice to relevant stakeholders of construction and operational activities with potential for disturbance. The updated CSEP must also outline the process for registering, managing and resolving community complaints and concerns.

I acknowledge that the level of detail provided in the draft SIMP is appropriate for this stage of the project's development. To ensure that the proponent's commitments to strategies and action plans outlined in the draft SIMP are fully developed, I require that the proponent prepares an updated SIMP for the project construction and operation stages to be submitted for my approval at least three months before the commencement of project construction. As part of this condition, I require that the updated SIMP be made publicly available via the proponent's website following my approval.

I also require the proponent to report annually on the implementation and effectiveness of the updated SIMP and expect that management strategies will be adapted over time and in response to stakeholder concerns. In addition, I expect that the proponent's commitments (Appendix 2) will be fully implemented as presented in the SIA.

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, and I have decided to state conditions to manage the potential social impacts of the project and to ensure potential benefits are realised.

A copy of this report will be provided to DES for inclusion in their EIS assessment report, the proponent and will be made publicly available at www.statedevelopment.qld.gov.au/saintelmo.



.....
Toni Power

Coordinator-General

6 August 2020

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 and Science completes the EIS assessment report for the Saint Elmo Vanadium project.

Condition 1. General conditions – construction

- (a) The proponent must advise the Coordinator-General in writing within five (5) business days of whichever of the following occurs first:
 - (i) commencement of construction activities for the workforce accommodation village
 - (ii) commencement of construction activities for the off-site water storage facility and associated infrastructure
 - (iii) commencement of construction activities on MLA100162 for construction phase 1.

The advice must include the date that the construction activities commenced. This date will be taken as the commencement of construction of the project for reporting purposes.

Condition 2. General conditions – operation

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

Condition 3. General conditions – expanding production

- (a) The proponent must advise the Coordinator-General in writing that construction phase 2 has commenced, within five (5) business days of commencing construction phase 2.
- (b) The proponent must advise the Coordinator-General in writing that construction phase 2 has been completed, within five (5) business days of commissioning the processing facility to produce up to 20,000 tonnes per annum (tpa) of vanadium pentoxide product.

Condition 4. Social impact management plan

- (a) The proponent must submit to the Coordinator-General for approval a social impact management plan (SIMP) at least three (3) months prior to commencing construction.
- (b) The SIMP must include the following updated plans:
 - (i) community and stakeholder engagement plan in accordance with Condition 5
 - (ii) workforce management plan
 - (iii) housing and accommodation plan in accordance with Condition 6
 - (iv) local business and industry procurement plan

- (v) health and community wellbeing plan.
- (c) The SIMP must be made publicly available on the proponent's website within thirty (30) business days of the Coordinator-General's approval of the SIMP.
- (d) The proponent must notify the Coordinator-General within five (5) business days of the SIMP being published on the proponent's website.

Condition 5. Community and stakeholder engagement plan

- (a) The updated community and stakeholder engagement plan must not be inconsistent with the community and stakeholder engagement plan described in Section 8.3 of Appendix A7 – Social Impact Assessment of the Saint Elmo Vanadium project amended EIS (June 2020).
- (b) The community and stakeholder engagement plan must provide an updated program of stakeholder engagement that includes processes for providing advanced notice to relevant stakeholders of construction and operational activities with potential for disturbance, including: any works which may occur outside of standard working hours; interruptions to utility services; changed traffic, access and parking conditions; or periods of predicted high noise, vibration or traffic activities.

Condition 6. Housing and accommodation plan

- (a) The updated housing and accommodation plan must not be inconsistent with the housing and accommodation plan described in Section 8.5 of Appendix A7 – Social Impact Assessment of the Saint Elmo Vanadium project amended EIS (June 2020).
- (b) The updated housing and accommodation plan must address the construction and operational phases of the project, and include:
 - (i) the detailed plan for the Workforce Accommodation Village to be developed in consultation with McKinlay Shire Council, including:
 - (A) planned size, capacity, layout and location
 - (B) details of recreational facilities, health and social services for workers
 - (ii) the housing strategy to be developed in consultation with McKinlay Shire Council that describes where operational workers who move to Julia Creek would be accommodated, including:
 - (A) the number of unoccupied dwellings in Julia Creek that will be used to accommodate operational workers who move to Julia Creek
 - (B) the number of new houses to be developed in Julia Creek to accommodate operational workers who move to Julia Creek, and a proposed development schedule
 - (C) details of any strategies or policies to encourage new local operational workers to build, purchase or rent in the local or regional communities.

Condition 7. Maximising Aboriginal and Torres Strait Islander outcomes

- (a) Prior to commencing construction of the workforce accommodation village, the proponent must consult with the Department of Aboriginal and Torres Strait Islander Partnerships to develop:
 - (i) a target for Aboriginal and Torres Strait Islander employment on the project
 - (ii) a target for Aboriginal and Torres Strait Islander business procurement on the project
 - (iii) a detailed Aboriginal and Torres Strait Islander training and employment plan
 - (iv) a detailed Buy Local Plan which includes actions to maximise Aboriginal and Torres Strait Islander business opportunities.

- (b) The Aboriginal and Torres Strait Islander employment target, including justification for the target, and detailed Aboriginal and Torres Strait Islander training and employment plan must be included within the workforce management plan (Condition 4(b)(ii)) as part of the SIMP.
- (c) The Aboriginal and Torres Strait Islander business procurement target, including justification for the target, and detailed Buy Local Plan must be included within the local business and industry procurement plan (Condition 4(b)(iv)) as part of the SIMP.

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 for the first five (5) years of operation.
- (b) The annual SIMR must be submitted to the Coordinator-General for approval within twenty (20) business days after the end of the relevant twelve (12) month period from the commencement of construction of the project.
- (c) If construction phase 2 does not occur within the first (5) years of operation, the proponent must submit an SIMR to the Coordinator-General for approval within thirty (30) business days of commissioning the processing facility to produce up to 20,000 tpa of product.
- (d) 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 SIA including consideration of impacts of other proposed developments in the local communities
 - (ii) the progress and effectiveness of the social impact management measures detailed in the SIMP
 - (iii) how social impact management measures have been modified, where monitoring indicates measures have not been effective or in response to changed circumstances or greater knowledge of potential social impacts
 - (iv) the actions taken to implement commitments made by the proponent listed in Section 21.4.12 and Section 21.4.13 of Chapter 21 – Commitments of the Saint Elmo Vanadium project amended EIS (June 2020).
- (e) The SIMR must present the workforce profile of the project including:
 - (i) total number of workers employed
 - (ii) proportion of local workers, new local workers and FIFO workers.
- (f) Each SIMR must be made publicly available on the proponent's website within thirty (30) business days of the Coordinator-General's approval of the relevant SIMR.
- (g) The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on the proponent's website.

Definitions

'construction activities' includes pre-construction activities such as clearing and grubbing, topsoil and subsoil removal, earthworks, grading works, establishment of site offices and installing temporary amenities

'construction phase 1' is the first phase of construction that involves construction of the mine infrastructure area and processing facility able to produce 10,000 tpa of product

'construction phase 2' is the second phase of construction that involves expanding the processing facility to enable production of 20,000 tpa of product

'EIS assessment report' is the assessment report prepared by the Department of the Environment and Science on the project's environmental impact statement in accordance with section 60 of the *Environmental Protection Act 1994*

'FIFO worker' is a worker for the Saint Elmo Vanadium project who does not live in one of the local communities and must commute to work (could be DIDO, BIBO or FIFO) and stay at the workforce accommodation village while on shift

'local communities' is either Julia Creek or Richmond

'local worker' is a worker for the Saint Elmo Vanadium project who lives in one of the local communities

'new local worker' is a worker for the Saint Elmo Vanadium project who moves to Julia Creek

'off-site water storage facility and associated pipeline' is the water storage facility and associated infrastructure on MLA100244, MLA100245 and MLA100246

'operation' is mining and processing of vanadium pentoxide

'regional communities' is either Mount Isa or Cloncurry

'short-term accommodation providers' are the Townsville Enterprise short term accommodation providers listed in Table 8-1 of Appendix A7 of the Saint Elmo Vanadium project amended EIS (June 2020).

'unoccupied dwellings' are dwellings in Julia Creek identified as unoccupied in the ABS Census 2016

'worker', for a large resource project, means a person employed, or to be employed, to perform work—

- (a) during the operational phase of the project; or
- (b) for a large resource project nominated by the Coordinator-General under section 12 and the name of which is published on the department's website under section 13 —during the construction phase of the project.

'workforce accommodation village' is the accommodation village to be constructed in Julia Creek for the construction workforce and FIFO operational workforce.

Appendix 2. Proponent commitments

Source: Chapter 21 – Commitments of the Saint Elmo Vanadium project amended EIS (June 2020)

Commitment	How commitment will be implemented	Outcome
Consultation		
Consult with direct and adjoining landholders, Federal, State and Local Government including representatives and agencies, business operators and representatives, special interest groups and the local community.	Multicom's Community and Engagement officer will consult with relevant stakeholders for the duration of the Project.	The effective and appropriate delivery of Project information to relevant stakeholders.
Ensure transparent and inclusive community and stakeholder engagement.	The Community and Stakeholder Engagement Strategy was implemented in March 2018 and is an ongoing Strategy for the Project.	Transparent and inclusive community and stakeholder engagement will inform the ongoing management and monitoring of potential social impacts during all phases of the Project.
Implement the Community and Stakeholder Engagement Plan to ensure all stakeholders are kept informed and up to date of the Project.	The Community and Stakeholder Engagement Strategy was implemented in March 2018 and is an ongoing Strategy for the Project. Multicom will continue ongoing engagement with McKinlay Shire Council and relevant stakeholders.	The Community and Stakeholder Engagement Strategy provides the framework for Multicom to undertake the community and stakeholder engagement program to gather impacts, feedback and inform potential social impacts and the development of appropriate mitigation measure and management plans as part of the SIA process.
Ensure stakeholders are aware of the communication avenues (i.e. website, free call number, email address) for the Project.	Avenues of communication have been provided during community consultation and on each Project flyer / fact sheet to date. Multicom's website advertise a free call number and email address for the duration of the Project.	Stakeholders will be aware of communication avenues if they are to have any issues, complaints, questions or comments regarding the Project during any phase.
Identify reliable avenues of communication with directly impacted stakeholders regarding impacts, mitigation and management measures and commitments.	Multicom's Community and Engagement representative will identify the most appropriate method of communication when consulting with relevant stakeholders (i.e. face-to-face, telephone, email).	The effective and appropriate delivery of Project information to relevant stakeholders.
Implement the Social Impact Management Plan (SIMP) including the Community and	Prior to construction, the management measures identified in the SIMP will be	The SIMP will outline the management measures established to minimise the

Commitment	How commitment will be implemented	Outcome
Stakeholder Engagement Plan, Housing and Accommodation Plan, Local Business and Industry Procurement Plan and Health and Community Wellbeing Plan.	confirmed and reviewed through Multicom's internal Social Management System. Multicom will continue ongoing engagement with McKinlay Shire Council to develop the Housing Accommodation Plan.	potential negative, and maximise the potential positive, social impacts identified through the SIA carried out during the EIS process. It will also provide a process for monitoring the impacts over time and pursuing continual improvement.
Ensure a locally based, healthy workforce is integrated into the Julia Creek and surrounding communities.	Notify Julia Creek and surrounding communities, including business operators and representatives when opportunities for training, employment and/or business collaboration will arise, in a timely manner. This also involves providing local businesses the opportunity to bid in tenders and effectively communicate these expectations.	This will assist in workforce retention and strengthen the local economy and community. Capable and competent Project workforce including local residents. This will provide opportunities for employment for local residents over the life of the mine.
Multicom will provide a welcoming and community integration process for new Julia Creek employees and families to become involved in the community.	Multicom will work with McKinlay Shire Council to ensure employees and families become involved in the local community, including through a volunteering program.	Positive workforce integration within the Julia Creek community.
Multicom is committed to working with and communicating effectively with individuals and stakeholder groups that may be impacted by the Project that wish to make a complaint or raise an issue in a timely and respectful manner.	The Community and Stakeholder Engagement Strategy was implemented in March 2018 and is an ongoing Strategy for the Project. As part of the engagement process, a complaints mechanism will be developed and implemented.	The Community and Stakeholder Engagement Strategy provides the framework for Multicom to undertake the community and stakeholder engagement program to gather impacts, feedback and inform potential social impacts and the development of appropriate mitigation measure and management plans as part of the SIA process. The complaints register will provide an avenue to identify, track and remediate community complaints which may arise from the Project.
Social		
Implement the SIMP	The SIMP will be implemented prior to construction of the Project. The SIMP will be a living document that will be updated over time to reflect the following:	Minimise the potential negative and maximise the potential positive social impacts identified in the SIA.

Commitment	How commitment will be implemented	Outcome
	<ul style="list-style-type: none"> • Changes to the Project design or implementation; • New insights gained through primary data collection (i.e. complaints register); • Changes in the social baseline reflected by secondary data; • Adjustments made to impact management measures; • Issues arising from cumulative impacts; and • Any additional technical studies. <p>Multicom will continue ongoing engagement with McKinlay Shire Council to develop the Housing Strategy and implementation of the Community and Stakeholder Engagement Plan.</p>	
Support local business in Julia Creek and surrounding townships	Project personnel will support local business in Julia Creek and the surrounding townships through the purchase of goods and services.	Encourage ongoing development of these townships.
Support a safe and secure environment for the workforce.	The Health and Safety Management System will provide training to Project personnel, as well as protocols, procedures and management measures.	A work environment where Project personnel feel safe and secure.
Maximise employment opportunities generated during construction and operation of the Project, including fostering opportunities for local and regional businesses to contribute to the Project's supply chain, whilst also minimising the negative impact on the manufacturing and grazing industries.	Notify the local community and business operators and representatives when opportunities for training, employment and/or business collaboration arises, within a timely manner. This also involves providing local businesses the opportunity to bid in tenders and effectively communicate these expectations.	This will assist in workforce retention and strengthen the local economy and community. Capable and competent Project workforce including local residents. In addition, this will provide opportunities for employment for local residents over the life of the mine. Fair and equitable access to business in the region to supply chain opportunities associated with the Project.
Encourage local residents, contractors and labourers to seek employment opportunities		
Engage and attract a capable and competent workforce from the local community during all phases of the Project.		

Commitment	How commitment will be implemented	Outcome
Promote fair and equitable access to businesses in the region to supply chain opportunities associated with the Project.		
Provide education, training and skills development for local community members to enhance employment opportunities.	Notify the local community and business operators and representatives when opportunities for training will arise, in a timely manner.	Opportunities for up-skilling local community members and to enhance employment opportunities for the Project.
Implement a complaints register to ensure that all stakeholder concerns are addressed respectfully, appropriately and in a timely manner.	As part of the engagement process, a complaints mechanism will be developed and implemented.	The complaints register will provide an avenue to identify, track and remediate community complaints which may arise from the Project.
Identify ways to engage, notify and consult with relevant stakeholders, including directly affected and neighbouring landholders, residents and local businesses and relevant Government departments regarding social impacts, mitigation measures and commitments.	Multicom's Community and Engagement representative will identify the most appropriate method of communication when consulting with relevant stakeholders (i.e. face-to-face, telephone, email).	The provision of effective and appropriate delivery of Project information to relevant stakeholders.
Ensure the Project avoids or mitigates negative social impacts and capitalises on opportunities to improve the health and well-being of local and regional communities.	The Community and Stakeholder Engagement Strategy was implemented in March 2018 and is an ongoing Strategy for the Project. As part of the engagement process, a complaints mechanism will be developed and implemented.	The Community and Stakeholder Engagement Strategy provides the framework for Multicom to undertake the community and stakeholder engagement program to gather impacts, feedback and inform potential social impacts and the development of appropriate mitigation measure and management plans as part of the SIA process. The complaints register will provide an avenue to identify, track and remediate community complaints which may arise from the Project.
Ensure the Project does not adversely impact on the level of service to local and regional communities from existing social services, facilities and infrastructure.	The Community and Stakeholder Engagement Strategy ensures the potential impacts from the Project are assessed prior to the Project commencing to ensure the Project does not adversely impact the level of service to local and regional communities. Performance	The Project will not adversely impact on the level of service to local and regional communities. Impacts resulting from unforeseen impacts will be identified using performance indicators and addressed as part of ongoing stakeholder consultation.

Commitment	How commitment will be implemented	Outcome
	indicators and mitigation and management measures are provided in the SIMP to ensure any unforeseeable impacts can be dealt with appropriately and in a timely manner.	

Acronyms

Acronym	Definition
CSEP	community and stakeholder engagement plan
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships (Queensland)
DES	Department of Environment and Science (Queensland)
DIDO	drive-in, drive-out
DSDMIP	Department of State Development, Manufacturing, Infrastructure and Planning (Queensland)
DSDTI	Department of State Development, Tourism and Innovation (Queensland)
EIS	environmental impact statement
EP Act	<i>Environmental Protection Act 1994</i>
FIFO	fly-in, fly-out
SIA	social impact assessment
SIA Guideline	the Coordinator-General's SIA Guideline March 2018
SIMP	social impact management plan
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
TOR	terms of reference
tpa	tonnes per annum
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> .
FIFO worker (Saint Elmo Vanadium SIA)	A worker who lives more than one-hour driving distance from the mine and would be required to commute to work for their roster.
FIFO worker (SSRC Act)	A worker who commutes to work for their roster and lives in a town that is not a nearby regional community.
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.
new local	A project worker who moves to Julia Creek.
short-term accommodation	Temporary or visitor accommodation. For example, a motel or caravan park.
the project	Saint Elmo Vanadium project.
the proponent	Multicom Resources Limited.
unoccupied dwelling	Dwellings in Julia Creek identified as unoccupied in the ABS Census 2016

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